
ANNUAL REPORT



*Missouri Department of Conservation
2002-2003*

December 19, 2003

The Honorable Bob Holden
Governor of Missouri
State Capitol Building
Jefferson City, Missouri 65101

Dear Governor Holden:

Transmitted herewith is the report of activities, accomplishments and transactions of the Department of Conservation for fiscal year July 1, 2002 through June 30, 2003. This annual report was submitted to the Conservation Commission by Director John D. Hoskins, and formally approved for printing and distribution at our regular monthly meeting on December 19, 2003.

Sincerely,



STEPHEN C. BRADFORD, Chairman
Conservation Commission

ANNUAL REPORT

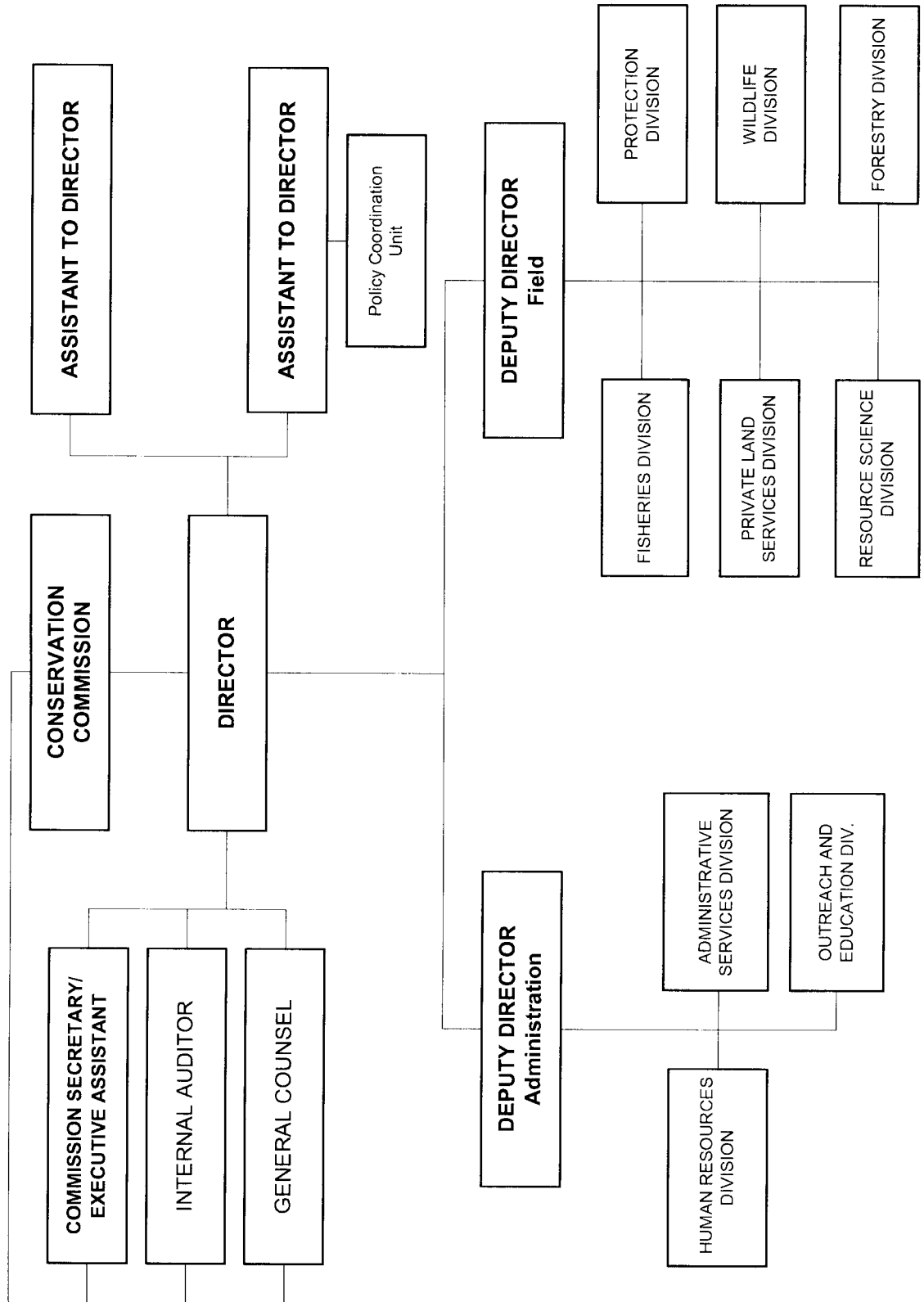


*Missouri Department of Conservation
Fiscal Year July 1, 2002 to June 30, 2003*

CONTENTS

TABLE OF ORGANIZATION	1
DIRECTOR AND DEPUTY DIRECTOR	3
GENERAL COUNSEL	4
INTERNAL AUDITOR	4
POLICY COORDINATION SECTION	5
ADMINISTRATIVE SERVICES DIVISION	13
BUSINESS AND SUPORT SERVICES	14
INFORMATION TECHNOLOGY SERVICES	19
FEDERAL ASSISTANCE COORDINATION	21
DESIGN AND DEVELOPMENT SECTION	21
FISHERIES DIVISION	25
FORESTRY DIVISION	33
HUMAN RESOURCES SECTION	51
OUTREACH AND EDUCATION DIVISION	56
PRIVATE LAND SERVICES DIVISION	65
PROTECTION DIVISION	71
RESOURCE SCIENCE DIVISION	76
WILDLIFE DIVISION	82

MISSOURI DEPARTMENT OF CONSERVATION



JOHN D. HOSKINS, DIRECTOR

JOHN W. SMITH, DEPUTY DIRECTOR

STEPHEN J. WILSON, DEPUTY DIRECTOR



Messrs. Hoskins, Smith and Wilson share responsibility for administration of the Department's nine divisions—Administrative Services, Fisheries, Forestry, Human Resources, Outreach and Education, Private Land Services, Protection, Resource Science and Wildlife. The General Counsel and Internal Auditor report to the Conservation Commission and to the Director; two Assistants to Director perform special assignments and report to the Director. The functions and activities of the divisions are summarized in the following pages for fiscal year 2002–2003.

GENERAL COUNSEL

All legal services to the Department of Conservation are supplied a general counsel and secretary with offices in the headquarters in Jefferson City. The general counsel serves as legal advisor to the Conservation Commission and to the Department's staff. The general counsel attends all meetings of the Conservation Commission. All litigation in which the Department of Conservation, the Conservation Commission or a member of the staff is a party is managed by the general counsel. Other functions include services to other attorneys and prospective donors for the Department's Donation Program; assistance in law enforcement training for conservation agents and other employees; and liaison with the office of the Attorney General and prosecuting attorneys.

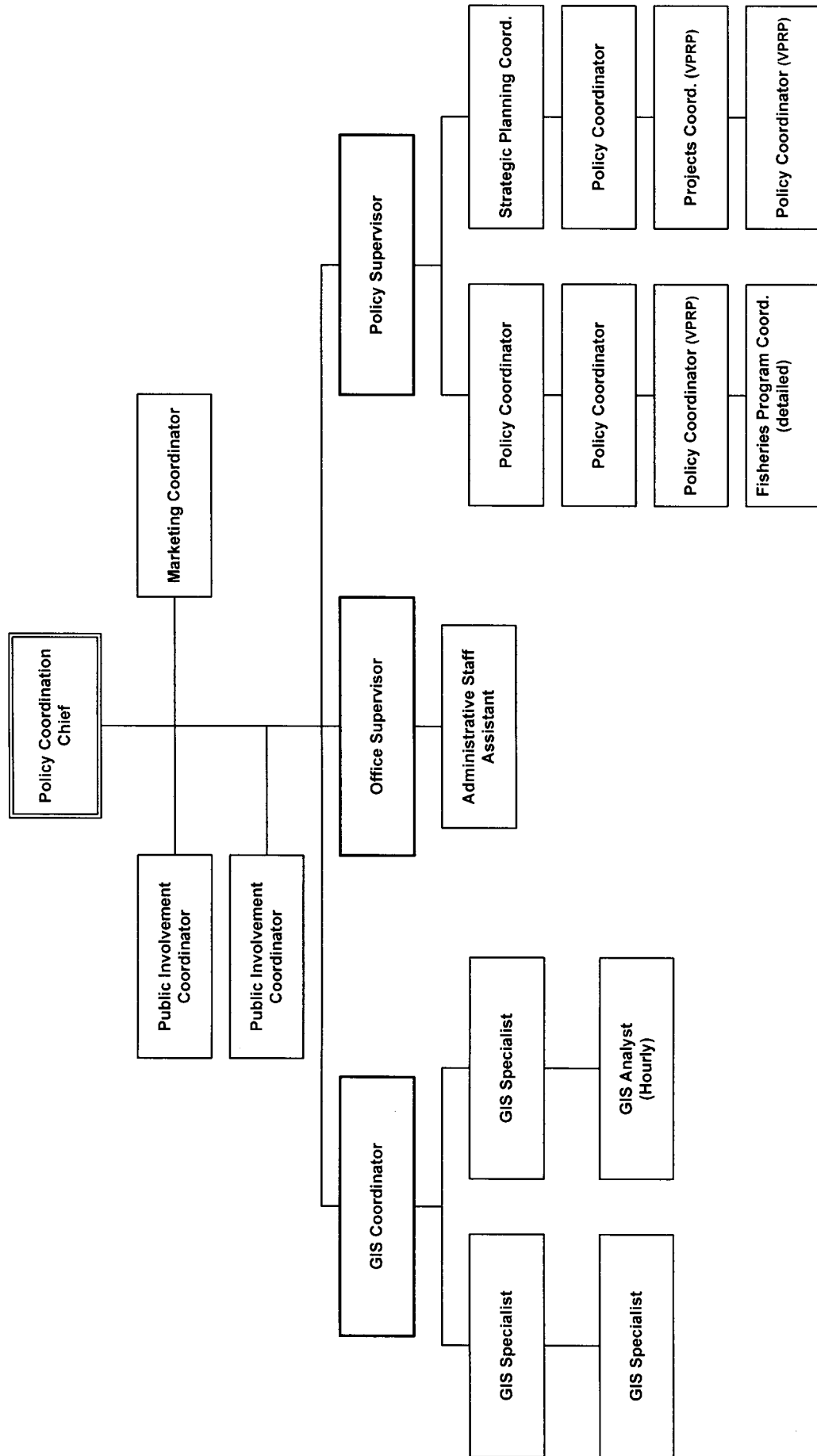
INTERNAL AUDITOR

It is the policy of the Commission to provide an internal audit function as a means of supplying the Director and top management with information to better control the operations for which they are responsible.

This function is performed through an internal auditor and a secretary. It is the internal auditor's responsibility to review operations within the Department at appropriate intervals to determine whether they are effectively carrying out their functions of planning, accounting, custody and control in accordance with management instructions, policies and procedures and in a manner consistent with the Departments objectives. This is accomplished by:

1. Reviewing plans, procedures and records for their adequacy to accomplish intended objectives and appraising policies and plans relating to the activity or functions under audit review.
2. Reporting on the results of audit examinations, including recommendations for improvement.
3. Recommending improvement of management controls designed to safeguard Department resources and ensure compliance with laws and regulations.
4. Conducting special examinations at the request of the Commission or the Director.

POLICY COORDINATION SECTION ORGANIZATIONAL CHART



POLICY COORDINATION UNIT

Responsibilities and Activities:

- ▶ Major Policy Issue Coordination
 - Missouri River Coordination
 - Mississippi River Coordination
 - AmerenUE/Bagnell Dam Relicensing
 - White River Basin Coordination
 - Hot Topics
- ▶ Environmental Review and Coordination
- ▶ Intra-agency Coordination
 - Training and Facilitation
- ▶ Inter-agency Coordination
- ▶ Geographic Information System (GIS)
 - Coordination
 - Hardware/Software
 - Database Development and Access
 - Projects
 - Education
- ▶ Marketing, Public Involvement, Social and Economic Survey Analysis
- ▶ Papers, Publications, and Awards

Accomplishments:

- Major Policy Issue Coordination

Missouri River Coordination

- ✓ Provided technical and policy support to the Director and Deputy Director on the national issue of the Missouri River Master Flow Manual revision
- ✓ Provided technical and policy support to the Governor, Director, and Deputy Director on legislative initiative to change cost share language in Water Resources Development Act 2000 (\$8.5 million in projects)
- ✓ Coordinate with the U.S. Army Corps of Engineers (COE), U.S. Fish and Wildlife Service (FWS), and the state of Iowa, Kansas, and Nebraska on implementation of the Missouri River Mitigation Project
- ✓ State delegate to the Missouri River Natural Resources Committee
- ✓ Committee member (and in-coming chair) on the Missouri River Natural Resources Committee Conference planning committee
- ✓ Worked with the COE and MDC Regions to develop shallow water habitat projects on the Missouri River that are focused on the endangered pallid sturgeon

Mississippi River Coordination

- ✓ Served on the Board of Directors of the Lower Mississippi River Conservation Committee and as Chairman, Upper Mississippi River Conservation Committee
- ✓ Represented the Department on River Resources Coordination Team in COE Rock Island District and the River Resources Action Team in COE St. Louis District, and the Upper Mississippi River Conservation Committee
- ✓ Represented Missouri on the Upper Mississippi River Environmental Management Program Coordinating Committee to implement \$198 million environmental management program and the Analysis Team (A-Team) responsible for guiding the Long-term Resources Monitoring Program

- ✓ Worked with the COE to develop habitat projects in the open Mississippi River and the lower six navigation pools
- ✓ Provide review and comment on the Upper Mississippi River Navigation Study

AmerenUE/Bagnell Dam Relicensing

- ✓ Represented the Department in FERC license of Bagnell Dam

White River Basin Coordination

- ✓ Represented the Department in the White River Basin Comprehensive Study

Hot Topics

- ✓ Managed complex or sensitive issues including: L-15 Levee, L-142 Levee, St. John's Bayou/New Madrid Floodway Project, Holcim Cement plant proposal, horse trail issues, otter reintroduction program
- ✓ Experimental stream bank stabilization projects

• Environmental Review and Coordination

- ✓ Provided forest, fish and wildlife conservation comments to the COE on statewide resources affected by development activities regulated by the Clean Water Act, Section 404/401 Program This involves working with field staff from all eight MDC regions and all five COE districts with authority in Missouri (St. Louis, Kansas City, Little Rock, Memphis, Rock Island).
- ✓ Coordinated Department input to Rock Island and St. Louis Corps District's dredging program along the Upper Mississippi River, and to COE Kansas City District's dredging program at the mouth of the Osage River
- ✓ Coordinated Department comments on the Howard Bend Levee Environmental Assessment
- ✓ Coordinated responses to requests for information regarding Missouri's sensitive species and communities
- ✓ Coordinated Department review and comments on the Environmental Impact Statement for Missouri Department of Transportation (MoDOT) Route 34 highway improvement project
- ✓ Coordinated Department review and comments on Mel Price Dam Hydroelectric Project
- ✓ Coordinated activities associated with the Weldon Spring Site Remedial Action Project to address contamination issues at the Busch and Weldon Spring conservation areas
- ✓ Obtained permits for Department development projects including 5-year Floodplain Development permit, NPDES blanket permit, and fish hatchery discharge permits
- ✓ Working to secure \$1.7 million for Truman Lake Paddlefish Mitigation project

• Intra-agency Coordination

- ✓ Coordinated preparation of the Executive Budget with MDC divisions and Business and Support Services
- ✓ Coordinated development of the Department's strategic plan
- ✓ Coordinated Department funds and activities related to North American Wetland Conservation Act grants (completed Settle's Ford CA, new grant for B.K. Leach CA, on-going administration)
- ✓ Coordinated the review and revising of the Area Resource Management Policy and Procedures Manual
- ✓ Coordinated full utilization of Ducks Unlimited's matching assistance to restore state habitat (MARSH) program
- ✓ Administered the Atlas database which contains information about Department owned, leased, and managed areas

- ✓ Obtained permits for Department development projects
- ✓ Represented the Department regarding our activities within regulatory flood way under State Emergency Management Agency (SEMA) jurisdiction
- ✓ Participated on the Regulations Committee
- ✓ Coordinated the State report of annual wetland accomplishments for the upper Mississippi River/Great Lakes Joint Venture Project
- ✓ Represented the Department on MoDOT's I-70 retrofit study
- ✓ Participated in preparing, from a biological viewpoint, Natural Heritage Database information for transfer to new software.
- ✓ Represented Policy Coordination on the Department's Stormwater Action Plan Committee
- ✓ Coordinated cultural resources surveys and other cultural resources activities Department-wide
- ✓ Compiled the Central Region Missouri Riverlands Management Plan for lands owned or managed by the Department that are adjacent to the Missouri River
- ✓ Served on the Department's Accessibility Committee
- ✓ Provided review and comment in the development of the Department's Grants Policy
- ✓ Provided coordination assistance in the review of a large grant submitted to the Commission

Training and Facilitation

- ✓ Lead development and implementation of National Wetland's Inventory Classification system workshops that trained 100 staff on the newly adopted system inventory process.
- ✓ Taught 5 Seven Habits of Highly Effective People courses for the Leadership Academy
- ✓ Taught 3 Serving Internal and External stakeholders courses for the Leadership Academy
- ✓ Facilitated development of the Department Strategic Plan
- ✓ Conducted training of Department staff on environmental reviews during the recovery leader training course in endangered species recovery
- ✓ Conducted and participated in two workshops on regulatory affairs for regional office staff.
- ✓ Served as Instructor-Monitor for Instructor's Training Course (ITC)
- ✓ Facilitator/secretary for White River Fisheries Partnership group
- ✓ Facilitated the Budget Advisory Committee for Fiscal to assist in the development of annual budget instructions for FY2004
- ✓ Facilitated the RAPTOR Committee which oversees the programs that are used for agency budgeting and accomplishment reporting

• Inter-agency Coordination

- ✓ Served as liaison to U.S. Army Corps of Engineers (COE), Ozark National Scenic Riverways, Mark Twain National Forest, Natural Resources Conservation Service (NRCS), Karst Resources Support Team, U.S. Geological Survey (USGS), State Emergency Management Agency (SEMA), Environmental Protection Agency (EPA), Department of Defense (DoD)
- ✓ Coordinated leasing and management agreements on COE lands
- ✓ Coordinated Department comments on COE operation and maintenance projects on the Missouri and upper Mississippi rivers (e.g., dike and revetment construction/maintenance), and on Table Rock Lake, Bull Shoals Lake, and Truman Lake
- ✓ Represented Department regarding re-authorization of Clean Water Act Nationwide Permit Program and developed regional conditions for implementation in Missouri
- ✓ Coordinated with the Missouri Department of Transportation (MoDOT) regarding the Memoranda of Agreement to improve access to data about Missouri's sensitive species and communities

- ✓ Coordinated with Missouri Department of Natural Resources (DNR) on review of regulations for in-stream mining
- ✓ Participated on the Inter-agency Agricultural MOV-Wetland Oversight Committee and the Inter-agency Mitigation Banking Review Teams
- ✓ Participated in the state Interagency Planning Council and various related task forces, teams, and committees.
- ✓ Represented the Department in St. Francis River projects
- ✓ Planned and developed agenda with St. Louis District COE for the second COE/DNR/MDC interagency partnering meeting
- ✓ Represented the Department on DNR Land Reclamation Commission's Sand and Gravel Mining rule-making process, and on the 100th Meridian Aquatic Nuisance Species Task Force
- ✓ Served on the Missouri Natural Resources Conference Steering Committee
- ✓ Served as Chair of the MO Chapter of the American Fisheries Society Rivers and Streams Technical Committee
- ✓ Point of contact for Fish and Wildlife Coordination Act issues with the Arkansas Game and Fish Commission
- ✓ Represent the Department on MoDOT Scenic Byway Committee
- ✓ Worked with the COE on fish habitat restoration in Bull Shoals Lake and waterfowl habitat restoration on Truman Lake
- ✓ Coordinated with DNR on review of regulations for Confined Animal Feeding Operations; land reclamation; in-stream mining; environmental review; and Section 401 (Clean Water Act) certification
- ✓ Represented the Department during negotiations with MoDOT to secure authorization to build a public boat launch facility on the Cuivre River
- ✓ Participated in a cultural resources working group with DNR, MoDOT, and Federal Highways Administration (FHA)
- ✓ Served on the 2003 Midwest Conference Steering Committee

- **Geographic Information System (GIS) Coordination**

- ✓ Participated in coordination and oversight of the following committees: MidAmerica GIS Consortium, NSGIC Conference Committee, NSGIC Standards Committee, US EPA Data Standards Committee, MoRAP Technical Committee, MoRAP Standards Subcommittee, and the MoRAP Projects Leader Committee
- ✓ Represented the State of Missouri and MDC as a member of the Board of Directors of the NSGIC
- ✓ Represented the Department and served as the Chair of the Missouri GIS Advisory Committee
- ✓ Represented the Missouri GIS User Community by serving as the Symposium Chair of the Mid America GIS Consortium and serving on 2004 Consortium Planning Committee
- ✓ Represented the State of Missouri and its GIS interests at the United States Geological Survey's National Mapping Division Workshop and the National States Geographic Information Council's annual meeting
- ✓ Facilitated the Department's GIS Users group that promotes GIS coordination and hosted monthly meetings
- ✓ Educated and monitored employee development and use of map serving software
- ✓ Represented MDC as a member of the Mid-Missouri GIS Users' Group
- ✓ Participated on steering committee, technical, and project leaders) committee, and numerous project teams, in support of development of comprehensive spatial information for Missouri's natural resources

Hardware/Software

- ✓ Upgraded the GIS lab's computing capability
- ✓ Maintained a Policy Coordination intranet web site that provides Department employees access to Policy Coordination information
- ✓ Updated the ArcView GIS program and extensions in all regional Department offices as well as most other Department offices
- ✓ Maintained GIS software in over 47 offices and home locations
- ✓ Provided technical support to GIS users throughout the state of Missouri
- ✓ Maintained existing Department map serving software on external and internal servers

Database Development and Access

- ✓ Maintained a shared GIS data directory that provides quick and efficient access for Central Office and Columbia Research GIS staff
- ✓ Maintained a new standardized data directory structure, database list and attribution for distribution to field staff
- ✓ Continued to update and support the electronic version of the Area Resource Management manual including an intranet page to make the document available to all users with intranet access
- ✓ Maintained a digital database using GIS technology to maintain Real Estate Services land record database
- ✓ Assisted in the development of a state-wide second generation Digital Orthophoto Quarter Quads (DOQQ) product based on MDC staff needs
- ✓ Updated COE property boundary coverage and verified boundaries in question with COE Real Estate Divisions
- ✓ Redesigned and updated the standard data directory structure to new administrative regions
- ✓ Acquired new spatial information including portions of digital county soils, 1:24,000 scale hypsography and the National Hydrography Data
- ✓ Created a database of MDC Area land expansion boundaries and report
- ✓ Using the new Missouri River database, provided analysis on Missouri River public ownerships for use by Department administrators, U.S. Fish and Wildlife Service, and the media
- ✓ Constructed an ArcView database of proposed Missouri River mitigation sites for prioritization

GIS Projects

- ✓ Maintained a customized ArcView application for the Private Land Services Division's Regional supervisors to track budget funds and landowner requests for assistance
- ✓ Provided analysis on sandbar presence at variant river stages for use in Missouri River Master Manual deliberations
- ✓ Continued support for a project to determine watershed health based on impervious surfaces
- ✓ Provided GIS/GPS support and training for MDC NWI ground-truthing effort
- ✓ Compiled and edited MDC NWI data in preparation for ground-truthing
- ✓ Coordinated and supported NWI field teams
- ✓ Maintained and modified a customized ArcView Project for entering spatial data and attribution in support of NWI effort
- ✓ Provided miscellaneous analysis and cartographic output for Department staff
- ✓ Maintained an intranet web site that provided access to Natural History spatial data for Department employees
- ✓ Maintained public internet web sites that provided access to Department spatial data
- ✓ Participated in the multi-agency development of a Species of Concern web site

- ✓ Taught six Introduction to ArcView classes to approximately 80 Department employees
- ✓ Taught two Introduction to the Spatial Analyst classes to 18 Department Employees
- ✓ Taught two Advanced ArcView training class for 100 GIS professionals
- ✓ Obtained certification to teach a class for the MDC Leadership Academy
- ✓ Maintained the ESRI certification necessary to teach the Introduction to ArcView class and Introduction to the Spatial Analyst class
- ✓ Presented a demonstration on GIS technology to the Missouri Information Technology Advisory Board
- ✓ Participated in conferences including the International ESRI User Conference, the Missouri Natural Resources Conference, and the Missouri GIS Conference
- ✓ Assisted with Conservation Focus Workshop logistics
- ✓ Participated in Model School program—providing maps, internet sites, and introductory GIS software, data, and shapefiles of Missouri
- ✓ Developed a custom GIS application for fire reporting and tracking for the Camdenton office
- ✓ Created a digital atlas of opportunity areas for the Fisheries Division 5-year Plan
- ✓ Developed a map archive system to retrieve maps on demand
- ✓ Provided live visual scenarios to various Divisions and Administration for the regional structure change from 10 regions to 8
- ✓ Provided cartographic and database information for the Missouri legislature about MDC
- ✓ Produced original and revised Expansion Land Project maps
- ✓ Created posters for WOW school
- ✓ Updated MDC land interactive maps for the public web site
- ✓ Produced state map for Missouri for Outdoor Writers Association Conference
- ✓ Produced Deer Harvest Maps for opening weekend, and for Antlerless Only Units
- ✓ Entered island data for Islandmaster file
- ✓ Digitized, edited, remapped Missouri River Mitigation Project Acquisition Priorities
- ✓ Produced Great River Road map

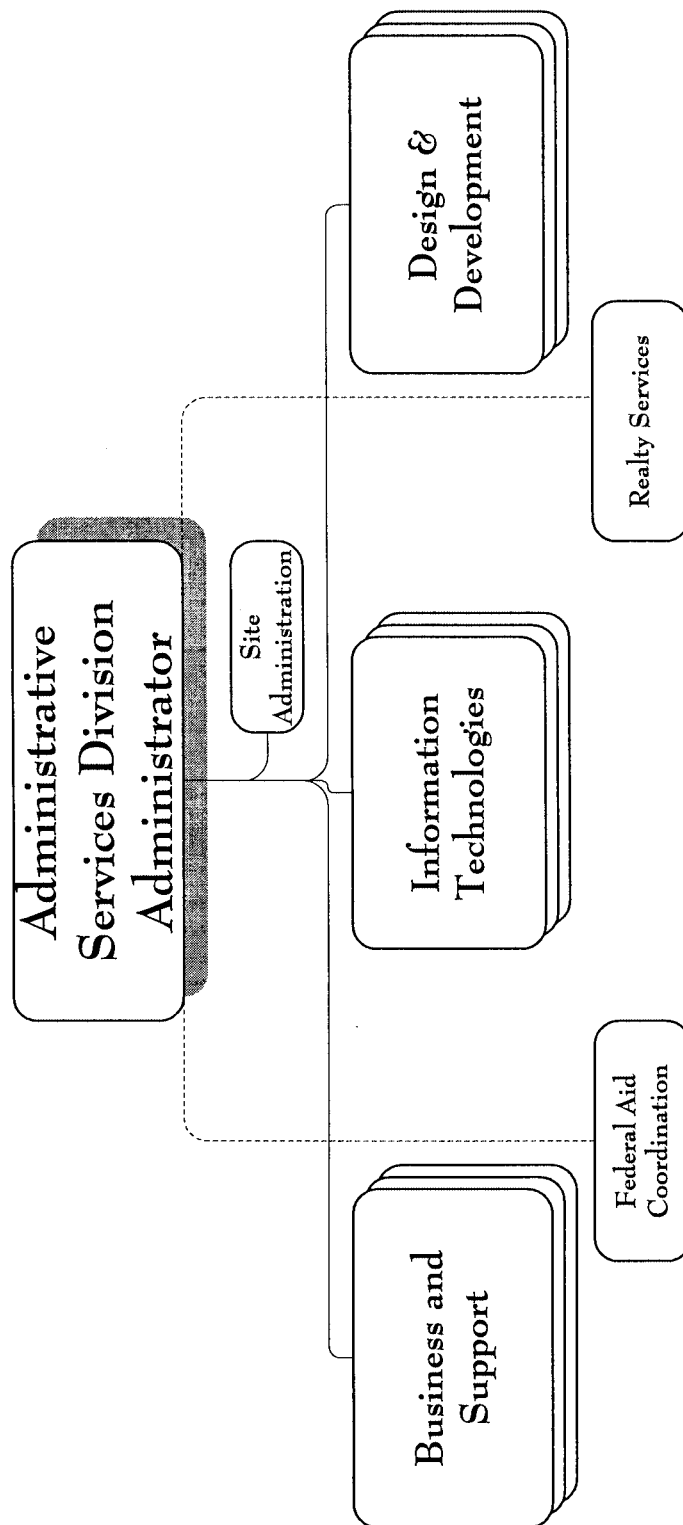
• **Marketing, Public Involvement, Social and Economic Survey Analysis**

- ✓ Collaborated with University of Missouri faculty to conduct survey of Missourians interest in outdoor recreation and opinions and awareness of the Department of Conservation
- ✓ Coordinated and conducted meeting of Department staff with Missouri Equine Council representatives
- ✓ Developed workshops for human dimensions and socio-economic topics
- ✓ Conducted analysis of survey data from Teacher-Leader survey
- ✓ Conducted analysis and reporting of data from the 2001 National Survey of Fishing, Hunting, and Wildlife-Associated Recreation
- ✓ Coordinated economic analysis of fishing, hunting, and wildlife-associated recreation in Missouri
- ✓ Prepared and distributed six one-page summaries of human dimensions and socio-economic conservation information
- ✓ Assisted Administration and Department staff with coordination and organization of Department conference and Division meetings
- ✓ Developed Policy Coordination mission statement
- ✓ Provided socio-economic review for Department Forest Legacy committee
- ✓ Provided review and design recommendations for Missouri River Recreation Study committee
- ✓ Assisted Department staff with materials and socio-economic handouts and posters for Conservation Forum meetings

- ✓ Provided socio-economic review to Department Public Use Committee
- ✓ Assisted staff with a variety of policy facilitation tasks and public involvement information requests
- ✓ Entered and summarized data from the Teacher/Leader Questionnaires
- ✓ Reviewed and summarized articles for Publications Files Annotated Bibliography
- ✓ Conducted focus group surveys and quantitative surveys about youth participation in conservation-related activities among Parkway South high school students in South St. Louis County
- ✓ Documented participant comments in eight statewide Conservation Forums
- ✓ Sponsored and assisted four youth to participate in Missouri's Youth in Government Executive Branch Leadership Institute
- ✓ Participated in planning publicity pertaining to otter control in the Ozarks
- ✓ Coordinated angler recruitment direct mail campaign among lapsed St. Louis anglers
- ✓ Coordinated Hispanic youth participation marketing campaign for Kids Fishing Days at Roaring River State Park
- ✓ Developed a cooperative proposal and secured \$400,000 funding to conduct a recreational use survey on Table Rock Lake, Bull Shoals Lake, and Lake Norfolk as part of the White River Basin Comprehensive Study

• **Papers, Publications, and Awards**

- ✓ Missouri Department of Conservation. 2003. Missouri's Conservation Forums: Spring 2003. Missouri Department of Conservation Public Profile 3-2003, Missouri Department of Conservation, Jefferson City, MO, 46 pp.
- ✓ Missouri Department of Conservation. 2003. The 2001 Economic Benefits of Hunting, Fishing, and Wildlife-Watching in Missouri. Missouri Department of Conservation Public Profile 4-2003, Missouri Department of Conservation, Jefferson City, MO, 45 pp.
- ✓ "Missouri Hunting and Fishing" one page flyer.
- ✓ "Missouri Wildlife Recreation" one page flyer.
- ✓ "Missouri Forestry and Wood Products" one page flyer.
- ✓ "The Economics of Conservation in Missouri" one page flyer.
- ✓ "We Listen to Missourians" one page flyer.
- ✓ "What Missourians Say About Conservation" one page flyer.
- ✓ Presented Missouri River Depth Analysis results to numerous groups nationwide to elucidate MDC's position on Master Manual revisions.
- ✓ Awarded "Special Achievement in GIS Award" at the 2003 ESRI User Conference.
- ✓ Love, Kathy, *Focus Group Analysis*, Reaching Urban Youth with Conservation Information, Public Profile 2-2003; Summer, 2003.
- ✓ Love, Kathy, *Youth Focus Groups*, Executive Summary, Public Profile 1-2003; Summer, 2003.
- ✓ Received "Best Theme Interpretation" Award during the Salute to America Parade, July 4, 2003, Jefferson City, MO.
- ✓ Gardner, James E. 2002. Published article, entitled *Recycling a bridge work platform for mussel habitat in Keeping It Simple, Easy Ways to Help Wildlife Along Roads*, U.S. Department of Transportation, Federal Highway Administration Publication No. FHWA-EP-066.



ADMINISTRATIVE SERVICES DIVISION

Business & Support Services Section (BASS)

To better serve our internal and external customers, a new section under Administrative Services Division was made by combining two of the Department's major service sections. Fiscal Services Section and General Services Section merged to form Business & Support Services Section, (BASS), during Fiscal Year 2003.

Business and Support Services (BASS) manages a broad range of functions that support a variety of Department operations. The overall mission of BASS can be summarized as follows: provider of good service to our fellow employees and external customers; as well as careful managers of the Department's assets that have been entrusted to our care.

Responsibilities and Activities:

- ▶ Coordinate and administer budget and finance functions.
- ▶ Operate 15 maintenance centers statewide.
- ▶ Prepare vehicles for specialized uses including law enforcement, fire suppressions, agricultural work, fisheries management and research activities and other field applications.
- ▶ Operate the Sign Shop for making Department Area signs; specialty orders; refurbished area signs; related signs and engraved name plates.
- ▶ Operate Distribution Center, warehouse, media loan service and provide merchandise for the nature shops at the regional office sites.
- ▶ Operate offset printing and central office mail center.
- ▶ Process revenue collections.
- ▶ Provide models of future receipts and disbursements for planning and budgeting purposes.
- ▶ Develop fiscal and economic policies for Department agricultural operations.
- ▶ Administer and maintain the automated point-of-sale (POS) permit distribution system.
- ▶ Process expenditures for the Department, including payroll.
- ▶ Process fixed asset transactions.
- ▶ Review legislative proposals for possible impact on the Department.
- ▶ Coordinate lease and rental agreements.
- ▶ Prepare Internal and Executive Budget requests, financial reports, and cash flow projections.
- ▶ Coordinate RAPTOR support and operations.
- ▶ Provide support service to divisions and field staff.
- ▶ Administer title and license/registration records on Department vehicles, boats, motors, and trailers.
- ▶ Review purchasing documents for compliance with state and agency rules and regulations.
- ▶ Develop and implement fiscal related policies and procedures.
- ▶ Prepare financial and management reports and information.
- ▶ Maintain 1,086 water craft.
- ▶ Administer Department's uniform/clothing policy.
- ▶ Administer the commercial permit distribution system.
- ▶ Administer the landowner deer permit system.
- ▶ Administer the Optical Character Recognition (OCR) system for processing hunter education forms and deer and turkey check sheets.
- ▶ Present Financial Management section of Leadership Academy.
- ▶ Procure, repair and dispose of the vehicle fleet, marine and other mechanical equipment.
- ▶ Maintain 1,477 wheel and track vehicles, and 1,061 trailers statewide.

- Maintain 4 aircraft to be utilized in support of the official Department mission. Mission includes wildlife census counts, aerial radio telemetry studies for fish and wildlife, water pollution investigation, surveys for land acquisition, and other activities associated with management of the state's fish, forest and wildlife resources.

Accomplishments:

- ✓ Continued to develop and define procedures for including service components in cropping contacts.
- ✓ Assisted in development of a new accomplishments monitoring system (RAPTOR).
- ✓ Coordinated administrative and collection activities at two public auctions to dispose of surplus equipment that yielded \$1,074,854 in return on vehicle and equipment with excessive hours, miles or not cost efficient to maintain or repair, during FY 2003.
- ✓ Processed payments for Department's fleet fuels and lubricants.
- ✓ Manufactured 39,650 signs at the Sign Shop during Fiscal Year 2003.
- ✓ The Print Shop filled more than 1,850 print job requests and the mail room handled approximately 1,000,000 parcels; and delivered 4,000 packages.
- ✓ Administered the POS permit sales system, accounting for 2.1 million sport hunting and fishing permits sold for a total value of \$29.4 million (2002 permit year).
- ✓ Sold a total of 5,975 permits through the Central Office permit sales account for a total value of \$247,453 (2002 permit year).
- ✓ Issued 647 lifetime hunting and fishing permits.
- ✓ Administered operation of the special permits program including:
 - Landowner permits—over 33,000 applications processed and over 103,000 permits issued in 2002.
 - Managed hunt permits—over 7,000 applications processed for over 24,000 individual hunters in 2002.
- ✓ Implemented hunting and fishing permit sales over the internet for the first time. 8,300 permits sold for a value of \$217,000 issued online during the first 10 months.
- ✓ Successfully re-designed hunt/fish permits to improve customer satisfaction.
- ✓ Responded to an average of 2,000 calls each month coming in on the toll free permit vendor hot line. Calls typically require looking up conservation numbers, explaining regulations, helping vendors with equipment problems, etc.
- ✓ Reviewed and responded daily to e-mails forwarded from the Outreach and Education Division's Ombudsman regarding hunting and fishing permit issues.
- ✓ Issued over 125,000 commercial permits, tags and bands.
- ✓ Issued approximately 400 collector permits and approximately 40 rehabilitation permits.
- ✓ Continued development of new POS system for selling hunting and fishing permits according to MDC regulatory revisions.
- ✓ Produced an annual report detailing sales of merchandise and cost of sales at field locations.
- ✓ Maintained perpetual inventory records for 28 field locations selling merchandise and reconciled these to physical inventory counts.
- ✓ Completed Phase II implementation of the sales and inventory system for the consignment areas. Currently have 12 of the larger consignment areas using the system.
- ✓ Completed approximately 350 Fiscal Notes.
- ✓ Processed over 3,757 durable property inventory transactions, real property inventory transactions, and lease transactions.
- ✓ Continue to assist IT Section with the development of RAPTOR.

- ✓ Completed Contracting and Procurement Participation Plan for Minority and Women-Owned Business Enterprise Programs (MBE/WBE).
- ✓ Completed MBE/WBE Procurement Analysis for Fiscal Year 2003.
- ✓ Developed initial reconciliation procedures between RAPTOR data and SAM II data.
- ✓ Developed revisions to RAPTOR reconciliation to include updated processes, increasing efficiency.
- ✓ Served as Department liaison, and security administrator for SAM II.
- ✓ Updated the Business Policy Manual on a continual basis and revised the Grants and Cooperative Agreements Policy and Procedures.
- ✓ Decentralized the expenditure process whereby expenditures are entered directly into the SAM II System by the Regional Offices and approved by Central Office Accounts Payable Section.
- ✓ Assisted field staff with the bidding process for several cooperative projects with MoDOT and the use of Highway Enhancement Funds.
- ✓ Processed 31,794 cash receipt documents. It should be noted that this is higher than last year because in the past we only reported what was from Central Office and this encompasses transactions from the field offices that are entering cash receipt documents at their office.
- ✓ Processed 3,420 SAM II/RAPTOR Journal Voucher documents.
- ✓ Processed 90 requisition documents.
- ✓ Processed 2,509 purchase order documents.
- ✓ Processed 297 department agreements.
- ✓ Processed approximately 78,513 payment voucher documents.
- ✓ Processed approximately 2,553 receiver documents.
- ✓ Processed approximately 5,136 vendor invoice documents.
- ✓ Processed 48,000 payroll checks.
- ✓ Presented Financial Management Training statewide in the Leadership Academy and at the New Employee Orientation classes.
- ✓ Hired a new supervisor for the Distribution Center/Warehouse. The staff has taken great strides to streamline the accounting and inventory processes and increase productivity. Supervisor and staff also assisted with the development of plans or the modifications to be made to the facility with the moving of the Print Shop and Mail Room and the addition of a new warehouse.
- ✓ Continue managing 2 warehouses consisting of approximately 15,000 square ft.
- ✓ The Distribution Center processed more than 9,300 sales orders; responded to over 4,200 requests for free publications to teachers, youth leaders and home schoolers; shipped 9,224 packages to vendors of hunting and fishing permits; shipped 900 packages to Stream Teams volunteers; 500 packages to MDC nature shops; and provided over 5,500 packages to the general public and MDC field employees for fairs and special events.
- ✓ Continue shipping and providing approximately 350 *Missouri Conservationist* cassette tapes to libraries, to make the *Conservationist* magazine available to the blind.
- ✓ Flew 1,492 hours to accomplish the Departments mission with respect to resource management, personnel transport, law enforcement, fire protection, photography, and wildlife transport. (12% decline in flight hours, from previous year, is due to: retirement of Chief Pilot; downtime due to a major helicopter engine overhaul and a decrease in waterfowl survey flights due to the promotion of the Department's waterfowl biologist.)
- ✓ Maintained aviation services staff including a professional aviation technician with inspector's authorization; three full time, professional pilots and the Chief Pilot.
- ✓ Continued operations, maintenance and upkeep on the Department's 6,210 square foot hanger located at Memorial Airport in Jefferson City, Missouri, which also has 2,168 square feet for offices and waiting area.

- ✓ Provided flight support to Department staff with the aviation fleet consisting of the single engine Cessna 210; twin-engine Cessna 402; Bell Jet Ranger helicopter and the King Air 200 airplane.
- ✓ Continue agreement on King Air 200 airplane with MoDot, which was jointly purchased in May 2000. Cost of operation is proportional to each agency's use of the airplane and the plane is housed in MDC's hangar and maintained by MDC's aircraft mechanic. (Benefits of this partnership include shared flight resources and improved efficiency of both agencies' aircraft operation).
- ✓ Processed replacement vehicles assigning license plates and inventory identification numbers.
- ✓ Maintained Department's \$36,000,000 vehicle fleet, which included: 1,477 wheel and track vehicles and 1,061 trailers distributed statewide.
- ✓ Conducted annual vehicle and equipment safety inspections.
- ✓ Maintenance Centers in Salem, Springfield and Brookfield receive new equipment for preparation for specialized uses including law enforcement, fire suppressions, agricultural work, fisheries management and research activities and other field applications and assignment and prepare surplus equipment for disposal.

MISSOURI DEPARTMENT OF CONSERVATION

Actual Funds Available and Disbursements For Fiscal Year 2003

RECEIPTS

Sales Tax	\$ 89,855,329
Hunting, Fishing & Commercial Permit Sales	28,407,123
Federal Reimbursements	13,810,531
Agricultural Sales	1,411,502
Timber Sales	1,574,809
Other Miscellaneous Receipts	683,676
Miscellaneous Fees & Tags	1,528,690
Surplus Property	1,081,401
Interest	744,851
Publication Sales	888,919
Nursery Stock Sales	1,037,380
Grants, Gifts, Bequests & Donations	1,349,533
Contractual Services	974,658
Rentals	54,640
Miscellaneous Sales	138,720
Land Sales	483,550
Yield Tax	32,557
Refunds	100,870
Damage Reimbursements	7,885
Concession Income	17,181
TOTAL RECEIPTS	<u>\$144,183,807</u>

DISBURSEMENTS

Construction & Development	\$ 14,771,828
Wildlife	15,930,146
Forestry	14,903,199
Protection	15,191,299
Administrative Services	28,137,231
Fisheries	14,293,493
Outreach & Education	13,169,371
Private Land Services	6,172,255
Land Acquisition/Landowner Assistance/In-Lieu Taxes	2,016,669
Design & Development	8,870,367
Administration	3,337,572
Resource Science	2,438,957
Human Resources	1,894,542
TOTAL DISBURSEMENTS	<u>\$141,174,379</u>

Information Technology Services (IT)

Responsibilities and Activities:

- ▶ Technology Planning
- ▶ Technology Budgeting
- ▶ Computer Center Operations
- ▶ Desktop Technology
- ▶ Local Area/Wide Area Network Support
- ▶ Intranet Services and Support
- ▶ Application Software Development
- ▶ Data Base Administration
- ▶ Two-Way Radio Services and Support
- ▶ Telephone Services and Support

Accomplishments:

General

- ✓ Prepared 571 purchase orders and processed invoices worth almost \$2,176,493.27 in new computer hardware and software.
- ✓ Supported numerous organizational moves in the Central Office and field offices by relocating telephones, cables, PCs, printers, etc.
- ✓ Supported the State Chief Information Officer (CIO) and State Information Technology function by participating in the Information Technology Advisory Board (ITAB).
- ✓ Supported the State Executive Telecommunications Advisory Council (SETAC) which prepared FY 04 telecommunications cost allocation plan for OA DP&T.
- ✓ Completed statewide radio changes necessary to operate with the realigned regions. This required programming changes to every mobile and portable radio in the system and many of the fixed repeater sites throughout the state.
- ✓ Supported a total of 544 training opportunities for MDC employees.

Technical—Application Development Unit

- ✓ Developed 5 new web applications to support Education Contacts, Protection Arrest, Property Inventory, CWD Database, and Radio Inventory. Maintained and supported a total of 8 web applications on the Intranet.
- ✓ Developed 3 new Access applications to support Property Inventory, Airport Fuel Usage, and Magazine Subscriptions. Maintained and supported a total of 21 Access applications.
- ✓ Developed 3 new Interactive Voice Response (IVR) applications to support Waterfowl Area Reporting, Deer Telecheck, and Spring Turkey Managed Hunt. Maintained and supported a total of 5 IVR applications.
- ✓ Maintained and supported 14 Visual Basic (VB) applications.
- ✓ Replaced 7 COBOL applications with new Windows/Web based applications to support retiring the AS/400 at the Central Office. Maintained and supported the remaining 2 COBOL applications on the AS/400 at the State Forest Nursery in Licking.
- ✓ Replaced 5 Clipper applications with new Windows/Web based applications. Maintained and supported the remaining 14 Clipper applications.
- ✓ Developed and supported 16 Access query and reporting databases to provide ad hoc reporting from MDC application data.
- ✓ Supported installation, customization, and operation of the HRIS and QuickSell commercial software packages.

- ✓ Maintained and supported 6 production databases in Oracle containing a total of 4667 tables and occupying approximately 66 gigabytes of storage space.
- ✓ Provided technical assistance, formatting, and posting of 15,545 pages on the MDC Intranet including HTML pages, Active Server pages, and PDF pages.

Technical—Operations Unit

- ✓ Installed 24 servers Department Wide.
- ✓ Upgraded 3 Wide Area Network (WAN) circuits to field offices.
- ✓ Installed 4 new local area networks (LAN) and one upgrade; Kirksville/upgrade; Brookfield, Jackson, Salem and Branson were the new installs.
- ✓ Replaced 344 PCs with new Windows 2000 computers.
- ✓ Processed 11,735 trouble calls through the Help Desk.
- ✓ Completed 2,691 maintenance trouble tickets on PCs across the state.
- ✓ Supported an AS/400 print load of 33,121,344 lines.
- ✓ Supported an AS/400 work load of 321,502 jobs.
- ✓ Supported over 1,519 PCs, 38 LANs and 36 WAN locations across the state.
- ✓ Supported 1,430 e-mail users across four post offices statewide.
- ✓ Maintained an average 99.5% network availability throughout the year.

Technical—Telecommunications Unit

- ✓ Replaced six telephone key systems: Resource Science Center, Northwest Regional Office, Cassville, Branson, Bolivar, and Lake Paho.
- ✓ Installed new telephone systems at new MDC facilities, including the Busch CA Wildlife Office and Columbia Bottom CA maintenance shop.
- ✓ Replaced 83 mobile radios, 365 portable radios, and 6 base stations throughout the state.
- ✓ Replaced 49 fixed repeaters in the Southeast, Central and St. Louis regions. Our equipment replacement is resulting in improved mobile and portable radio coverage in areas served by the tower sites.
- ✓ Installed twelve new (ADD) fixed repeaters to provide radio coverage in the expanded regions resulting from department reorganization.
- ✓ Established a new mobile radio equipment standard (Kenwood TK-790) after a field trial with department staff.
- ✓ Issued 7 requests for frequency coordination for new FCC radio station licenses, and 39 requests for license modifications.
- ✓ Maintained over 1,600 telephones, 1 PBX System, 65 electronic Key Systems, numerous FAX machines, and audio visual and public address equipment at 117 locations across Missouri.
- ✓ Designed and implemented major PBX trunk reconfiguration and “live operator” system changes at MDC Headquarters; assisted with “live operator” system changes at St. Louis Regional Office, Ozark Regional Office, Northwest Regional Office, Central Regional Office, Resource Science Center, and Kansas City Discovery Center.
- ✓ Issued 237 purchase Orders for radio equipment, service parts and tower maintenance.
- ✓ Issued 67 purchase orders for telephone equipment and facsimile machines, and 70 service orders for voice and wide area network services.
- ✓ Implemented two long-term satellite communications tests for broadband Internet service at Hunnewell Hatchery and Dalton Shooting Range.
- ✓ Increased height of existing communications towers to improve communications range at Warrenton, Kansas City and St. Louis regional offices.

- ✓ Completed an agreement with the U.S. Army Corps of Engineers to use tower space on their tower facility at Mark Twain Lake. Dismantled and stored a 195 foot guyed communications tower from Santa Fe (Molino Tower Site) and terminated a small acreage lease for our tower.
- ✓ Entered into a temporary site rental agreement after a leased tower we had used near Malden collapsed in an ice storm during December, 2002. MDC's equipment survived the collapse but the tower was a total loss. A new temporary site was located and MDC's radio equipment was back on the air within days.
- ✓ Constructed four new large self-supporting towers to be used for fixed repeater sites at Columbia Bottom CA, McCormack CA, Price Bridge (Chariton County) and Midway (Boone County).
- ✓ Entered into cooperative agreements with local governmental entities (sheriff's offices and rural fire departments) permitting them to use MDC towers at our Taum Sauk, Mudlick, Meta, and High Pointe sites.
- ✓ Entered into cooperative agreements with the U.S. Fish and Wildlife Service, permitting them to improve their communications in Missouri by utilizing MDC communications facilities at McCormack CA (for Swan Lake NWR), Arrow Rock, and Warrenton for a USF&WS radio system for the Big Muddy National Fish and Wildlife Refuge).
- ✓ We now maintain 87 tower sites, 95 base stations, 166 radio relays, 1,243 mobile radios and 1,062 portable radios.

Federal Assistance Coordination

The role of the Federal Assistance Coordination unit is to coordinate preparation of grant proposals, grant agreements, performance reports, seek reimbursements, and ensure compliance with any regulatory requirements.

The Department regularly participates in a number of federal assistance granting opportunities including the Fish and Wildlife Service (FWS) administered Sport Fish and Wildlife Restoration program and State Wildlife Grants program. Additional federal monies are received from other FWS sources, U.S. Forest Service, U.S. Army Corps of Engineers, the Environmental Protection Agency, and Natural Resources Conservation Service. During fiscal year 2002–2003, the Department managed 73 different federal grants totaling approximately \$14.6 million.

Design and Development Section

Design and Development Section provides professional engineering, architectural and construction services to the Department in support of the Department's capital improvement program. Design & Development is also responsible for the maintenance and repair and renovation of the Department's extensive statewide infrastructure on lands owned or leased by the Department. All work is highly specialized in direct relation to the Department's resource programs. Typical capital improvements projects are the development of wetlands, fishing lakes, fish hatcheries, nature centers, disabled user access trails, river and lake public use access areas, stream stabilization and corridor improvements and hunter safety training facilities, including shooting ranges. In FY2003, \$14.7 million was expended on construction/development projects in the Department's capital improvement program.

Design & Development handles all aspects of design and development on construction/development projects which includes: performing development investigations, conducting feasibility studies and environmental assessments; preparing design drawings and contract specifications; construction by in-house staff or contracting for construction services; and administering construction contracts. Boundary, construction and topographic surveys of Department lands and development projects are performed under the direction of the Division's registered land surveyors. Support staff provides technical assistance in the areas of: clerical, soils/geotechnical, state of the art CADD drafting applications, quality control through contract supervision, and the

Department's County Aid Road Trust (CART) program. The CART program provides a mechanism to share the cost of road rock placement on County/Township roads leading to Department areas. The cartography unit archives all department land and produces department maps.

The Design & Development Construction Unit handles the maintenance, repair, and renovation of the Department's extensive statewide infrastructure on lands owned or leased by the Department. Design & Development is responsible for the total maintenance of unstaffed conservation areas in north Missouri and the management and maintenance of Department facilities on a statewide basis. In-house staff also has the responsibility for construction of numerous new capital improvements projects each year.

Construction staff completed approximately 1000 renovation and repair and small construction projects which included pond, parking area, entrance road, terrace and waterway construction, pond repair, old field renovation, clearing for fence lines, fire lines and tree plantings. Many miles of road and levee were trimmed of brush by use of long reach mowers. Several large stream renovation projects were accomplished. Other projects included building repairs, heating and cooling system installation and repair, construction of low water crossings, sidewalk construction, and other miscellaneous projects. Area maintenance crews performed routine maintenance including mowing, litter pickup and sign replacement on 293 conservation areas in north Missouri. Routine road maintenance was completed on more than 1200 miles of road.

Design & Development personnel have expertise in the surveying, soil mechanics, hydrology, river hydraulics, structural, architectural, mechanical, electrical, environmental, computer, CAD, drafting, building and major earthwork construction, quality control, and maintenance fields. Like the rest of the Conservation Department, the Design & Development staff has a proven track record of being the best in the nation. In FY 2003, Design & Development received the top award of the Association of Conservation Engineers, the Award of Excellence, for the Lost Valley Fish Hatchery Project in Warsaw. The project was a total in-house design and was recognized first in its class for innovation in the application of conservation engineering principles as applied to an aquaculture facility.

Design & Development engineers take pride in being conservation engineers utilizing a combination of engineering expertise and biological understanding. It is the goal of the designer to blend Department facilities into the surrounding environment while enhancing the natural resource habitat. Design & Development personnel communicate and team with resource managers, biologists, and other fellow professionals in the field of conservation to transform the biological requirements of wildlife and fisheries management into naturally operating facilities. Design & Development personnel design and construct projects to provide for both environmental benefits and increased public use opportunities.

A sampling of the capital improvement and repair and renovation projects handled by Design & Development in FY 2003 is listed below:

- ✓ Bellefontaine Neighbors CA—Ponds and facilities development
- ✓ Columbia Bottom CA—Missouri River access, wetlands, trails, confluence viewing
- ✓ Duck Creek CA—Renovation and repair of levee
- ✓ Forest Park—Development of ponds, wetlands, and trails
- ✓ Great Spirit Cave—Construction of cave gate
- ✓ Hartell CA—Disabled user covered fishing dock
- ✓ Horseshoe Lake—Renovation
- ✓ Lebanon Forestry Office—Storage Building
- ✓ Little Indian Creek CA—Shooting Range
- ✓ Magnolia Hollow CA—Disabled user trail, parking area, and viewing platform
- ✓ Montauk Hatchery—Water supply intake improvements
- ✓ Nodaway Valley CA—Wetland development
- ✓ Northwest Regional Office—Amphitheater
- ✓ Rockwoods Reservation—Bridge replacement
- ✓ Sand Ponds CA—Pond construction
- ✓ Shepherd of the Hills Fish Hatchery—Bulk feed storage facility repair
- ✓ Stump Island Park—Missouri River access development
- ✓ Delaney Lake CA—Parking, pavilion, courtesy dock
- ✓ Fort Osage County Park—Missouri River access development
- ✓ LaBenite Park—Sugar Creek access development

Realty Services Section

In-Lieu-of Tax Program

In FY2003 in lieu of tax payments, which included levee and drainage district taxes, totaled \$661,356.60 to 113 counties. The four largest payments were to St. Louis (\$47,761.36), Shannon (\$28,305.26), Mississippi (\$23,701.66) and Holt (\$23,155.77) counties. Since 1980 more than 9.9 million dollars has been returned to Missouri counties under the in lieu of tax program.

Land Transactions

Lands purchased or received in trade July 1, 2002 through June 30, 2003:

<u>County</u>	<u>Area</u>	<u>Acres</u>
Boone	Henry Jackson Waters C. A.	5.53
Boone	Three Creeks C. A.	16.00
Dallas	Lead Mine C. A.	95.00
Pettis	Ralph & Martha Perry C. A.	71.00
Reynolds	Clearwater C. A.	240.00
Ripley	Little Black C. A.	19.71
St. Louis	Columbia Bottom C. A.	117.80
Saline	Blind Pony C. A.	40.00
Shannon	Angeline C. A.	240.00
Worth	Emmett & Leah Seat Mem. C. A.	80.00
Wright	Cedar Gap C. A.	40.00

Land donations from July 1, 2002 through June 30, 2003:

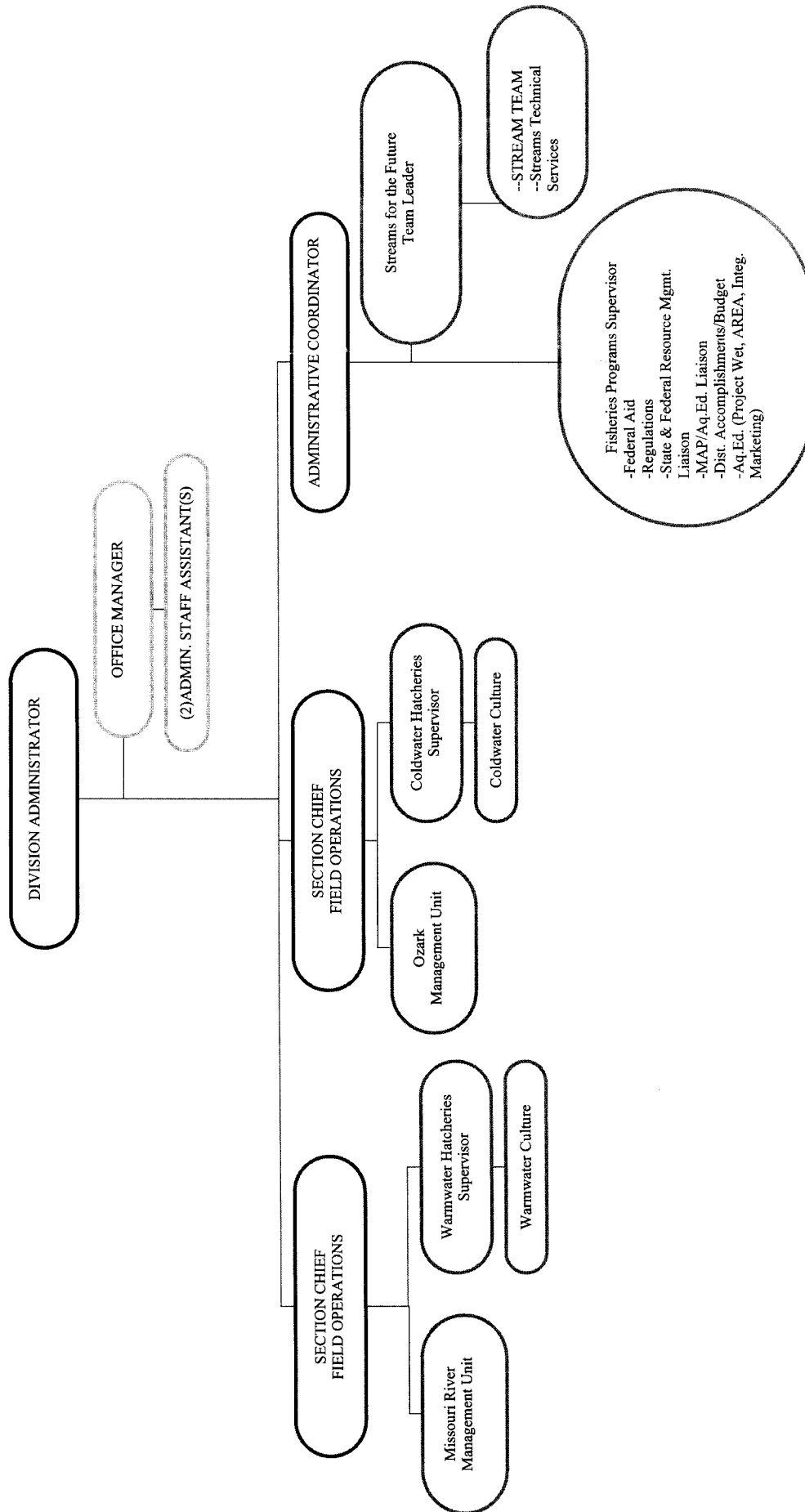
<u>County</u>	<u>Area</u>	<u>Acres</u>
Audrain	William Lowe C. A.	133.00
Callaway	Prairie Fork C. A.	6.25
Crawford	John & Melba Anderson Mem. C. A.	340.64
Crawford	Pearl & John Sizemore Mem. C. A.	180.00
Ripley	Mudpuppy C. A.	9.50
St. Clair	Linscomb C.A.	145.90

Lands traded or sold between July 1, 2002 and June 30, 2003:

<u>County</u>	<u>Area</u>	<u>Acres</u>
Cooper	Wooldridge Access	30.00
Dent	Cedar Grove C. A.	280.00
Dunklin/Pemiscot	Little River C. A.	17.02
Jefferson	Conservation Area	13.55
Jefferson	Jeremiah Blackwell Access	3.08
Pettis	Ralph & Martha Perry C. A.	30.00
Reynolds	Clearwater C. A.	120.00
St. Louis	Columbia Bottom C. A.	117.80
Wright	Cheerful Hill Access	65.00
Wright	Camp Branch Access	.50

Staff also negotiated, facilitated and filed several easements and agreements granting access across Department lands for roads, utilities or special uses. Also, staff continues to work on a computerized land inventory record system that will include real estate transactions beginning with the formation of the Missouri Department of Conservation in 1937.

**DIVISION OF FISHERIES
MISSOURI DEPARTMENT OF CONSERVATION**



FISHERIES DIVISION

The Division's mission is *"to professionally manage the fish and associated aquatic plants and animals of Missouri for the use and enjoyment of the people."*

Missouri has about 1,163,000 surface acres of water comprised of nearly 900 public lakes (24% of the total surface acres), 486 miles of Mississippi River and 553 miles of Missouri River (22% combined), almost 16,000 miles of other permanent streams (8%), over 39,000 miles of intermittent streams (3%) and about 500,000 private lakes (43%). These waters support rich and diverse aquatic communities that are used, enjoyed and appreciated by millions of people each year. Fishing is one of the most popular and economically important uses of these waters. Each year, Missouri's 1.2 million sport anglers (16 years of age and older) make about 11.8 million fishing trips and spend almost a billion dollars on related goods and services. During 2002, the Department of Conservation sold 1,522,925 resident and nonresident fishing permits and tags of all types.

To carry out its mission, the Division had fisheries management staff deployed in 8 regions during FY 2003. Management efforts were supported by five coldwater fish hatcheries, five warmwater fish hatcheries, the Stream Unit and central office staff. The Division had 172 permanent and term positions and varying numbers of temporary employees at the end of FY 2003.

During FY 2003, the eight Department regions were staffed with 76 Fisheries Division employees. Most were stationed in the regional offices, but some staff worked out of the California, Camdenton, Chillicothe, Clinton, El Dorado Springs, Hannibal, Lebanon, Liberty, Neosho, Sedalia, and Sullivan offices. Fisheries management personnel are responsible for monitoring and maintaining the quality of the aquatic resources, managing the public fisheries resources for quality fishing, providing technical guidance in stream and lake management to private landowners and other public agencies, providing and assisting with public information and education programs, assisting with other Department programs and representing the Division and Department on matters pertaining to the aquatic resources in their region.

The five warmwater hatcheries (Blind Pony, Chesapeake, Hunnewell, Indian Trail and Lost Valley) have 36 employees and are responsible for rearing the fish needed to stock public waters, suitable private lakes, and waters used for special fishing events and aquatic resource education. Their staffs also develop methods of rearing endangered species. The five coldwater hatcheries (Bennett Spring, Maramec Spring, Montauk, Roaring River and Shepherd of the Hills) are staffed by 41 employees and they rear the trout needed to stock public waters. Their staffs are also responsible for stocking and managing the popular Bennett Spring, Maramec Spring, Montauk and Roaring River trout parks.

The Stream Unit (staff in Jefferson City, Sedalia, Columbia, and Kirksville) has 11 employees and is responsible for administering the STREAM TEAM program, working with the Missouri Department of Natural Resources on the Volunteer Water Quality Monitoring Program, providing stream technical services to regional Division and Department staff and coordinating the Department's Streams For The Future Program.

The Division's central office staff directs and administers Division programs, develops and refines regulation proposals, works on the acquisition and development of public fishing and boat access areas, administers the Community Assistance Program and Corporate and Agency Partnership Program, administers Federal Aid grants, coordinates angler recognition programs, develops and revises technical and popular written materials, and provides administrative support for Division and Department staff and programs.

Five broad goals guide the Division. We are striving to:

- Maintain aquatic ecosystem integrity and protect aquatic biodiversity;
- Provide fair, responsive service to our customers;
- Provide quality fishing;
- Increase the number of people engaged in the use and enjoyment of the state's aquatic resources; and
- Enhance teamwork within the Fisheries Division and Department.

The Division's FY 2003 activities and accomplishments are summarized below by Department program area.

Public Resources Management

Streams

- Completed two watershed inventory and assessment reports. These have been or will be posted on the Department's internet home page (click on "Missouri's Rivers and Their Watersheds").
- Made progress on three other watershed inventory and assessment reports.
- Conducted fish community surveys at 58 sites in six watersheds as part of a watershed or area inventory.
- Conducted fish flesh or mussel contaminant sampling at 38 sites in 18 watersheds.
- Conducted fish community surveys at 85 sites in 21 watersheds as part of watershed management plan implementation or a resource assessment and monitoring program.
- Conducted stream/riparian habitat surveys at 63 sites in 13 watersheds as part of watershed management plan implementation or a resource assessment and monitoring program.
- Performed management evaluations on stream areas, involving
 - Fish population surveys of 51 areas,
 - Angler use surveys of four areas, and
 - Habitat surveys of 16 areas.
- Installed habitat improvement projects at four stream areas.
- Maintained habitat improvement projects at one stream areas.
- Managed the fisheries of Missouri's four trout parks, stocking 909,628 rainbow trout and 8,750 brown trout to provide quality fishing for 426,732 fishing trips during calendar year 2002.
- Managed 40 stream special management areas for quality trout, smallmouth bass, largemouth bass, rock bass and walleye fishing through the use of special harvest regulations, fish stocking and habitat improvement.
- **Stocked 17 stream areas with the following fish:**

<u>SPECIES</u>	<u>NUMBER</u>
Brown trout	18,298
Rainbow trout	48,110
Walleye	<u>37,168</u>
TOTAL	103,576

Obtained from other state and federal hatcheries

Lake sturgeon	8,754
---------------	-------

- Continued recovery efforts for the lake sturgeon, pallid sturgeon, Niangua darter, Arkansas darter, Topeka shiner and Ozark cavefish.
- Completed a Community Assistance Program project with the city of Van Buren on a boat access, parking lot and associated public pavilion on the Current River, and amended our agreement with the City of New Haven to expand the parking lot at its Missouri River access.

- Improved angler access on the Missouri River by reimbursing the City of Sugar Creek for the renovation of LaBenite Park Access and Jackson County for the construction of Fort Osage County Park Access. We also helped arrange for the reopening Taylor's Landing Access, which had been closed since the Flood of '93, improving user facilities (boat ramp, parking lot and privy) at Stump Island Access (Glasgow), and improving angler access with Empire District Electric Company at Empire Park on Lake Taneycomo by doubling the size of the disabled accessible fishing dock
- Assisted Port Charles Marina with the development of transient boater facilities on the Mississippi River through the use of federal Boating Infrastructure Grant Program funds.
- Negotiated expanded reciprocal fishing privileges for Missouri anglers on the portion of the Mississippi River that borders the state of Kentucky. These new privileges take effect on March 1, 2004.
- The St. Francis River was opened to walleye harvest on March 1, 2003, after a successful restoration program. Walleye harvest in the upper St. Francis had been closed since the 1970s. Surveys revealed that some of the walleyes stocked have grown to over five pounds.
- Completed the second year of sampling on the Missouri and Mississippi rivers for the Sturgeon Monitoring Project, a 10-year statewide study.

Lakes

- Managed 881 public lakes totaling 277,385 acres of water to provide quality fishing and other compatible outdoor recreational activities (includes Department lakes and ponds; U.S. Army Corps of Engineers impoundments; public fishing lakes administered by the Missouri Department of Natural Resources, U.S. Fish and Wildlife Service, U.S. Army, Mark Twain National Forest and several utility companies; and other public lakes under CAP or Corporate and Agency Partnership Program agreements).
- Developed three new lake management plans.
- Performed management evaluations on public lakes, involving—
 - Fish population surveys of 71 areas,
 - Angler use surveys of five areas, and
 - Habitat surveys of 26 areas.
- Conducted standard fish population sampling at 167 public lakes.
- Conducted fish flesh contaminant sampling at 20 public lakes.
- Installed habitat improvement projects at 57 public lakes.
- Maintained habitat improvement projects at 84 public lakes.

• **Stocked 307 public lakes with the following fish:**

Produced by Department hatcheries:

<u>SPECIES</u>	<u>NUMBER</u>
Black Crappie	31,225
Bluegill	19,384
Brown trout	10,547
Channel catfish	265,225
Fathead minnow	29,000
Hybrid striped bass	34,089
Hybrid sunfish	800
Largemouth bass	20,133
Muskellunge	10,655
Rainbow trout	522,779
Redear sunfish	32,926
Walleye	<u>3,875,462</u>
TOTAL	4,852,225

Purchased from commercial sources:

Channel catfish	2,150
Fathead minnow	1,500
Grass carp	<u>80</u>
TOTAL	3,730

Obtained from other state and federal hatcheries:

Hybrid striped bass	180,721
Rainbow trout	207,222
Walleye	174,500
Grass carp	<u>79</u>
TOTAL	562,522

- Reopened Williams Creek Park Lake (3 Acres) in southwest Missouri to fishing.
- Completed the renovation of two St. Louis urban lakes, installing an ADA fishing platform, trail, and parking at Jefferson Lake in Forest Park, and deepening, constructing stocking access, and shoreline stabilization at the two-acre Horseshoe Lake in Carondelet Park in south St. Louis.
- Cooperated with scientists from Mississippi State University and the state of Arkansas in assessing fishing tournament mortality and susceptibility to Largemouth Bass Virus at Pomme de Terre Lake.
- Initiated crappie exploitation studies at DeLaney and Wappapello Lakes. About 4,000 crappies will be tagged with reward tags during these two-year studies.
- Assisted Kings River Marina on Table Rock Lake with the installation of boat pump-out facilities through the use of federal Clean Vessel Act funds.

Technical Guidance to Other Public Agencies

- Provided 1305 environmental reviews of project proposals and permit applications by federal, state and private entities, and provided input on environmental regulations and enforcement policies as requested.
- Investigated 161 fish kill and pollution incidents on public waters, and provided the results to the Missouri Department of Natural Resources.
- Reported 69 apparent violations of state and federal environmental regulations to the appropriate agencies.
- Responded to 546 requests for technical information and guidance to federal, state and local entities that manage public lands, waters and facilities that involve aquatic resources and public fishing.

General

- Worked with Kentucky Department of Fish and Wildlife Resources staff to negotiate expanded reciprocal fishing privileges for both states' anglers on the Mississippi River. The revised reciprocal agreement becomes effective on March 1, 2004.
- Drafted a "quality catfish plan" to guide the management of channel, blue and flathead catfish in Missouri into the next decade and beyond.
- Southwest regional field staff participated in Shoal Creek, Elk River, and McDaniel Lake TMDL meetings, continued cooperation with the Watershed Committee of the Ozarks and the James River Basin Partnership, and assisted Greene County/City of Springfield in Vision 20/20 environmental planning.

Landowner Services

Streams

- Responded to 950 requests for watershed, floodplain, riparian corridor and stream management information and technical assistance.
- Conducted 472 on-site stream visits.
- Prepared 192 detailed recommendation letters or stream management plans.
- Installed nine Landowner Cooperative Projects.
- Worked with other landowner service agencies on 34 stream or watershed restoration projects (EARTH, SALT, 319, PL566, RC&D and other projects focused on private landowners and communities).
- Developed 7 new stream demonstration areas on private property and performed maintenance on 6 existing areas.
- Conducted 13 stream management workshops with a total attendance of 422 private landowners.
- In nearly every region, fisheries biologists participated in a variety of agriculture field days, farm tours and watershed conferences sponsored by state and federal landowner service agencies or agricultural organizations. During these events, biologists worked with cooperating landowners to demonstrate watershed and stream management practices, such as: riparian area fencing (cattle exclusion), alternative watering systems (alternatives to having cattle in the stream), riparian area tree planting, Conservation Reserve Program incentives, stream bank stabilization, rotational grazing systems, stream crossing construction and grade control structures. Biologists also attended many county Soil & Water Conservation District (SWCD) board meetings, annual banquets and watershed project kick-off dinners.
- Field staff from several regions provided training and field tours to staff from other state and federal landowner service agencies. Staff gave a PowerPoint presentation on streambank stabilization to local conservation contractors at a luncheon sponsored by the Gasconade County Soil and Water Conservation District.
- Field staff from several regions received training in EQIP and WHIP landowner incentive programs (provided by the Natural Resources Conservation Service), and attended the Department's Stream Management 101 course. SE staff gave a 45-minute presentation on stream management during a workshop sponsored by MoWIN, broadcast at nine telecommunication centers across the state.
- Fisheries regional staff worked on watershed projects in the Brush Creek/Little Bourbeuse subwatersheds of the Bourbeuse River in east central Missouri, and assisted and supported James River 319, Little Sac 319, Spring Creek SALT, Upper James River SALT, Middle Little Sac River SALT, Upper Little Sac River SALT, and Crane Creek SALT projects in southwest Missouri.

Private Lakes

- Responded to 6879 requests for lake management information and technical assistance.
- **Conducted 840 on-site private lake visits, which included:**
 - 234 fish population surveys,
 - 305 stocking inspections, and
 - 51 fish kill investigations.
- Prepared 202 recommendation letters or lake management plans.
- Conducted 26 pond management workshops with a total attendance of 826 private landowners.
- Stocked 674 private impoundments (1,362 acres) with fingerling largemouth bass, bluegill and channel catfish.
- Revised and distributed the “Missouri Pond Handbook” and “How Many Fish Do I Have?”.
- Appropriate biologists and hatchery employees received training and were certified or recertified as pesticide applicators.
- Field staff in two regions investigated the potential of bringing the lakes of five different local governments into the Community Assistance Program (CAP).
- A new live fish display highlighting the Department's pond stocking program was developed and exhibited at the State Fair.
- Fisheries staff taught a class in small impoundment management to 17 Conservation Agent trainees

General

- The Department's INTERNET home page www.mdc.mo.gov was periodically updated to include an ever-increasing number of our technical publications. Currently, 30 impoundment management publications and 11 stream and riparian corridor management publications are available on-line.
- In several regions, Fisheries Division staff attended regional landowner council meetings

Regulation and Enforcement

- Assisted with enforcement activities by riding with Conservation Agents, operating radios, working at check stations during firearms deer season, and assisting with Chronic Wasting Disease monitoring efforts.

Information and Education

- Administered the popular and growing STREAM TEAM program, which now has 2,390 teams with approximately 47,800 members.
- Worked closely with the Missouri Department of Natural Resources in the administration of the Volunteer Water Quality Monitoring Program and conducted training for 574 volunteers.
- Distributed 260,925 *Stash Your Trash* bags.
- Provided information and education about fishing, fisheries management, stream and watershed management aquatic ecology and a wide variety of related topics through presentations, demonstrations or manned displays for at least 177 meetings, field days, open houses or other conservation-focused special events attended by 17,031 people.
- Made at least 217 classroom presentations, assembly presentations and field day demonstrations on a wide variety of aquatic topics to 23,897 students.
- Staffed booths and provided displays or demonstrations for at least 105 fairs, sports shows, festivals and other special events attended by the public.
- Conducted or participated in at least nine courses, workshops or classes attended by 258 teachers.
- Located ponds for school class fishing field trips coordinated by the Outreach & Education Division and, if needed, stocked them with hybrid sunfish and channel catfish purchased from commercial sources.
- Managed ponds for the St. Louis, Springfield and Kansas City urban angling clinics conducted by Outreach & Education Division staff.

- Sponsored, co-sponsored or otherwise assisted with at least 269 kids fishing clinics, family fishing fairs and other special fishing events attended by 17,412 people.
- Produced and stocked 15,073 hybrid sunfish, 7,320 channel catfish, 200 largemouth bass and 550 rainbow trout in water areas used for school class fishing field trips, urban angling clinics, kids fishing clinics and other special fishing events.
- Initiated or responded to at least 367 media contacts.
- Maintained an inventory of about 135 printed brochures and leaflets concerning fish, places to fish, fishing techniques, pond and stream management techniques, regulations and Division programs, and distributed copies to the public and Department staff as requested.
- Produced over 35,000 copies of "Missouri Fishing Prospects", a 36-page report based on the latest professional fisheries information for some of our more popular lakes and streams.
- Compiled the *Weekly Fishing Report* from April through September and distributed it electronically to 4,106 media outlets, reporters and individuals.
- Administered the Master Angler Program and awarded 616 certificates to anglers for their outstanding catches.
- Administered the State Record Fish Program and recognized nine new state records during 2002 fishing seasons.
- Recognized approximately 1300 anglers for catching their first fish with a First Fish certificate.
- The Show-Me Missouri Fish-Mobile Aquarium Program reached an estimated 1,169,770 Missourians in seven of our eight regions. The mobile aquarium was taken to 23 events and was displayed for a total of 98 days. Approximately 390 demonstrations were given on topics ranging from basic fishing to targeting specific species. Additional educational seminars were given on topics ranging from endangered species to habitat loss. The mobile aquarium was displayed at sport shows, an agriculture exposition, fairs, community festivals, a scouting convention, formal education events, at two Conservation Nature Centers and in association with two other Department fishing related events. The Mobile Aquarium appeared in the *Missouri Conservationist* and was highlighted on the TV show, "Missouri Outdoors". The Aquarium was featured on 14 radio stations, seven television stations and in three local newspapers.
- Launched a comprehensive St. Louis regional website, www.mdc.mo.gov/areas/stlouis/fish
- Co-hosted two Missouri River Relief litter pickups at Hartsburg and St. Charles, bringing educational events, river cleanups and environmental festivals to several thousand Missourians. Nationally-known river steward Chad Pegracke and his crew, Stream Teams, agency staff and volunteers worked side by side to remove tons of trash from the Missouri River.
- Provided tours to 34,011 visitors at Lost Valley Hatchery and entertained 5,096 young anglers who used the kid's fishing pond. Over 250 kids caught their first fish while at the hatchery.

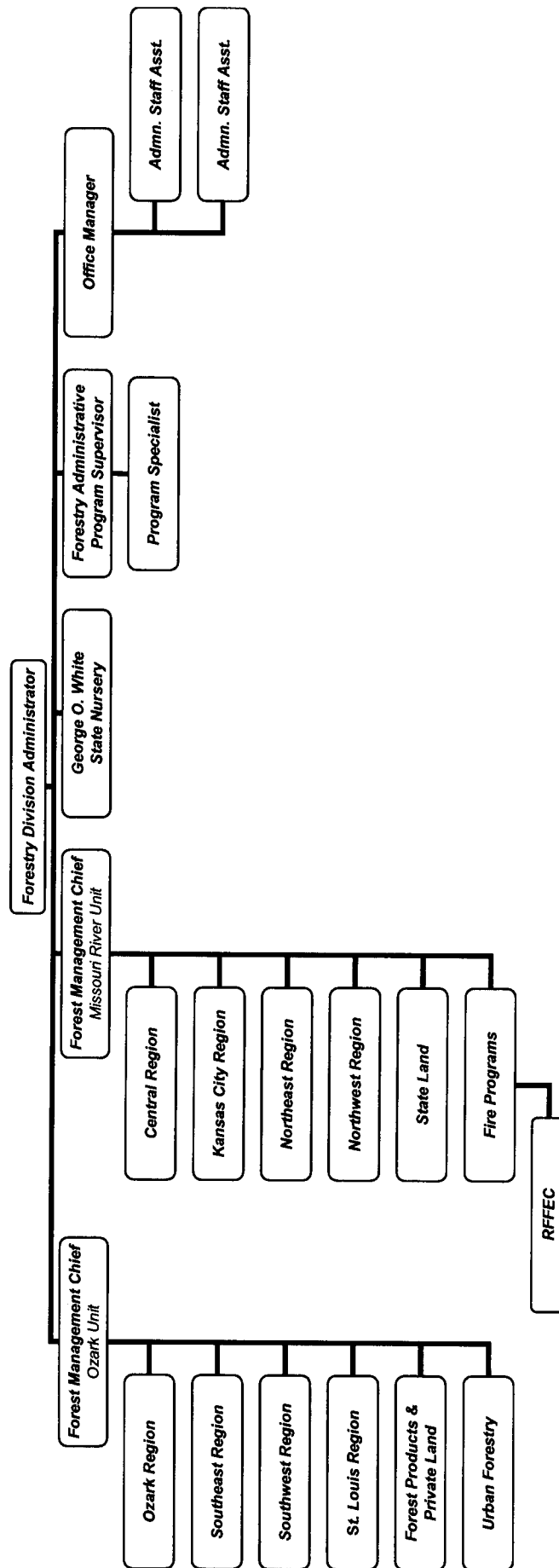
Research, Surveys, and Monitoring

Fisheries Division's Research, Assessment and Monitoring Section was combined with other Department research sections to form the Resource Science Division midway through the fiscal year. Resource Science Division now conducts short-term and long-term studies or projects that answer specific questions, develop new management techniques, and develop a better understanding of our aquatic resources. Projects relating to these types of studies can be found under Resource Science's section of this annual report.

General Agency Operations

- Prepared the annual grant agreements, annual performance reports and other project documentation needed to obtain Federal Aid reimbursement (~\$6.5 million annually from the Sport Fish Restoration Program) for a broad range of fisheries management, research, fishing and motorboat access acquisition and development, and motor boat access maintenance activities.

Forestry Division Organizational Chart



FORESTRY DIVISION

Forestry Division's Mission: To protect and manage the forests of the state for long term resource sustainability and for the use and enjoyment of the people.

To contribute and work with all Divisions toward the MDC Mission

Forests cover approximately 15 million acres of Missouri's total land area of 44 million acres. Well managed forests are a valuable asset to any state and Missouri is no exception. The Forestry Division is responsible for the management and protection of the forest resource of the state.

The forests of Missouri produce a wide range of benefits. Forests provide protection for watersheds and prevent soil erosion, provide scenic beauty, vital wildlife habitat, and opportunities for outdoor recreation. Much of the state's tourism is centered around the forests of the Ozarks. Wood products are another important benefit of the forest. In some parts of the state, wood industries are a key element in the local economy.

Managing and protecting the forest resources for all these nonmarketable benefits as well as for a continued flow of materials to our wood industries is the primary objective of the Forestry Division. The following report outlines our efforts over the past year to produce the most public good while providing for the sustainability of Missouri's forest resources.

Private Landowner Assistance Program

Forestry Division regional field staff throughout the state provides technical advice and assistance to private landowners that includes monitoring of forest health, tree planting recommendations, advice and recommendations for forest improvement, forest products marketing and utilization, and overall management of the total forest related resources for its many benefits. In addition to assisting landowners, forest products operators and industries, foresters also give educational and informational presentations to various groups, organizations, and institutions. They conduct field trips, and provide demonstration tours for a wide variety of interest groups and organizations. Forestry Division also provides technical forestry guidance for related agencies: Resource Conservation and Development projects, small watersheds (Natural Resources Conservation Service), forestry conservation practices (Farm Service Agency), industrial development (Missouri Division of Commerce and Industrial Development) and tree farms (American Forest Foundation).

The following is a brief summary of our private landowner assistance accomplishments for FY03 (July 1, 2002–June 30, 2003):

1. Private Landowner Contacts		1,694
2. Forest Stewardship plans prepared	Number	94
	Acres	13,733
3. Timber stand improvement-acres		2,461
4. Tree planting & seeding-acres		1005
5. Forestry tours & workshops		30

Federal Cost-Share Assistance Programs

Forestry Division provides assistance to landowners by working closely with the federal government in delivery of a wide variety of cooperative forest management programs. Federal cost-share programs such as Environmental Quality Incentive Program (EQIP), Wildlife Habitat Incentive Program (WHIP), and the Forest Landowner Enhancement Program (FLEP) that are a result of the 2002 Farm Bill offer great opportunities for forest landowners. Field foresters work closely with federal natural resource professionals to implement these programs. Private land conservationists and farm bill

programs provide private landowners with the opportunity to defray certain costs associated with practices such as tree planting and tree planting, timber stand improvement, wildlife and fish habitat enhancement, agroforestry, critical area protection, and riparian habitat improvement and protection.

Forest Stewardship Program

Because of its emphasis on the management of all naturally occurring resources, the Forest Stewardship Program has become the standard for the management of private nonindustrial forest land. Implementation of this program and the stewardship philosophy of land management has insured that landowners are receiving comprehensive resource management assistance which is consistent with their individual goals and objectives. The Forest Stewardship Program requires that natural resource managers focus their attention on all naturally occurring resources. Management recommendations must take into consideration each of these naturally occurring resources as well as what the landowners goals are for their property. This insures that all resources are considered equally and one is not emphasized at the detriment of another. The Missouri Forest Stewardship Committee, which consists of representatives from private landowner organizations, forest industry, consulting forester groups, public agencies and other interested citizens guides and directs the activities of the Forest Stewardship Program. The program has enabled Forestry Division to form partnerships with a wide range of resource professionals. Wildlife biologists, fisheries biologists, natural history specialists, Natural Resource Conservation Service personnel, and a variety of professional resource management consultants all participate in delivery of the Forest Stewardship Program. The number of acres brought under stewardship management has steadily increased since its inception in 1990s. This past year a total of 94 Landowner Forest Stewardship Plans were developed bringing an additional 13,733 acres under total resource management.

Forest Crop Land

The State Forestry Law as passed by the Missouri Legislature in 1946 and amended in 1981 provides that privately owned land may be classified as Forest Crop Land for a period of 25 years. The assessed valuation for tax purposes is \$1.00 per acre for land classified prior to 1974, and \$3.00 per acre for land classified subsequently. The land must be supporting a growth of timber at least 20 acres in size, and cannot be valued at more the \$400 per acre in order to be eligible. To make up for a counties loss of revenue, the Conservation Department makes annual reimbursement to the counties in the form of a grant in lieu of taxes at the rate of \$0.50 for each acre classified as privately owner Forest Crop Land, and counties are paid \$0.75 per acre each year for state owned lands acquired prior to July 1, 1977.

Although not as popular as it once was applications continue to be received from landowners who are interested in having their land classified, particularly since land that was previously classified and has expired may be considered again for classification.

In the fall of 1980, a Constitutional Amendment was approved by the voters of Missouri to give the Department of Conservation the authority to make in lieu of real estate tax payments to counties for all land that was purchased after July 1977. The amendment also provided authority for the Department of Conservation to make the Forest Crop Land grants in lieu of taxes to counties from the Conservation Fund. The following table reflects January 2003 acreage for privately owned and state owned Forest Crop Land for which the grant in lieu of taxes was made in October 2002. The state owned acreage is land owned by the Department prior to July 1977, or land on which the previous owner was paying no tax.

PRIVATELY AND STATE OWNED FOREST CROP LAND

County	Acres Privately Owned	Acres State Owned	Total Acres	Total Amount Paid
Adair		2,607.61	2,607.61	1,955.70
Andrew		1,506.99	1,506.99	1,130.24
Atchison	120.90	1,500.99	1,621.89	1,186.19
Audrain		559.58	559.58	419.70
Barry		350.14	350.14	262.60
Barton		85.00	85.00	63.75
Bates		298.60	298.60	223.95
Benton		2,038.00	2,038.00	1,528.50
Bollinger	4,531.37	2,197.41	6,728.78	3,913.73
Boone		551.51	551.51	413.63
Buchanan	155.00	2,438.34	2,593.34	1,906.25
Butler	69.01	5,536.44	5,605.45	4,186.83
Caldwell		1,024.00	1,024.00	768.00
Callaway	487.50	5,627.35	6,114.85	4,464.26
Camden	427.28	185.00	612.28	352.39
Cape Girardeau	77.49	350.66	428.15	301.73
Carroll		248.00	248.00	186.00
Carter	5,138.27	22,904.38	28,042.65	19,747.41
Cedar	74.00	160.00	234.00	157.00
Chariton		92.60	92.60	69.45
Christian		20.00	20.00	15.00
Clark	246.50	356.34	602.84	390.50
Cole		468.56	468.56	351.42
Cooper		989.14	989.14	741.85
Crawford	602.85	9,974.78	10,577.63	7,782.50
Dallas		1,461.35	1,461.35	1,096.01
Daviess		865.97	865.97	649.47
DeKalb		1,861.56	1,861.56	1,396.17
Dent	4,111.11	14,467.23	18,578.34	12,905.97
Douglas	640.00	307.36	947.36	550.52
Dunklin		982.35	982.35	736.76
Franklin	1,007.98	4,081.27	5,089.25	3,564.94
Gasconade	287.00	21.87	308.87	159.90
Gentry		70.18	70.18	52.63
Greene		7.50	7.50	5.62
Harrison	20.00	1,463.00	1,483.00	1,107.25
Henry		1,692.58	1,692.58	1,269.43
Hickory		1.70	1.70	1.27
Holt		433.41	433.41	325.05
Howard	500.28	1,542.69	2,042.97	1,407.15
Howell	2,075.69	321.05	2,396.74	1,278.62
Iron	2,941.18	3,847.61	6,788.79	4,356.29
Jackson		2,156.38	2,156.38	1,617.28
Jasper		9.29	9.29	6.96
Jefferson	1,516.00	206.81	1,722.81	913.10
Johnson		3,370.00	3,370.00	2,527.50
Knox	58.00	748.00	806.00	590.00
Laclede		1,470.16	1,470.16	1,102.62

County	Acres Privately Owned	Acres State Owned	Total Acres	Total Amount Paid
Lawrence		118.89	118.89	89.16
Lewis		4,416.16	4,416.16	3,312.12
Lincoln		2,158.19	2,158.19	1,618.64
Linn	38.00	3,403.08	3,441.08	2,571.31
Livingston	65.30	2,440.10	2,505.40	1,862.72
McDonald		2,109.90	2,109.90	1,582.42
Macon	42.00	2,291.42	2,333.42	1,739.56
Madison	7,254.61	4.00	7,258.61	3,630.30
Maries	1,232.90	306.39	1,539.29	846.24
Marion		295.60	295.60	221.70
Mercer		946.65	946.65	709.98
Miller	154.00	126.99	280.99	172.24
Mississippi		163.88	163.88	122.91
Moniteau		157.00	157.00	117.75
Monroe		70.00	70.00	52.50
Montgomery		1,636.00	1,636.00	1,227.00
Morgan	1,762.26	517.38	2,279.64	1,269.16
New Madrid		8.19	8.19	6.14
Newton		2,205.86	2,205.86	1,654.39
Nodaway		326.36	326.36	244.77
Oregon	643.34	8.00	651.34	327.67
Osage	188.74	50.84	239.58	132.50
Ozark	2,936.74	6,739.64	9,676.38	6,523.10
Pemiscot		268.18	268.18	201.13
Perry	920.00	350.02	1,270.02	722.51
Pettis		812.56	812.56	609.42
Phelps	4,087.87	2,438.65	6,526.52	3,872.91
Pike	1,225.00	6,962.03	8,187.03	5,834.02
Platte	185.00	54.64	239.64	133.48
Polk		1,444.94	1,444.94	1,083.70
Pulaski		140.94	140.94	105.70
Putnam	113.00	113.00	56.50	
Ralls		726.47	726.47	544.85
Randolph	45.00	2,125.85	2,170.85	1,616.88
Ray		49.85	49.85	37.38
Reynolds	4,573.96	36,335.34	40,909.30	29,538.48
Ripley	259.00	5,728.84	5,987.84	4,426.13
St. Charles		14,465.19	14,465.19	10,848.89
St. Clair		5,573.52	5,573.52	4,180.14
St. Francois	1,421.06	228.58	1,649.64	881.96
Ste. Genevieve	4,445.54	4,445.54	2,222.77	
St. Louis		3,241.37	3,241.37	2,431.02
Saline		1,981.68	1,981.68	1,486.26
Scotland		60.00	60.00	45.00
Scott		183.90	183.90	137.92
Shannon	11,953.29	58,407.50	70,360.79	49,782.26
Shelby		1,344.98	1,344.98	1,008.73
Stoddard		2,754.33	2,754.33	2,065.74
Stone		166.55	166.55	124.91
Sullivan		87.00	87.00	65.25

County	Acres Privately Owned	Acres State Owned	Total Acres	Total Amount Paid
Taney		184.38	184.38	138.28
Texas	20,317.89	900.44	21,218.33	10,834.27
Vernon		4,824.57	4,824.57	3,618.42
Warren		4,380.52	4,380.52	3,285.39
Washington	9,132.04	2,733.00	11,865.04	6,615.77
Wayne	9,143.84	16,044.60	25,188.44	16,605.37
Webster	80.00	1,081.76	1,161.76	851.32
Worth		58.61	58.61	43.95
Wright	<u>411.00</u>	<u>5.30</u>	<u>416.30</u>	<u>209.47</u>
TOTALS	107,718.79	310,107.35	417,826.14	\$286,439.55

Logger Training Activities

The Department provided a grant to the Missouri Forest Products Association in the amount of \$80,000 to continue the Missouri Professional Timber Harvester program. This program provides training to Missouri loggers in best management practices, forest and wildlife management, tree felling techniques and safety. Approximately 350 loggers have been trained. Funding is now being used to offer continuing education courses to previously trained loggers. A new session started in 2000 that was developed specifically for logging crew supervisors. Participants receive training in first aid/CPR, advanced forest and wildlife management techniques, business management and best management practices. To date, approximately 150 logging crew supervisors have been certified. This training is required for companies harvesting timber on Missouri Department of Conservation owned lands.

Rural Development Through Forestry Activities

Rural Development Through Forestry (RDTF) is a U.S. Forest Service, State and Private Forestry program that provides funds to the states for implementing projects to benefit wood industry dependent communities. Funds coming to Missouri are currently being used to assist in the implementation and monitoring of Best Management Practice use in Missouri.

State Forest Land Management

The Forestry Division is responsible for managing approximately 438,700 acres, including 6,900 acres of leased land. Forest habitat management is accomplished through sale of forest products to companies who have harvested trees from approximately 5,279 acres, resulting in revenue of \$1,574,809 from the sale of an estimated 8,076,000 boardfeet of sawtimber. Management practices applied on glades, savannas, old fields and crop fields provide additional types of habitat approximately 4,319 acres of land. Forestry Division work teams assisted the Resource Science Division with monitoring of red oak borer and gypsy moth on approximately 1,415 acres. The work teams assisted Resource Science Division in sampling red oak borer and gypsy moth trapping on approximately 1,415 acres.

Forest habitat work accomplished by the eight forestry regions includes:

Forest inventory for management	18,071 acres
Tree planting and direct seeding	212 acres
Plantation management	352 acres
Regeneration harvests	1,706 acres
Shelterwood harvests	359 acres
Unevenage harvests	1,170 acres
Intermediate harvest	2,044 acres
Pre-commercial thinning	1,885 acres
Fuel wood harvests	99 acres
Site preparation for natural or artificial regeneration	226 acres
Glade management	1,310 acres
Old field and grassland management	1,900 acres
Savanna management	498 acres
Crop field management	611 acres

Geographic Information Technologies (GIS & GPS)

Forestry Division's GIS efforts have gone a long way toward integrating GIS and related technologies into the Division's management and planning efforts. All of the Division's professional foresters have ready access to GIS and GPS technologies. Enhancing the skills of Division staff in the application of GIS to their daily activities is a continuing priority. The forest inventory spatial database of MDC managed lands continues to be built as field inventories are completed. An additional 18,071 acres was added to the database in FY '03.

Over the past year, additional GPS units were purchased, distributed to field offices and training sessions were held to familiarize field staff with the operation of the units and how to integrate GPS data with existing spatial data.

Field staff are regularly using GIS and related technologies to help in their management activities. Examples include mapping and analyzing trends in fire occurrence, use in private land assistance programs, and mapping roads, natural features, management unit boundaries and horse trails on state lands.

A pilot project using satellite imagery to classify forest stands and predict levels of oak decline was successfully carried out on Castor River Conservation Area in Bollinger County.

George O. White State Forest Nursery

During the 2002–2003 tree ordering season, 5.53 million seedlings were distributed for planting to approximately 13,185 individual landowners. The tree seedlings and shrubs were offered for reforestation, wildlife food and cover, riparian corridor restoration, windbreaks, and many other uses. The number of seedlings distributed was a decrease of over 1.44 million seedlings from 2001–2002. This was a decrease of 20 percent less seedlings distributed. There was a decrease of about 4 percent in the number of seedling orders over last year.

Income generated by tree sales was \$1,149,941.35. This was a 19 percent decrease in income over the 2001–2002 season. The total income generated was discounted by \$26,217.92 from the Heritage Card discount. This amounted to a decrease of \$822.82 over last year.

During the 2002–2003 season we added another special bundle called the Walnut Variety Bundle. This bundle contained 10 trees each of three walnut cultivars: Kwik Krop, Thomas and Sparrow. The bundle was fairly popular. We had 550 available and sold over 500. The cost of the seed drove the bundle price to \$0.60 per tree and many people seemed unwilling to pay this much for walnut seedlings.

We continued to offer extra large northern red oak seedlings and the extra large nut tree bundle. Available numbers were down on both and we quickly sold out of both. We also added extra large

black gum and extra large shumard oak to the order form. On the two extra large oaks and black gum the size was 36" and above in height. We sold all we had of all of the extra large trees we had available and could have sold a combined 30,000 to 40,000 more if they had been available. The extra large nut tree bundle was 36" and up walnut and 24" and up pecan. Besides the two new extra large offerings mentioned above we added two other new species in 2002–2003. They were black cherry and spicebush. All were very popular and all sold out.

Free seedlings were distributed at no cost for the following uses:

- A. Missouri Department of Conservation (MDC) land plantings for Forestry, Wildlife and erosion control.
- B. MDC sponsored demonstration plantings on both public and private lands.
- C. Youth groups, which included Scouts, FFA, 4H, schools and others.
- D. Arbor Day activities where all Missouri 4th graders receive a free seedling.
- E. Missouri Department of Transportation roadside plantings.

All Missouri landowners and residents are eligible to purchase seedlings from the State Forest Nursery. Order forms are available by mid-November and can be obtained from the Nursery, all MDC offices, and University of Missouri Extension offices. Our seedling order form is also now available via the Internet. The order form can be down loaded and printed or customers can place their order directly over the Internet. Orders are accepted from the public until May 1 of each year. Seedlings are shipped from February through May by the US Post Office or United Parcel Service.

Wildfire Prevention and Control

Forestry Division of the Missouri Department of Conservation (MDC) is responsible for protecting state and privately owned forests and grasslands from the destructive effects of wildfires. During the past fiscal year, the MDC implemented a major reorganization. The ten regions that covered the state were reduced to eight. One of the duties of the Forestry Division within the regions is to actively suppress wildfires. The results of reorganization left two geographical areas that are quite prone to wildfire occurrence dissected and lying in three of the new regions. Two fire zones were created for dispatch and wildfire suppression purposes within these two geographical areas. Within the zone, fire suppression efforts take place across regional lines. The spring fire season was not severe. This moderate level of fire occurrence allowed a good opportunity to work out difficulties in implementing the fire dispatch zones. The following list is the number of fires and the total acreage burned within the state over the past year.

2003 STATE WIDE FIRES BY CAUSE

<u>Cause</u>	<u>Number</u>	<u>Acres</u>	<u>% Number</u>	<u>% Acres</u>
Lightning	19	52	1.0%	0.1%
Campfire	11	552	0.5%	1.0%
Smoking	65	576	3.0%	1.0%
Debris	1311	20,472	55.0%	43.0%
Arson	245	12,372	10.0%	26.0%
Equip	116	1,167	5.0%	2.0%
Railroad	12	31	1.0%	0.1%
Children	9	19	0.4%	0.04%
Misc	297	4,921	12.0%	10.0%
Unknown	<u>293</u>	<u>7,528</u>	<u>12.0%</u>	<u>16.0%</u>
TOTAL	2,378	47,698	100%	100%

Debris burning (fires resulting from land clearing, burning trash, range, stubble, right-of-way, logging slash, etc.) is the major cause of woods and grass fires in Missouri. Incendiary fires (fires willfully set by anyone on property not owned by him, and without the consent of the owner) continue to rank second in the number of wildfires that occur each year. A total of 2,378 wildfires were reported that burned 47,692 acres of Missouri's fields and forests.

Forestry Division works very closely with volunteer fire departments and federal partners to assist with fire suppression activities. Currently, more than 900 rural fire departments have mutual aide agreements with Forestry Division to provide assistance in wildfire protection and a Cooperative Agreement with the Mark Twain National Forest is renewed annually.

Volunteer Fire Assistance

One conduit in place to assist volunteer fire departments is the Volunteer Fire Assistance (VFA) program. The purpose of VFA is to provide financial, technical and related assistance to State Foresters for organizing, training and equipping rural fire departments. State Foresters pass this funding through to local fire departments and fire training academies. This program authorizes expenditure of federal funding to prevent and suppress rural fires. In Missouri it is utilized to enhance protection capabilities by assisting rural communities with equipping fire service. Fire departments in Missouri communities with populations of 10,000 or less are eligible to apply for matching a grant. Grant eligibility is limited to those rural fire departments that maintain Mutual Aid Agreements with the Forestry Division.

This past fiscal year in Missouri, VFA provided matching funds to rural volunteer fire departments to assist them in becoming a more efficient initial attack fire suppression force through equipment purchases. Federal funding available in March 2003, when the grants were approved was \$122,295. The MDC made \$100,000 available in state VFA grant funds. Priority was given to grant requests for personal protective equipment (PPE) for wildland fire suppression, wildfire suppression equipment, and communications equipment. However, some structural PPE and suppression equipment was also funded. Priority was also given to the fire departments most in need of financial assistance. Need was based on the departments budget for the current year. Grant applications requested a copy of the fire departments budget be included in the application package that was submitted to the Fire Supervisor's office. Requests were received from 378 fire departments during the FY03 grants process. Approvals were made for a total of 143 grants.

National Fire Plan, Title IV funds were expended in the amount of \$123,715 in a round of grant approvals made in FY02 but checks were cut in the first few days of FY03. Approvals were made for 62 grants using Title IV funds.

FFY03 VFA Matching Fund Program

<u>SOURCE OF FUNDS</u>	<u>NO. OF GRANTS</u>	<u>AMOUNT</u>	<u>VFD MATCH</u>	<u>VFD PERCENT</u>
Federal Title II	82	\$123,248	\$128,709	51 %
Federal Title IV	62	\$123,715	\$130,474	51 %
Missouri State Funds	61	\$100,031	\$108,377	52 %
TOTALS	205	\$346,994	\$367,560	

Federal Excess Personal Property

Activity continued to be strong this year at the Rural Forest Fire Equipment Center (RFEC). The RFEC is tasked with acquiring and coordinating the use of Federal Excess Personal Property (FEPP) for use in fire suppression, primarily by volunteer fire departments. FEPP is on loan to assigned units from the US Forest Service for fire service applications. Screeners acquired equipment with an acquisition value of \$10,851,696.00. In addition, two GSA auctions were held to dispose of unusable property. Efforts continued to return old unusable FEPP back to the RFEC for disposal at future sales.

Wildfire Prevention

Fire prevention activities continued in a very similar fashion as in past years. Regional personnel provided the fire prevention message to a large number of elementary schools. Smokey Bear visits are the common avenue for presenting the fire prevention message to schools. Smokey also participated in a number of parades, safety fairs and other special events around the state throughout the year. A total of 66 fire prevention events took place with an attendance of 13,700 individuals. Federal funds in the amount of \$26,165 were used to purchase prevention materials from the Grand Rapids fire cache.

The Division took advantage of a Firewise Communities USA training opportunity and sent three individuals to the Firewise training courses. A state coordinator was assigned and registered with Firewise; Missouri officially became a Firewise participating state. Firewise is a national multi-agency cooperative effort that promotes residential preparedness for wildfire, primarily through fuels treatments prior to fire occurrence.

Wildland Urban Interface Fire Hazard Mitigation

MDC Outreach & Education staff developed a Hazard Mitigation Grant Proposal involving the development of two Firewise pilot communities in southwest Missouri. The grant was approved for \$15,000 and plans are in the works to implement the proposal. The loss of a residential structure valued at \$250,000 during the spring fire season may be the unfortunate event that spurs the interest in Firewise in this rapidly developing part of the state.

Forestry staff in the Kansas City Region initiated the design and implementation of a fuels reduction project on Corps of Engineers land around Truman Lake. The area is terribly arson prone. The flooding of 1993 left a great deal of aerial fuels in the form of numerous large dead trees (snags). The snags are a result of months of bottomland forest being flooded and the ensuing mortality that occurred. Felling of a corridor of snags began during the summer in preparation for a spring 2004 fuels reduction burn.

Fire Training

Forestry Division personnel continued training rural fire department and MDC personnel to both National Wildfire Coordinating Group (NWCG) and state standards. Interest continued to grow in both types of training. Where time or opportunity does not allow rural fire departments to receive NWCG training, interest continues to grow in the MDC Level 1 fire training. This is a six hour course in basic fire fighting that is required of all MDC personnel before participation on wildfires or prescribed burns. During the year a Power Point slide show was developed that has been distributed around the

state for use by all Level 1 instructors. A total of 40 non-NWCG basic fire training sessions were held with an attendance of 990 students. Two non-NWCG dozers schools were held during the year for MDC personnel. Total attendance was 27 students. These trainings provided a good deal of actual operating time.

MDC provided seven instructors to the Midwest Wildfire Training Academy (MWTa) with there time being counted against the Big Rivers Compact Grants. MDC also provide 25 man-days for logistical support at the Academy. Their time was also claimed by the Compact.

A number of NWCG courses were presented by Division personnel outside of the MWTa. The Division also worked jointly with the Mark Twain National Forest to present S-212 which had 12 participants.

NWCG Courses Presented

S130/190 (three sessions)	135 students
I-200	50 students
I-300	50 students

The I-200 and I-300 are courses that deal with basic concepts in the Incident Command System (ICS). These courses were presented to the Missouri Veterinarian Society. The society requested the training as background for handling any animal disease epidemics that may occur.

A number of Division personnel that are red carded in dispatch functions attended ROSS training. Two ROSS trainings were held in the state and attended by individuals from several agencies.

An effort has been initialized an effort to revitalize its fire simulation efforts. It is intended that this effort be in the areas of both command and tactical training. MDC personnel traveled to Oklahoma to observe their fire simulation efforts in (ICS). Oklahoma and Missouri both possess similar fire simulation equipment. It is hoped that a dedicated individual can be assigned as the fire simulator specialist within Missouri. Using Compact funds, Forestry has reviewed one tactical fire simulation model but has made no decision on a simulation package to purchase as a standard across the state.

Out-of-State Mobilizations

The Division has a cooperative Agreement with the US Forest Service to provide trained firefighters to assist with wildfire suppression throughout the nation. As an active member of the Missouri-Iowa Interagency Coordination Center (MOCC), MDC signed the charter that was developed during the year for the MOCC. Missouri State participated heavily in the out-of-state mobilizations of the summer of 2003. This included a good representation of personnel from MDC, rural fire departments as well as a few private individuals. A number of individuals move up with their qualifications as several task books were completed.

Fire Weather

Forestry Division maintains a network of 13 FTS Remote Area Weather Stations (RAWS). This past year a contract with BLM through the US Forest Service at NIFC was renew for weather station maintenance. This contract greatly reduces the cost of replacing RAWS components.

Division staff recently submitted a Hazard Mitigation Grant Proposal to the US Forest Service to upgrade these 13 RAWS. The grant was approved for \$87,000. Five of the stations will be upgraded to GOES systems. All stations will receive a better quality temperature/relative humidity sensor. Software for office PC connections will also be upgraded. The end result will be greater fire weather information access by all the fire services across the state.

Fire weather prediction services were purchased during the spring fire/burn season. This is necessary to provide forecasts for the planning of prescribed fire activities in north Missouri where

National Weather Service forecast services are incomplete. A good deal of prescribed burning occurs in this portion of the state relative to prairie management practices.

Fire Reporting

Forestry Division worked for several months with MDC IT staff to finalize the first version of an online fire reporting system. The new system was completed in time to compile the fire statistics contained in this report. This first version is available for fire report entry by all MDC staff. A future version will allow access to the system by all rural fire departments who now must continue to submit paper reports. Efforts will be made to now submit fire reports as soon after fire containment as possible. This will provide a more real-time summary of fire activities.

Forest and grassland fires can occur on any day throughout the year. The majority of the fires, however, and the greatest acreage loss will occur during the spring fire season, which is normally between February 15 and May 10. The length and severity of this burning period depends on the weather conditions. The second most critical period of the year is in the late fall. Depending on the weather conditions, there is a possibility of a sizeable number of fires occurring between mid-October and late November.

Fire Program Review

Forestry Division participated with US Forest Service, State & Private Forestry, Northeast Area staff in a five-year fire program review. A good deal of time was spent by a number of Division personnel in preparation for and during the review. Final results of the review were received back to Missouri by the end of the summer and efforts began immediately to implement some of the recommendations.

Community Forestry

Community forestry assistance is provided throughout the year to individuals, community groups, municipal governments, tree boards, commercial arborists, and nursery personnel, urban developers and volunteers. In FY03 there were nine field people specifically dedicated to community forestry. A summary of the assistance accomplishments of these nine along with all other foresters is provided below.

Annual Accomplishments are:

Local governments assisted	58% of Mo Communities Assisted or 402 Communities
Commercial and Industrial assists	488
Residential contacts and assists	2,634
Project Assists to Volunteer Groups	173 projects
Trees planted by Volunteer Groups	2,151 trees

Detailed community forestry tree plans were developed for several communities and groups across the state. This in depth service was provided to:

- ✓ Dent County Fairground and Commons, Salem
- ✓ City of West Plains
- ✓ YMCA in Nevada
- ✓ Central Mo Correctional Center, Jefferson City
- ✓ Marshal Habilitation Center
- ✓ Brown Elementary School, Moberly
- ✓ Unionville City Park
- ✓ Truman State University, Kirksville
- ✓ City of Hillsboro
- ✓ Booster Park, Willow Springs

Executive Mansion Grounds, Jefferson City

Hannibal School District

Tree Resource Improvement and Maintenance (T.R.I.M.) II

In Fiscal Year 03 the T.R.I.M. II program provided grants for tree maintenance, planting, planning and educational activities. Grant amounts ranged from \$1,000 to \$10,000. This program provides 60% or 75% of the total costs with the applicant providing the remaining funds for the project

TRIM II Project Summary:

Applications received	59
Projects Funded	39
Grants Awarded	\$280,561.00
Local Match Dollars	\$193,986.00

The grant recipients were:

REGION	APPLICANT	TOTAL \$280,561	TOTAL \$193,986	TOTAL \$224,399
		GRANT REQUEST	LOCAL COST	ACTUAL COST
SL	City of Clayton Parks & Rec.	8550	2850	8550
C	Jefferson City Parks, Rec., & Forestry	10000	11007	7700
SL	City of Breckenridge Hills	10000	6700	7236
NW	Museum Hill Neighborhood Assoc.	4789	1596	4789
NW	City of St. Joseph	8861	2954	8284
SE	Farmington R-7 School District	10000	16516	10000
SL	City of Town & Country	10000	4023	10000
SL	City of St. Louis Forestry Division	7770	10577	5148
NW	Trenton Parks Department	10000	7570	10000
NE	County of Pike	3806	2538	3806
C	City of Rocheport	2346	1564	2346
SL	St. Louis County Highways	5541	3634	5541
SL	City of Pasadena Hills	9594	6396	9594
SL	City of Kirkwood	4646	4543	4627
SL	City of Ellisville	8911	4320	0
C	Odessa Middle School	1927	1285	1623
SL	City of Maplewood	2704	901	2704
SL	City of St. Charles	4920	3280	4920
SL	City of Florissant	10000	4247	10000
KC	City of Parkville	9000	3000	5063
SL	City of Crestwood	10000	5680	10000
SL	Village of Bel Nor	4020	2680	4014
SE	North St. Francois County R-I	2340	1560	2340
SE	City of Farmington	9960	6640	9960
SL	City of O'Fallon	4920	3280	4920
NE	City of Kahoka	8921	2974	8921
KC	Kansas City Parks & Rec.	6903	2301	0
SW	Woodland Heights Neighborhood Assoc.	10000	3489	10000
SL	City of Maryland Heights	6875	5725	6875
SW	City of Springfield Public Works	10000	12000	10000
SL	City of Lake St. Louis	10000	5000	0
C	Centralia Tree Board	2367	789	2367
SL	City of University City	6304	2101	6304
SW	Marshfield R-1 School District	5659	3773	5659
SW	Springfield-Greene County Parks	10000	5145	10000
EC	City of Cuba	10000	21336	0
WC	City of Nevada	1631	1088	1631
SL	Festus R-6 School District	9477	6318	9477
SL	Forest ReLeaf of Mo	7819	2606	

Missouri Treescape Awards:

The Missouri Treescape Award continues to be a successful method of recognizing and gaining publicity for outstanding tree planting projects. Award winners received a large framed certificate of recognition which was presented by MDC Forestry Division Administrator Robert L. Krepps at the Missouri Community Forestry Annual Conference.

AWARD CATEGORY

Commercial/Industrial

Institutional/Governmental

Schools

Municipal, Under 5,000 Population

Municipal, 5,000–20,000 Population

Municipal Over 20,000 Population

WINNER

Sansone Group—Dierbergs Fenton Crossing

St. Charles County Parks & Recreation Department

John Burroughs School

City of Lamar

City of Hannibal

City of St. Louis Forestry Division

A Citation of Merit was given to nine non-winning but outstanding projects. Citation of Merit recipients include:

- ✓ Thieme-Shadle-Hicks Funeral Service
- ✓ Sturgeon High School Art Club
- ✓ Forest City
- ✓ City of Maryville
- ✓ City of Clayton Public Works Department
- ✓ City of Chesterfield
- ✓ City of Jefferson City
- ✓ City of Springfield Jordan Valley Park
- ✓ City of O'Fallon Parks & Recreation Department

Missouri Community Forestry Council:

The *Missouri Community Forestry Council (MCFC)* took an active role in supporting community forestry programs in the state. The Council is organized with nine regional and independent councils, each with two representatives on the state council. Forestry Division personnel are permanent members of the regional and state councils. During this tenth year of operation, the Council:

1. Continued support of a public service campaign designed to educate the public that tree topping is not a desirable practice and to provide some alternatives to topping. To augment efforts the Missouri Department of Conservation assisted with the printing and distribution of an educational brochure targeted at women consumers.
2. Revised organization by laws and Board of Directors in anticipation of applying for 501c3 federal tax exempt status. As part of this process several additional organizations were invited to participate on the state council. The Missouri Department of Elementary and Secondary Education and the Federated Garden Clubs both accepted the invitation and are active.
3. Sponsored a statewide Arbor Day Poster Contest for fifth grade students in the state. This year's winner was from Norfleet Elementary School in Raytown. The winning student and his teacher participated in the Governor's signing of the Arbor Day Proclamation.
4. Sponsored the 9th annual Missouri Urban Forestry Conference, held in Kansas City
5. Assisted with exhibits at meetings and conferences along with MDC personnel. Examples include the Federated Garden Clubs annual meeting, Missouri Municipal League annual conference and the Missouri Parks and Recreation Association annual conference.
6. Assisted in judging of **Tree Resource Improvement and Maintenance II** applications.
7. Sponsored the annual CommuniTree Awards, a program designed to recognize communities, not-

for-profit groups or individuals, who have accomplished outstanding community forestry projects within the past year.

8. Cosponsored a workshop with Forest ReLeaf of Missouri in Kansas City called *Community Forestry Leadership Workshop Keeping Your Hometown Green*. The workshop drew over 40 people and has resulted in many follow up contacts.
9. Directly assisted 10 communities with community forestry projects such as volunteer urban tree inventories, development of a municipal tree ordinance, training for developing a tree board, developing a tree ordinance, urban forestry workshops, etc.
10. Continued to advise the State Forester concerning community forestry issues, program development and implementation

Tree City USA

The Forestry Division cooperates with the National Arbor Day Foundation and the National Association of State Foresters in the promotion of *Tree City USA*. Certified cities have an active tree care program supported by an expenditure on community forestry programs of at least \$2 per capita, a municipal tree ordinance, a designated tree board or forestry department and have celebrated Arbor Day. A "Growth Award" is available to communities that have been a *Tree City USA* for the previous two years, and showed an increase in forestry activities in specific areas.

<u>CITY</u>	<u>POPULATION</u>	<u>\$ SPENT</u>	<u>NO YEARS</u>	<u>GROWTH</u>
Ballwin	31,283	\$301,270	12	N
Blue Springs	48,080	\$317,511	13	N
Branson	6,050	\$52,710	8	Y
Brentwood	7,693	\$94,433	15	N
Cape Girardeau	37,281	\$209,869	5	N
Carthage	12,668	\$31,540	4	N
Centralia	3,774	\$11,996	13	N
Chesterfield	46,802	\$340,730	6	N
Clayton	15,138	\$188,273	11	N
Columbia	84,531	\$409,716	6	N
Crestwood	11,863	\$80,636	8	N
Creve Coeur	17,083	\$243,815	6	N
Des Peres	8,592	\$49,901	20	N
Dexter	7,500	\$32,925	10	N
Ellisville	9,104	\$87,412	22	N
Exeter	707	\$8,628	7	N
Fayette	2,793	\$14,762	3	N
Fenton	4,360	\$59,092	20	N
Ferguson	22,406	\$112,610	14	N
Florissant	51,087	\$269,188	14	Y
Fort Leonard Wood	56,000	\$142,138	6	N
Gladstone	26,365	\$632,057	1	N
Grandview	24,881	\$784,233	8	Y
Hannibal	17,757	\$68,583	4	N
Independence	113,288	\$3,764,557	3	N
Jackson	11,947	\$61,875	8	N
Jefferson City	39,636	\$98,995	4	N
Kahoka	2,241	\$7,405	7	Y
Kansas City	441,545	\$3,613,326	15	N
Kirkwood	27,324	\$228,612	13	Y
Lake St. Louis	10,169	\$21,403	2	N

Maplewood	9,228	\$63,668	4	N
Maryland Heights	25,756	\$63,200	2	N
Maryville	10,581	\$39,948	5	Y
Memphis	2,061	\$8,120	11	N
Mexico	11,350	\$29,167	24	N
Mountain View	2,430	\$15,785	4	N
North Kansas City	4,714	\$98,000	6	N
Oakland	1,540	\$18,500	5	N
Parkville	4,059	\$30,259	13	N
Plattsburg	2,354	\$6,040	3	N
Raytown	30,388	\$120,636	1	N
Richmond Heights	9,602	\$201,478	7	N
Rock Hill	4,765	\$12,318	16	N
Salem	4,854	\$20,700	3	N
Savannah	4,762	\$11,899	6	N
Springfield	151,580	\$1,106,496	18	Y
St. Joseph	73,990	\$273,428	10	N
St. Louis	348,189	\$6,397,043	21	Y
St. Peters	51,381	\$331,605	5	Y
Stanberry	1,243	\$3,272	12	N
Sturgeon	944	\$2,119	7	N
Town & Country	10,894	\$162,269	3	Y
Trenton	6,216	\$28,208	4	N
University City	37,428	\$361,808	21	Y
Warson Woods	1,983	\$44,100	13	N
Webster Groves	23,230	\$172,600	20	N
Whiteman Air Force Base	3,814	\$134,728	8	N
Willard	<u>3,193</u>	<u>\$6,864</u>	5	N
TOTALS	2,042,477	\$22,104,459		

Summary

59 communities certified

2 new including Gladstone and Raytown

Spending \$22,140,459 or \$10.82 per capita well above the required \$2.00 per capita

Growth Awards 11

36% of states population lives in a *Tree City USA* Community

Tree Line USA

The Forestry Division cooperates with The National Arbor Day Foundation and the National Association of State Foresters in the promotion of *Tree Line USA*. To qualify for certification a utility service provider must promote quality tree care by formally adopting pruning standards in compliance with ANSI A300, recommend work practices for trenching and tunneling near trees that minimize damage to the tree, provide annual worker training, have an ongoing community tree planting program, sponsor an annual Arbor Day event, and make at least one mailing to all customers to provide educational information on trees.

Missouri continues to be a leader in participation in this program with just a few other states having participation equal to ours.

Tree Line USA certified utility service providers:

<u>Name</u>	<u>City</u>	<u>Number Years of Participation</u>	<u>Number of Households Served</u>
Ameren UE	St. Louis	3rd	1,500,000
City Utilities of Springfield	Springfield	8th	90,341
Columbia Water & Light Dept.	Columbia	5th	36,037
Crawford Electric Cooperative	Bourbon	1st	17,000
Cuivre River Electric Cooperative	Troy	2nd	47,543
Independence Power & Light	Independence	4th	48,675

Other Community Forestry Activities

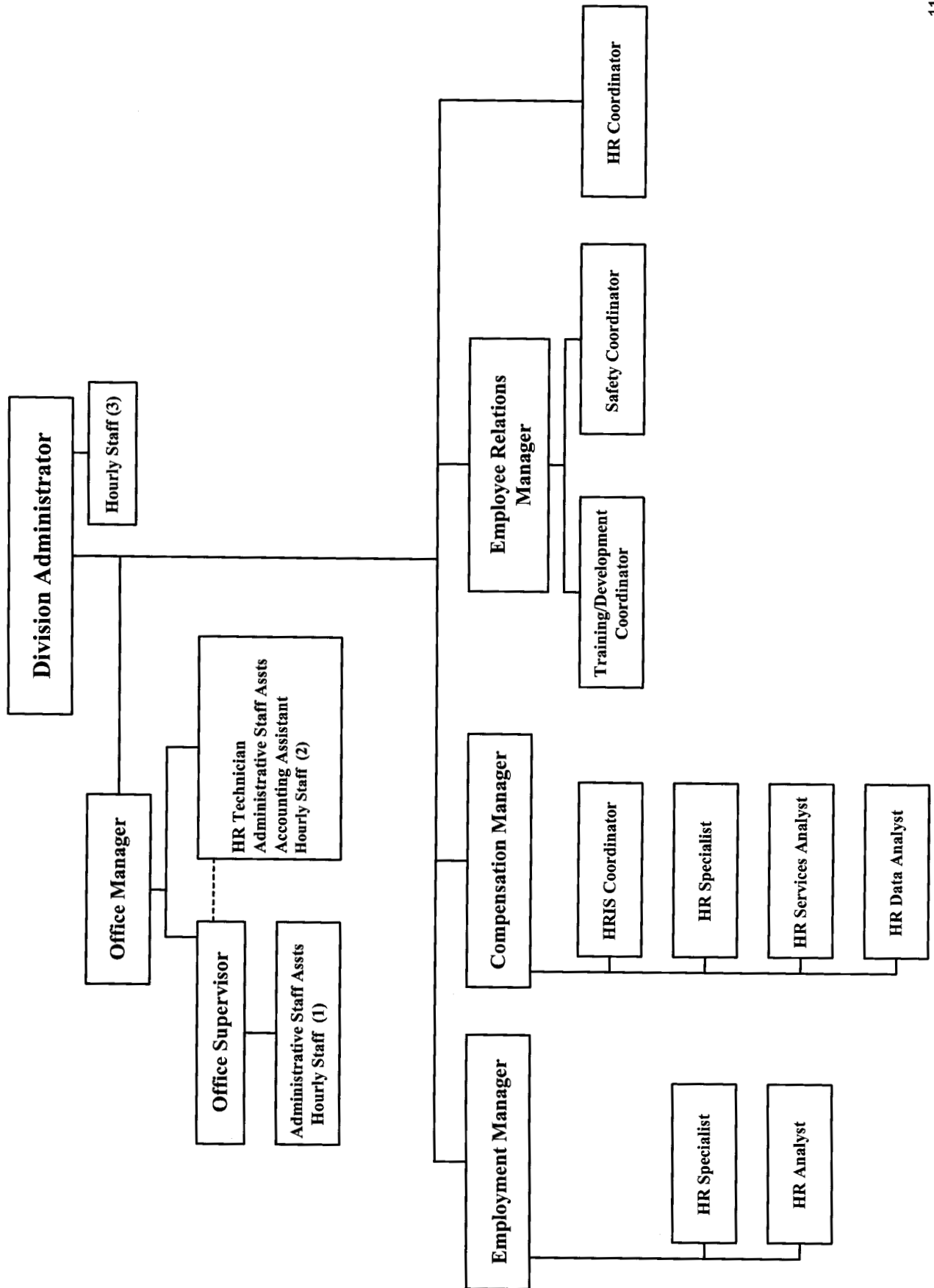
- The focal accomplishment for FY03 was the initiation of a survey of public officials to determine their attitude toward trees in their community. Utilizing a self-administered survey, questionnaires were mailed to local forestry officials in 602 Missouri communities that are members of the Missouri Municipal League. Our goal was to characterize the local agencies charged with managing urban trees, their budgets and personnel levels, and to determine which urban forestry issues local forestry officials found to be most pressing. We hoped to better understand local forestry officials' knowledge, motivation and behavior. The overall response rate for the mailing list was 60% with 364 communities responding from the 602 total that were surveyed. By the end of FY03 all data had been analyzed and a final report written. A user friendly version of the final report will follow in the next fiscal year.
- Assisted with *International Society of Arboriculture* arborists certification and meetings of professional associations
- Provided a grant to *Forest ReLeaf of Missouri* to support statewide activities involving recruitment and organization of volunteers to carry out community tree planting and tree maintenance

Volunteer Forest Health Monitoring

The Missouri Forestkeepers Network, a volunteer forest health monitoring organization, was established in 1996 by the Department of Conservation's Forestry Division. Day to day administration of the program is contracted out to Forest ReLeaf of Missouri. The goal of the program is to help educate citizens about the care and management of the forest resource and to provide them a means of action. The Forestkeepers program provides forest health education, a statewide network of informed forestry advocates, and an early warning system against threats to the health of forest communities, such as infestations of emerald ash borer and gypsy moths. The program has been extremely successful with members branching out from traditional forest management activities into community forestry management, and education of youth.

Forest Health staff members remain as technical advisors to the Forestkeepers program helping to write several newsletter articles on various forest health issues in FY03.

HUMAN RESOURCES DIVISION



HUMAN RESOURCES DIVISION

Human Resources Division provides services that help the Department to attract and retain qualified employees who accomplish its goals and objectives. Activities are divided into six major functions: (1) Recruitment and Selection, including Equal Employment Opportunity and Affirmative Action; (2) Compensation and Classification Administration; (3) Policy Administration, including law and regulation compliance and employee relations; (4) Training and Development; (5) Employee Benefits Administration, including; administration of the Department's insurance program and other employee services; and (6) Employee Safety, including Workers' Compensation. The Human Resources Division Administrator supervises Division assignments and reports to the Deputy Director. Specific details on Human Resources Division's activities follow:

Recruitment And Selection

During FY03, Human Resources Division maintained 10,809 applications and coordinated recruitment and selection activities for 258 positions in which 93 new employees were hired, 90 employees were promoted, 16 employees were laterally transferred, and 3 employees were voluntarily demoted. HR staff worked with Department supervisors to handle advertising, select interviewees, prepare interview questions and select panels, conduct reference checks, and prepare/distribute all recruitment and selection correspondence. A variety of recruitment methods are used to alert applicants to these job opportunities, including:

1. **Advertising**—A Job Opportunities Announcement describing duties and responsibilities, educational requirements, core competencies and special abilities was prepared for each vacancy and distributed to various recruitment sources. Recruitment sources include universities, newspapers, magazines, and professional groups and organizations.
2. **Internet Job Listing**—A listing of position openings was updated weekly on the Department's web site and an Application for Employment was available to download.
3. **Office Contacts**—Walk-in applicants were informed of job opportunities by visiting with Division staff. During FY03, approximately 438 individuals were assisted.
4. **Special Recruitment and Career Activities**—Participated in 5 career fairs and employment events. Activities to help stimulate an awareness of, and exposure to, the field of natural resources management and conservation among minority students were coordinated. These included participation in a Natural Resources Career Camp (in partnership with other state and federal agencies, universities and private entities) to provide students the opportunity to learn about natural resources and associated career opportunities (18 students graduated in FY03), and the Minorities in Natural Resources Committee (MINRC) of the Southeastern Association of Fish & Wildlife (SEAFWA) agencies which works to increase workforce diversity in their agencies (Division staff assisted with the organizing of 28 students to attend the SEAFWA Conference in FY03). In FY03, a Department Workforce Council was formed to analyze recruitment, retention and diversity efforts of the Department.

Recruitment and selection plays a major role in monitoring the Department's affirmative action efforts. The Department affirms its commitment to affirmative action through strategies outlined in its Affirmative Action Plan (AAP).

Compensation And Classification Administration

Human Resources staff performs compensation and classification activities affecting all Department positions. These positions are placed into groups called "job classes" and during FY03, performed 78 individual job reviews requested by Divisions and provided recommendations to Administration; reviewed 124 jobs with 320 positions in connection with a study of all jobs in the CS G-J broad pay

ranges; conducted job audits, reclassification reviews and establishment of new jobs associated with the reorganization of the Department, and in combination with the study of jobs in the CS G-J broad pay ranges, this review resulted in 22 jobs reclassified upward, 29 jobs reclassified downward, 165 positions redirected or transferred among Divisions and/or Regions, and 98 job title changes.

Internally, Division staff conducts position audits to understand the nature of jobs, their internal equity, and the corresponding wages which should be paid. In FY03, the Department participated in 22 salary and benefits surveys from outside sources to ensure the Department's compensation system is competitive with other systems. Activities included determining appropriate job matches and collecting/reporting requested salary and benefits data. Staff routinely analyzed salary survey data to provide a basis for future compensation system recommendations.

Externally, Human Resources staff maintains contact with public and private sector employers on a local and national level. Staff began conducting the Department's biennial Resource Salary Survey of ten states.

The Department continues to promote the implementation of performance management and performance pay concepts for top management. The concept joins goal setting, performance factors and competency levels with performance pay.

Policy Administration

Human Resources reviews and administers a variety of state and federal laws, executive orders, and regulations addressing human resources management issues. Annually, staff reviews proposed legislation which may affect the Department and its employees and continuously monitors the Department's compliance with provisions of equal employment opportunity and wage and hour laws. In FY03, staff reviewed 178 versions of proposed legislative actions and responded with fiscal impact assessments.

In addition, Division staff coordinates the Department's compliance with federally-mandated alcohol and drug testing provisions and its own internal alcohol and drug testing policy. Division staff monitors the application of the mandates and acts as liaison between the Department and outside contracted services. In FY03, staff coordinated drug and/or alcohol testing for 457 pre-employment and post accident, 167 random and 3 follow-up tests.

Facilitated the Department's compliance with health information confidentiality provisions of the Health Insurance Portability and Accountability Act (HIPAA). Extensive activities were necessary to fulfill HIPAA obligations including security measures (such as making modifications to offices, implementing a confidential e-mail and specified computer directory, obtaining a separate fax machine, etc.), attending training sessions, developing and distributing HIPAA forms and correspondence, setting up a new filing system affecting approximately 2000 employees, documenting requests for information, and establishing Business Associate Agreements with vendors dealing with the Trust Fund Board.

The Division also maintains the Department's Human Resources Policy Manual which provides supervisors with policies and procedures that comply with employment laws and helps them guide employees uniformly and fairly. In FY03, staff established or revised 16 human resources policies.

In FY03, Human Resources coordinated efforts to inform eligible employees of the Governor-approved early retirement program which was adopted by the Commission. Provided assistance to 88 employees retiring during the fiscal year of which 76 retired under the VPRP02 incentive.

Training And Development

Continuous quality improvement of the performance of all employees is valued by the Department. The Academy for Leadership Excellence continues to provide learning opportunities for all employees based on employee identified competencies for all 5 levels of employee positions. The Academy for Leadership Excellence supports the vision that all employees are leaders, teachers, and learners,

working interdependently to meet the Mission of MDC. During FY03, staff coordinated 127 Academy for Leadership Excellence training sessions held throughout the state for 2,300 attendees, and 4 New Employee Orientations for 51 attendees.

Employee Benefits

Employee benefits are a major factor in recruiting and retaining a competent workforce. Human Resources Division administers the following services:

1. **Health and Life Insurance Program**—As of June 30, 2003, over 4,050 employees, retirees, surviving spouses, and dependents participated in the Department's group health and life insurance program which includes a self-insured medical plan. Division staff continued to facilitate the Conservation Employee's Insurance Trust Fund Board and worked closely with the insurance consultant to effect several changes to the program.
2. **Missouri State Deferred Compensation and Cafeteria Plans**—As of June 2003, 1,312 employees were enrolled in the Deferred Compensation Plan; as of June 2003, 1,242 employees were enrolled in the Cafeteria Plan. Both plans allow tax savings for employees who redirect a portion of earnings before federal, state or social security taxes are withheld.
3. **Paid and Unpaid Time Off**—Reviewed time and attendance events related to annual leave, sick leave, compensatory time, bereavement, military duty, jury duty, special leave, shared leave, FMLA and workers compensation for accuracy and compliance with Department policies and procedures.
4. **Unemployment Insurance**—Unemployment insurance claims are routinely investigated by Division staff when an employee's termination/resignation was for reasons other than lack of work. In FY03, 79 unemployment insurance claims were reviewed; 8 were protested.
5. **Employee Assistance Program (EAP)**—The Employee Assistance Program provides assistance to employees experiencing job problems which may affect on-the-job performance. The Department's program provides employees and their family members up to five Department-paid visits for professional counseling services per calendar year. Human Resources' staff assisted 65 individuals in FY03 by locating and referring them to appropriate counseling services.
6. **Human Resource Information System (HRIS)**—The HRIS maintains and makes available extensive information pertaining to each employee and retiree. During FY03, over 1800 personnel actions were processed for salaried employees. The following spreadsheets/applications/manual processes were incorporated into the system in FY03: legacy Personnel System employee maintenance and reporting functions, drug and alcohol tests for commercial drivers license holders, retiree benefits, shared leave, and employee training history.
7. **Missouri State Employees' Retirement System (MOSERS)**—Division staff assists Department employees with enrollment procedures and appropriate changes, answers inquiries regarding benefit provisions, and processes retirement requests. During FY03, 93 employees were enrolled in MOSERS.

Employee Resignations And Retirements

	FY00	FY01	FY02	FY03
Total Salaried Employees	1,448	1,538	1,538	1,499
Resignations/Retirements, etc.	108	85	113	145
Percent	7.5%	5.5%	7.3%	9.7%

Employee Relations And Services

Human Resources Division is involved in programs and activities promoting employee relations such as employee recognition activities which include service awards, special achievement awards, and

retirement plaques. Tenure is recognized in five-year intervals, beginning with 10 years of service. Human Resources also prepared and distributed 195 other service awards and 96 retirement plaques.

The Department has continued its effort toward creating a healthy and safe environment for employees. During FY03, Human Resources staff coordinated 8 health screenings/fairs, 12 wellness workshops/events, and 12 first aid/CPR classes at several regional locations as well as other selected work sites. Health screenings included the following types of tests: colorectal cancer, blood pressure, pulmonary function, glaucoma, flexibility, hearing, vision, health risk appraisal, health counseling, blood chemistry profile, percent of body fat, urinalysis, grip strength, skin cancer and step test. Flu shots and special educational sessions were continued and offered statewide. Over 700 employees, spouses and retired employees participated in these wellness activities.

Safety

Loss control programs administered by Human Resources include safety training; hazard identification on conservation areas and public lands; chemical safety; and accident prevention programs. Accident investigations and administration of vehicle accident and personal injury reporting are ongoing programs, along with assistance on the purchase and use of personal protective equipment. In addition, the Safety Coordinator administers self-insured programs for Workers' Compensation, public, and vehicle/watercraft liability.

In FY03, staff continued to provide assistance to Regional Safety Committees by attending meetings to help accomplish goals, conduct training and assist in audits. A number of safety training programs were offered or facilitated by Division staff. Employee attendance in the following courses: 136-Driver Skill Enhancement; 43-Chainsaw; 16-Bloodborn Pathogens; 42-Back Health; 36-Outdoor Safety; and 75-ATV training. Additionally, New Employee Orientation and Safety Policy and Procedures have been well attended.

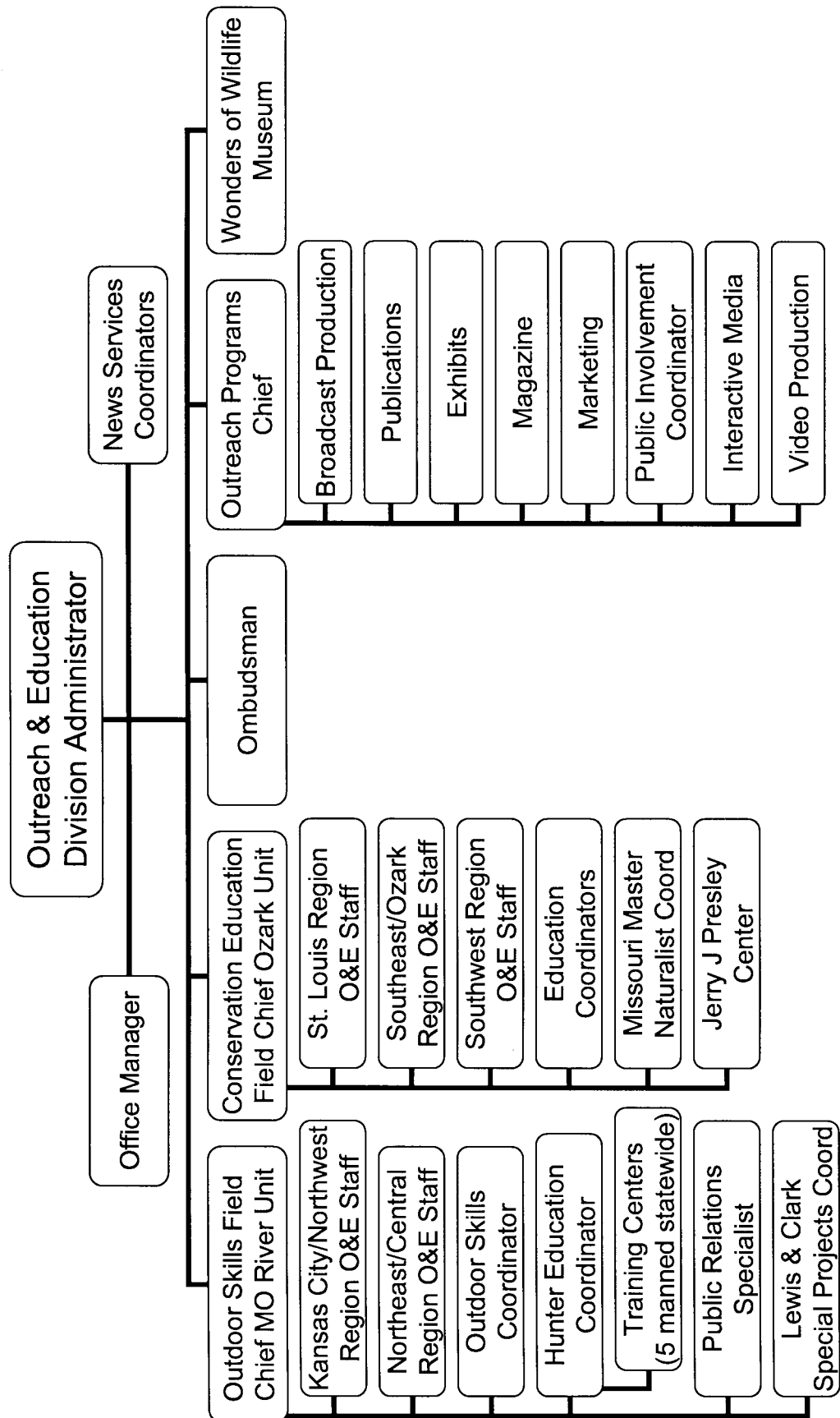
In FY03, the Department received 112 vehicle incident reports of which 41 required coordination of payment on subrogation benefits (over \$155,000); 137 personal injury incident reports of which 111 required medical care (totaling over \$400,000); and 57 public mishap reports.

In FY03, staff administered the safety incentive program which included distributing awards to 459 qualifying employees.

General

In FY03, Human Resources received and processed 22,455 pieces of mail and 6,333 applications. The mail represents an ongoing relationship with various members of the general public; outside agencies—both private and public; consumer groups and educational organizations and institutions, to name a few. This relationship is an essential service provided by Human Sources in order to represent and accomplish the Mission of the Department.

Outreach & Education Division



OUTREACH AND EDUCATION DIVISION

The outreach and education division is dedicated to helping Missourians connect with nature and conserve it, too. The goal is to educate young and old about how to sustain a healthy environment, make good use of our fish, forest and wildlife resources and also enjoy nature-based outdoor recreation.

As a result of reorganization in February 2003, outdoor skills and shooting range staff joined the division. This greatly expanded the opportunity to provide hands-on skills training in hunting, fishing, birding, camping, hiking and more. The programs of the division now include outdoor skills, conservation education and outreach.

Outreach

Missouri Conservationist Magazine

One of the division's most well known works is the *Missouri Conservationist* magazine, a source of conservation ideas that has been free to adult Missourians since 1938. During the course of the 2003 fiscal year, the print order for the *Missouri Conservationist* steadily increased from 448,500 in June 2002 to 482,148 in June 2003. The magazine is conducting a "perpetual" purge, in which a percentage of subscribers are asked periodically whether they wish their subscriptions to continue. The October issue held a special 16-page insert from the Nature Shop. A pullout, 16-page "Outside In," the children's section of the magazine, appeared in the August, November, February and May issues. In each of those months, about 68,800 copies of "Outside In" were mailed to teachers, libraries and home-schoolers across the state.

The magazine's photo unit transitioned into digital photography in order to improve the quality of its images and facilitate the transfer of images to Conservation Department staff members who need them for presentations and the production of educational and regulatory publications. The photo unit established an Intranet-based system that allows Conservation Department employees throughout the state to search the Department's photo files from their desktops and download images.

Interactive Media

The website at www.missouriconservation.org is an important source of conservation information. Highlights include maps and tips for conservation areas to visit, the *Missouri Conservationist* online, a calendar of events for each region of the state, seasonal hunting and fishing reports, and links to special programs such as Grow Native! and No MOre Trash!

The total number of page views was 21.7 million, which was down one million from last year. However, the number of unique visitors to the site increased. MDC's Interactive Media staff participated in the launch of the Missouri state news portal. This portal—part of the Missouri e-government initiative—enables MDC news to automatically be posted to the Missouri state web page.

The MDC website now has an online database of public contractors who can help private landowners develop their land for conservation purposes. The public can search by county or by service needed. The system can also create PDF documents of the listings by region, enabling MDC staff to easily download and print a directory for people who do not have access to the Internet. This database is being expanded to act as the single source of all listings of public contractors MDC presents on the Web.

News/Radio/TV

A weekly news release, "All Outdoors," provides outdoor information on a statewide basis, while a more local perspective is provided through media specialists working directly with news media in each region. "All Outdoors" news releases were sent to 667 media outlets, with potential distribution to 1.2 million readers. "News Tips" were distributed to 140 TV and radio stations statewide. News

releases are also available on the Conservation Department website.

In Kansas City, 52 segments of Outdoor Outlook, a 3-minute feature package of MDC activities WDAF-TV were produced, as well as 40 segments of the Great Outdoor Radio Show, a one hour show on WDAF AM radio. 52 Outdoor Outlook columns were created for the Independence Examiner.

In the Springfield and Joplin areas, new projects include "Missouri Outdoor Journal" TV segment in Joplin, Outdoor page in El Tiempo Latino weekly newspaper, weekly radio segment on KWFC, Springfield, weekly feature in Springfield Newsleader Outdoor section.

"Missouri Outdoor," the Department's Emmy award-winning half-hour, 13-week television series, aired throughout the state on 37 network affiliates, independent and cable stations. Some of the topics of the magazine-style show included a youth pheasant hunt, turkey decoy operation, Stream Teams, Grow Native!, turtles, doves, cottonmouths, collared lizards and Wonders of Wildlife museum. One of the 13 programs was produced specifically for kids with a raptor rehabilitation theme. Previously broadcast programs featuring Lewis & Clark and eagles were prepared for distribution on DVD.

Weekly TV news features running approximately 90 seconds were produced and distributed to each market in the state for broadcast during local newscasts.

Radio Public Service announcements were produced and distributed in quarterly mailings to approximately 220 radio stations throughout the state. There was an average of 4-5 spots per mailing, ranging from 30 to 60 seconds in length. Copy for live reading was also provided for most of them. Topics covered included the Department's "Grow Native!" program, Stream Teams, the No More Trash video contest, the Endangered Species Walk/Run, Hunting Firearm Safety, spring newborn animal awareness, Free Fishing Days and Conservation Heritage License Plates.

Video/Audio Production

New videos produced include "Natural Adventures Close to Home: Springfield," the third program in a series highlighting opportunities on MDC lands near metropolitan areas. These are distributed to libraries and MDC offices throughout the state.

Other videos produced include "Quail Demonstration Workshop," "Winter Bass Handling Program," a Lost Valley Hatchery video, and a fishing public service announcement. Production continued on a wetlands feature as well as multimedia projects for the Cape Girardeau conservation campus that's under construction.

The "Conservationist Audio Magazine" was produced monthly. It provides those with visual impairments, the elderly, and anyone desiring an alternative format the opportunity to receive information contained in the magazine. It was distributed on cassette tape to approximately 350 outlets statewide, including schools and public libraries. Copies are also circulated each month through the Wolfner Library for the Blind and Physically Handicapped.

"Fiddles and Forests," a music/story two-CD set, was completed and released for statewide retail sale. The program features traditional Irish tunes and folk music from the Ozark region interlaced with narrative illuminating the culture of the Scots-Irish, their departure from the old world and settlement in the Missouri Ozarks. From there it focuses on the relationship between the people and the natural resources of the Ozark region. The story/song program comprises one CD, and the second disk is the music by itself.

Publications

Throughout the 2003 fiscal year, the publications staff produced many books, booklets, brochures, pamphlets, posters and logos. These included the annual regulatory publications (Wildlife Code, Hunting and Trapping Summary, Fishing Summary, etc.) and the popular Natural Events Calendar. New books completed and available for sale included "Trees of Missouri" and "A Paddler's Guide to Missouri."

Many publications available free to Missourians are produced each year. Some recent titles include:

- ✓ On the Edge quail management booklet
- ✓ Revised Nuisance Skunk booklet
- ✓ 2003 Private Lands Directory brochure
- ✓ Basic Pruning Guidelines brochure
- ✓ Chronic Wasting Disease (CWD) brochure
- ✓ Tree Resource Improvement and Maintenance II (TRIM II) brochure
- ✓ Watershed fact sheet series
- ✓ Public Prairies of Missouri booklet
- ✓ Endangered Species poster
- ✓ Runge Fire Tower brochure
- ✓ Fall Color brochure
- ✓ Forest Products poster
- ✓ A Guide to Missouri's Cave Life booklet
- ✓ Common Nonvenomous Snakes of Missouri poster
- ✓ No MOre Trash! "Litter-Free Missouri" folders
- ✓ Runge, Burr Oak and Powder Valley brochures
- ✓ Mulch: Your Tree's Best Friend brochure

Reprints of popular free publications include: Missouri Toads and Frogs; Snakes of Missouri; Missouri Lizards; Wildflower Favorites; Eagles, Hawks and Falcons; Edible and Poisonous Mushrooms; Introduction to Missouri Fishes; Missouri Songbirds poster; Salamander poster; Life on the Forest Floor poster; Exploring Wetlands poster; Animal Cards poster; Kid's Fishing coloring book, and habitat cards

A variety of free publications for students that were revised or new include: Elementary newspapers (fall, winter, spring and summer issues), A World Fit for Chipmunks color book, Conservation Seeds curriculum package, Missouri Wildlife Trails activity book, Conservation: I Can Do! Activity book, Eagle Journey booklet, Critter Cards.

Nature Shop Marketing

Positive feedback from the public continues to guide the selection, production and promotion of Conservation Department books, videos, DVDs and gift items. The main goal of the Nature Shops is to provide products that help Missourians understand and explore their outdoor world. During the past year, marketing efforts have included the successful promotion of many MDC products, including the new Trees of Missouri book, "Fiddles and Forests" CD and Paddler's Guide to Missouri book. Annually, the MDC Nature Shop guide appears as a handy pullout section in the October issue of the *Missouri Conservationist*. MDC books and videos are also available online at www.mdcnatureshop.com

Exhibits, Fairs and Special Events

Major exhibit design for the new Columbia Bottom Conservation Area near St. Louis began. The outdoor experience will focus on understanding the floodplain habitats at various Exploration Stations. A grand opening of the new viewing platform there gives visitors a close view of where the Missouri and Mississippi Rivers meet. Specifications for the indoor and outdoor exhibits at the Cape Girardeau Conservation Nature Campus were completed and issued for bid. The groundbreaking for this facility was held in May 2003.

Text, maps and graphics were gathered for a series of wayside exhibits about Lewis and Clark. The first five graphic panels were completed, and the aluminum bases built. These will be installed at

conservation areas along the Mississippi and Missouri rivers. Topics are stories of Lewis and Clark's observations of Missouri's fish, forests and wildlife.

Six new traveling tradeshow exhibits and six new tabletop exhibits were designed and produced for use at special events. The Exhibit Shop provided portable exhibits at about 130 local and regional fairs, sport shows, home shows, and hunting and fishing events, reaching approximately 1.4 million people.

Eagle Days events were held at Squaw Creek National Wildlife Refuge, Springfield Conservation Nature Center, DOW Pevely, Lake Ozark, Old Chain of Rocks Bridge (St. Louis), Smithville Lake, Mingo National Wildlife Refuge and Clarksville. More than 20,000 people had the opportunity to view eagles in the wild at these events.

The Missouri State Fair, Ozark Empire Fair and SEMO Fair were some of the largest in the state that staff from O&E and other divisions staffed to provide information to the public. Examples of other fairs and special events included: Lincoln County Fair, Black Expo, Washington Town & Country Fair, Boat and Sports Show, Working Women's Survival Show, COPS Program, National Hunting and Fishing Day, Landowner Field Day, Kids Fishing Fairs, Career Fair, Earth Day, River Relief, Envirothon, Prairie Day, Troy Kids' Fishing Clinic, A Day with Wildlife, Lincoln County Outdoor Day, WOW at Roaring River State Park, Boy Scouts Jamboree, Day/Evening With Wildlife, Endangered Species Run, Great Outdoors Day, Joplin Home & Garden Show.

Champion Tree Program

The champion tree program is a very popular program with the public. The Department maintains records on the largest known tree of each species in the state. The owner and finder of champion trees are recognized with a plaque and certificate. During FY03, the following new state champion trees were found:

<u>Species</u>	<u>Owner</u>	<u>County</u>
Boxelder	Stephen Harris & Cynthia Greene	Boone
Osage-orange	Ron Magsamen	Boone
Wahoo, eastern	Norwood Hills Country Club	St. Louis
Cottonwood, eastern	Bob Burr & Mary Lee Tutt	Clinton
Redbud, eastern	MDC	Butler
Cherry, black	Frank Costello	Greene
Sumac, smooth	MDC	Cole

No MOre Trash!

Missouri's litter prevention campaign, sponsored initially by the Conservation Department and MoDOT, continued during FY03. A second public service announcement was produced for television, and a new radio public service announcement was developed. A video ad contest for 16-22 year old Missourians has been very successful. Five videos have been chosen winners, and several videos have been chosen as honorable mentions. The winning and runner-up videos are available for viewing on the web site www.nomoretrash.org. Governor Holden declared May 1, 2003 No MOre Trash! day in Missouri and several events were held around the state. Finally, a new brochure was produced

Conservation Education

Conservation education staff work with teachers and administrators at public, private and parochial schools, colleges and universities, other governmental education agencies, as well as youth leaders and community leaders to ensure that Missouri's natural resources can be sustained in a healthy environment for generations to come. Services include: developing and distributing a variety of teaching materials correlated with testing needs; assisting with teacher workshops and courses;

providing demonstration teaching and outdoor learning opportunities.

More than 3500 teachers attended conservation workshops throughout the state. Examples of the subjects of these workshops include Nature Journaling, Traditions of the Harvest, Children's books and Conservation, and Lewis and Clark, and MAPping with Nature. Agriculture educators and students are reached through targeted efforts such as the FFA Summer Leadership Camp with over 1200 students and advisors. Conservation Education staff exhibited and met with more than 35,000 teachers at larger teacher conferences.

In an effort to develop a new way to get the conservation message to students, O&E staff in the St. Louis region held focus groups with area middle and high school administrators as they continue to develop a middle school program that will include teacher training, classroom presentations, field trips to local conservation areas or parks and a conservation action (service learning) project.

Conservation materials available to teachers and students include a pre-school publication Conservation Seeds, a series for K-2 students in a quarterly print format, and Habitat Packs for 3rd and 4th grade classes that focus on streams, forests, prairies and wetlands. A quarterly conservation education newsletter for teachers, The Resource, is sent to more than 12,000 educators throughout the state. Each issue of "The Resource" was centered on a chosen theme and includes background information, instructional activities, recommended resources, a calendar of events and a conservation careers profile. A variety of learning trunks were created and distributed for teachers to use covering subjects such as: Lewis & Clark, Trees, Karst, Insects, Mammals, Junior Aquatic, and Prairie

Project Learning Tree (PLT) and Project WILD are award-winning environmental education programs designed for teachers and other educators working with children from kindergarten through grade 12. They are a source of interdisciplinary instructional activities and provide workshops and in-service programs for teachers, natural resource professionals, nature center staff and youth group leaders. PLT uses trees and forests as a way to learn about the natural world, while Project WILD uses wildlife and wildlife habitat. Educators become involved in either program by attending a six-hour workshop facilitated by trained volunteers. At the workshop, teachers receive activity guides containing hands-on lessons that can be used to supplement existing curricula. These activities are action-oriented, can be used in any order and require little, if anything, in the way of equipment. During FY03, Conservation Department PLT facilitators conducted 22 workshops that were attended by 267 educators. Project WILD facilitators conducted 26 workshops for 366 educators.

Show-Me Outdoor Classrooms

Staff also works with school leaders who want to use their own outdoor classrooms, which enable students to learn in an "outdoor laboratory" based on natural habitats. Through a partnership between the Missouri Conservation Heritage Foundation and the Conservation Department, 42 schools received outdoor classroom grants. Awards ranged from \$400 to \$2,500, for a total expenditure of \$69,000. Designed to assist schools in the development of outdoor learning sites, this program promotes interdisciplinary, hands-on instruction through conservation education in the out-of-doors. In addition, the program encourages awareness, appreciation, knowledge and active conservation of natural resources, including native vegetation, wildlife and wildlife habitat.

Aquatic Resources Education (ARE)

O&E staff provided 348 school programs about aquatic resource conservation to 33,277 Missouri students. Education Consultants delivered 48 ARE-themed workshops, training 1,345 public, private, parochial, and home-school teachers and community leaders. 18,279 Missourians fished, many for the first time, at MDC-sponsored fishing clinics around the state. Altogether, O&E and Fisheries staff working together reached 174,333 active participants (with over a million more passive contacts. A new five-year plan for ARE programs was approved by the US Fish & Wildlife Service.

Nature/Education Centers

An outstanding network of conservation learning centers helps bring people and nature together across the state. Nature centers in Blue Springs (Burr Oak Woods Conservation Nature Center), Jefferson City (Runge Conservation Nature Center), Kirkwood (Powder Valley Conservation Nature Center) and Springfield (Springfield Conservation Nature Center) and visitor centers in Andrew (Northwest Regional Visitor Center), St. Charles (August A. Busch Memorial Conservation Area) and St. Louis (Rockwoods Reservation) and Taney (Shepherd of the Hills Hatchery Visitors Center) counties offer unique nature exploration programs. More than 632,000 people visited these interpretive centers, while over 162,000 of those attended specific programs. Special events held by these nature centers covered subjects as diverse as Super Scout Saturdays, Naturescaping Symposium, Eagle Days, Halloween Happening, Earth Day work projects, Primitive Skills Day, Insect-O-Rama, Vulture Venture, Splash, Haunted Habitats, Lewis and Clark Quilt Show, and Statewide AMI workshop. Nature Center Volunteers donated more than 20,000 hours of service to by providing programs and information to the public.

Three MDC staff also provided educational programs at the WOW Zooquarium in Springfield to more than 12,500 people, mostly school groups.

The Discovery Center, located in the heart of Kansas City, offers a new approach to learning by featuring six workshops that offer hands-on instruction to school groups and individuals in a building that highlights energy-efficient design. More than 38,000 visitors came to the center, while 15,366 students attended the workshops.

The Jerry J. Presley Conservation Education Center on the banks of the Current River in Shannon County hosts workshops for teachers and others who want to learn more about Missouri ecosystems. Teachers take away practical information and a bit of inspiration to strengthen their own students' understanding of and caring for our natural resources. In the past year, 987 attended workshops there during the spring-autumn seasons.

Scheduled to open in 2004 are two new conservation learning facilities: a new St. Louis area visitor center with outdoor exploration stations near the junction of the Missouri and Mississippi rivers at Columbia Bottom, and a new conservation learning center in Cape Girardeau that will feature the natural history of the region as well as hands-on outdoor skills.

Missouri Environmental Education Association (MEEA)

In response to the Governor's Task Force on Environmental Education in the 1990s, the Conservation Department has provided support for the development of MEEA to become an independent umbrella organization for environmental education in the state. The 7th Annual Conference on Environmental Education was held November 22–24, 2002 at Tan-Tar-A Resort in Osage Beach, Missouri. The conference was co-coordinated by the Conservation Department and the Missouri Environmental Education Association (MEEA). Conference sponsors included the Missouri Department of Agriculture, MU School of Natural Resources, the Conservation Federation of Missouri, the North American Association for Environmental Education and the United States Environmental Protection Agency. Nearly 300 people including classroom teachers, university professors, naturalists, youth group leaders, community educators and natural resource professionals participated.

The new Missouri Environmental Education Association Certification Program was launched in 2001. This program is a partnership between the Missouri Environmental Education Association, the Missouri Department of Conservation, the Missouri Department of Natural Resources, and the Association of Missouri Interpreters. Designed to recognize formal and non-formal educators who have attained a certain level of proficiency in the field of environmental education, this voluntary certification program provides recognition of an individual's knowledge and skills related to conservation and environmental education. The first completed certification was awarded in November 2002 to a junior high school teacher from Sturgeon.

Outdoor Skills

Another important part of the outreach and education effort focuses on teaching people the skills to enjoy Missouri's outdoors safely and responsibly. As more Missourians grow up in urban landscapes, they have less contact with the natural world. The division's Outdoor Skills Specialists work to give Missourians of all ages direct experience in nature-based activities such as camping, fishing, hunting, birding, canoeing, trapping and orienteering.

Starting in February of this year staff embarked on an aggressive cross-training program to get the Outdoor Skills personnel up to speed on the wide range of topics that they will be teaching in the public schools and for the general public. In the last 10 months staff trained in: Trapping, Backpack, Camping, Map and Compass, Youth Hunting, Shooting sports (rifle, pistol, shotgun, black powder), Archery, Outdoor Photography, Multiple Fishing topics, and Canoe.

Three new outdoor Skills Modules (Historic Crafts, Basic Fishing and Map and Compass) are being printed and the Outdoor Skills staff will bring these education resources to the public schools. Several more modules are in the works.

Several outdoors skills staff helped with the Concerns of Police Survivors Kids and Spouses events. The efforts of O&E were complemented by help and dedicated service from personnel from Fisheries, Protection and Wildlife divisions making this a true team effort. A Becoming an Outdoors Woman event was held at Windermere resort at the Lake of the Ozarks and was staffed almost exclusively by the outdoor skills staff as they got the opportunity to teach the new subjects that they have been learning.

A variety of outdoor skills training events were conducted throughout the state. Examples included Wild Game 101, Archery, Air Rifle, Outdoor Hazards, Outdoor Skills Camp, and Carp Camp.

In the fall, Burr Oak Woods Conservation Nature Center held one archery and two muzzleloader managed hunts. In March, they hosted a Youth-Only managed turkey hunt, the first in the state. Ten youth did their first turkey hunting at that event. Partners included the National Wild Turkey Federation, Safari Club International and the Sables Division of Safari Club.

The Outdoor Skills Staff are in the planning stages for presenting an undergraduate-level class for public school teachers on outdoor skills and fish, forest and wildlife management for summer 04 in cooperation with CMSU in Warrensburg. Hunting Skills University, a new program to mentor youth hunters, trained 35 youth in a variety of skills such as squirrel, upland game and turkey hunting.

Outdoor skills specialists have concluded several disabled, youth and women's special hunts and this program continues to grow. The Outdoor Skills staff also worked with several cooperating groups such as FFA, 4-H, Boy and Girl Scouts, NWTF, NRA, Ducks Unlimited, Quail Unlimited, Dove Unlimited, Rocky Mountain Elk Foundation and others.

The Elk Foundation awarded a grant to the Outdoor Skills Staff to fund 13 new youth and women hunting related events for 03 and 04. The Turkey Federation and NRA continue to support our efforts to recruit new hunters with funds and people. We have started new shooting programs with the FFA, and added our support to existing ones with FFA and 4-H Shooting sports, we anticipate this program to continue to grow.

Hunter Education

The outdoor skills staff also works with conservation agents to coordinate the many volunteers who provide hunter education training. Hunter Education certification is required for purchasing any type of firearm hunting permit for persons born on or after January 1, 1967. This continues to create a big demand for the hunter education course with Missouri having nearly one million hunters.

From July 1, 2002 through June 30, 2003, outdoor skills supervisors coordinated 1,081 hunter education classes. There were a total of 32,202 graduates from these classes that were taught by outdoor skills specialists, outdoor skills supervisors, conservation agents, and a cadre of 2053 volunteer hunter education instructors. The volunteer instructors are coordinated and assisted by

outdoor skills specialist and outdoor skills supervisors. In addition, 11 bowhunter education classes were coordinated. A total of 122 graduates were certified.

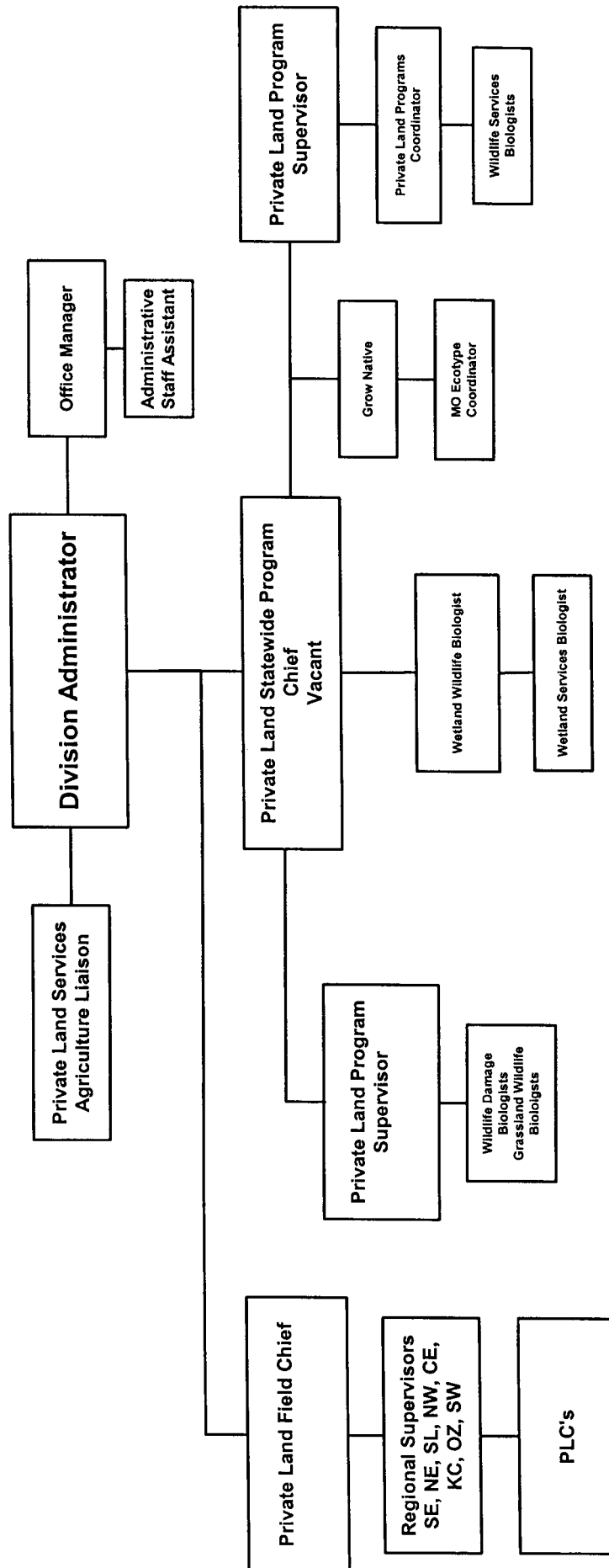
In 2002 there were 35 hunting incidents investigated. All 35 incidents were non-fatal. Detailed investigations provide a lot of information that point to the causes of incidents. This allows O & E to customize the hunter education program to address recurring causes and this has contributed to the downward trend in hunting incidents. A hunter who is found to have inflicted injury to someone else through a careless act can have his or her hunting privileges suspended for up to five years.

Shooting Ranges

Learning to safely handle firearms is part of the hunter education training, but hunters also need places to practice. In response to demand, in 1972 the Department began to develop shooting ranges that meet or exceed national safety standards for shooting range design. Five staffed training center ranges and numerous unstaffed conservation shooting ranges have been created to provide Missourians with opportunities to practice their skills using firearms and archery equipment. The training centers also provide classroom opportunities for other conservation education. In the past year, 82,347 people used the shooting ranges.

Range renovation was completed at Sugar Creek CA in Adair County and construction began on a new unmanned range at Indian Creek CA in Washington County. The public in many communities throughout the state frequently requests unmanned ranges. Mineral Area College range is a cooperative range with MDC and renovation was completed on their facility. Additional ranges to be built or renovated are the Steele Training Complex in Pemiscot County, Castor River CA range in Bollinger County, and Golden Valley Range in Henry County.

PRIVATE LAND AND SERVICES DIVISION



PRIVATE LAND SERVICES DIVISION

Mission: Help landowners achieve their land use objectives in ways that enhance the conservation of Missouri's natural resources.

The Private Land Services Division enjoyed a successful, but demanding year in fiscal year 2003. Expanded partnerships, increasing numbers of requests for landowner assistance and success generated from previous years efforts combined to yield many opportunities to address Missouri's need for natural resource management on private lands. The division currently has eighty-one full-time employees to deliver private land programs and landowner requests for assistance.

With ninety-three percent of Missouri's landscape in private ownership, providing information and expertise to interested individuals and organizations is critical to long-term sustainability of our natural resources. The future of many wildlife species and the health of our natural resources depend on private landowners, and their commitment to the implementation and provision of good land stewardship.

MDC Strategic Goal #2—Preserve and Restore the State's Biodiversity

Strategic Issue—Wetland Diversity

Strategic Issue—Missouri River Habitat Enhancement Opportunities

Historically, the Missouri River and associated floodplain provided habitat for numerous species of resident wading birds and migrating waterfowl and shorebirds. Due to the ease of conversion to agricultural purposes, floodplain wetlands have diminished along the Missouri River. The Missouri Agricultural Wetland Initiative is an effort to emphasize the water quality benefits of wetlands in intense agricultural settings. The initiative developed 12 project sites totaling over 87 acres demonstrating the compatibility and benefits of wetlands to agricultural operations. An additional 220 acres of cropland will be devoted to winter flooding to provide habitat for migrating waterfowl. This Initiative is a partnership effort between MDC, Ducks Unlimited, and the Missouri Corn Growers Association, including shared funding and technical expertise.

On a statewide basis, Wetland Wildlife Biologists and Private Land Conservationists (PLC's) provide the primary delivery of wetland technical assistance to landowners. FY 2003 accomplishments include the following:

- Provided \$22,176 for wetland enhancement or restoration impacting 513 acres
- Technical assistance was delivered on over 9,300 acres of privately owned wetland and riparian habitats

Since 1995, Wetland Services Biologists have partnered with NRCS as part of the delivery mechanism for the Wetland Reserve Program (WRP) and the floodplain easement portion of the Emergency Watershed Protection Program (EWP-FPE) to restore 91,533 acres on 643 sites in 66 Missouri counties. Another 46 sites are in the process of being recorded, which total 11,026 acres. Combined, this brings the total number of easements in Missouri under the WRP and EWP-FPE programs to 689 covering 102,559 acres.

MDC Strategic Goal #2—Preserve and Restore the State's Biodiversity

Strategic Issue—Tallgrass Prairie Conservation

Strategic Issue—Prairie Chicken Population Decline

Strategic Issue—Decline in Quail and Rabbit Populations

Strategic Issue—Control of Invasive Exotic Species

Division staff continue to place a high priority on the states much diminished prairie resources and the species associated with grassland habitats. Much of the effort is concentrated in an outreach and extension delivery approach. Examples include grassland related programs presented on invasive species control, grazing management, establishment of native grasses and assisting with the statewide and Mid-America Grassland Evaluation Contests. PLS staff imported new techniques for burning and grazing currently being researched in OK and KS with promising results in terms of landowner economics and wildlife response. PLS staff worked to apply the concept on several prairies and provided a seminar/tour for 130 agency biologists to learn how the technique affects wildlife habitat and it's potential applicability to private lands. Patch burning is now being applied and monitored on multiple prairie remnants. Additional efforts include:

- Production and distribution of three issues of the Native Warm Season Grass Newsletter to over 3,750 individuals
- PLS staff serve as Advisors to the Missouri Prairie Foundation board, providing management plans and implementation assistance
- Serve as focus area leaders or as focus area members in eight of the nine grassland focus areas, working with grants, Farm Bill programs or cost share opportunities to implement management plans
- Assisted with the collection of native ecotype seeds for the MO ECOTYPE program
- Participate in the annual Prairie chicken survey and complete the annual Greater Prairie Chicken Endangered Species Recovery Report
- Provided media interviews for prairie and prairie chicken-related stories and assisted with offering prairie chicken viewing opportunities to the public
- Technical assistance was provided on nearly 38,000 grassland and prairie acres
- Provided \$53,384 for herbaceous vegetation establishment & control impacting approximately 700 acres
- Provided \$41,071 for control of invasive grassland plant species
- Provided \$9,822 for prescribed burning
- Provided landowner recommendation for management of over 78 miles of woody edge habitat development for early successional vegetation management

Grow Native: The mission of Grow Native is to: "Increase diversity of natural urban and rural vegetation communities". Grow Native is working to increase the interest and availability of native plants, including native wildflowers, trees, and shrubs. Grow Native is increasing the number of areas using native grasses and forbs, development of high-visibility native display gardens throughout the state, and encouraging increased participation of private land agricultural enterprises in the use of native plants resulting in increased forage diversity, wildlife habitat, and improved water quality. PLS staff conducted the first Roadside Contractors Training Workshop for selecting and converting exotic species-dominated roadsides to native warm season grasses and forbs. The roadside conversion effort is a cooperative effort with the Missouri Department of Transportation.

Purple Loosestrife Control Program: During 2003, the thirteenth-year of an effort to control purple loosestrife within Missouri, approximately 112 landowners in 21 counties were contacted for treatment of purple loosestrife populations. In addition, 113 miles of Missouri River banks were spot-

treated. This very invasive plant was introduced from Europe and is causing devastating impacts in many other states. The Missouri River and flooding events appear to be depositing seed and causing new infestations. In addition to the traditional treatment of herbicide applications, biological control methods are being expanded and will comprise a growing percentage of control efforts as additional infestations, especially along the Missouri River corridor, continue to be documented.

MDC Strategic Goal #3—Educate the Public about Fish, Forest, and Wildlife Conservation

Strategic Issue—Conservation Education

Strategic Issue—Human/Wildlife Conflicts

A major focus of Private Land Services Division field staff is to provide educational materials and information to landowners and individuals interested in habitat management. Division staff worked in cooperation with University of Missouri Extension to host Master Wildlifer Workshops across the state for landowners with an interest in improving their land for wildlife. One limiting factor is the availability of private businesses and contractors to install the components of wildlife management plans. Linking Conservation Contractors with landowners needing work completed was a goal of the PLS Division for FY03. Upon completion, landowners will be able to go to the MDC internet home page and find contractors willing to do conservation related work in their local counties or region of the state. A training course is being prepared to ensure contractors are knowledgeable in the habitat requirements of select wildlife species. Several staff positions are devoted solely to assist with educational efforts relating to wildlife damage. Human/wildlife interactions are becoming more prevalent as both populations expand and wildlife habitat needs are compromised. Fiscal year 2003 accomplishments include the following:

- Completed development of Conservation Contractor links to the MDC web page
- Participated in statewide delivery of UMC's Master Wildlifer Program
- Provided prevention training on-site to 303 landowners for nuisance wildlife complaints
- 1,841 contacts (phone, e-mail, mail) relating to wildlife damage concerns
- 51 wildlife damage workshops conducted—total of 2,304 participants
- Developed a new full-color brochure, *On the Edge, A Guide to Managing Land for Bobwhite Quail*
- Conducted five youth and beginning trapper clinics with 124 participants
- Currently developing an Urban Deer Management booklet
- Coordinated activities to attempt to eliminate feral hogs on public and private lands
- Coordination of the River Otter Task Force, Nuisance Urban Goose Implementation Team, Feral Hog Task Force and the Mountain Lion Response Team
- Wildlife damage biologists dealt with nine black bear situations where bears caused minor damage or were frequenting developed areas
- Coordinated activities to minimize Giant Canada goose problems in which 3,914 eggs were destroyed and 620 geese were euthanized or relocated
- Continue to assist with the evaluation of snares and negotiated installation of permanent fencing to demonstrate and evaluate its effectiveness for keeping river otters out of ponds
- Updated feral hog information for distribution to the public

MDC Strategic Goal #4—Helping Landowners Manage for Sustainable Resources
Strategic Issue—Private Land Stewardship
Strategic Issue—Increasing Use of Missouri's Forest Resources

The Conservation Department offers technical and financial assistance for habitat improvement efforts performed by private landowners across the state through the Landowner Assistance Program. The Private Land Services Division has administrative and fiscal responsibility for the program with implementation at the field level being the responsibility of all divisions.

- \$792,080 was distributed to landowners completing multiple habitat management practices through the Conservation Department's Cost Share Assistance program
- Private Land Services Division staff made on-site visits with approximately 3,800 individual landowners for beneficial fish, forest, and wildlife planning recommendations
- Conservation planning assistance was provided to private landowners on approximately 33,000 acres of forestland
- Provided over \$65,000 for landowners to perform woodland improvement and management on over 1,247 acres of forestland
- Wildlife Habitat Improvement Program (WHIP) provided approximately 7,000 landowners with various conservation seed and planting mixtures
- Landowners Assisting Wildlife Survival (LAWS) practice, which provides strips of vegetation and crop around agricultural fields, impacted 531 acres on 214 individual landowners

The 2002 Farm Bill, administered by the United States Department of Agriculture, provides federal funding to address soil, water, and wildlife resource related conservation measures. Although the majority of funds go to agricultural-based concerns, fish, forest, and wildlife concerns are easily integrated into traditional farm planning. The PLS Division co-locates ten staff members within USDA offices to provide technical expertise and specialized staff to assist with implementation of all or portions of various programs. Fiscal year 2003 provided the following opportunities for fish, forest, and wildlife benefits through USDA funding:

- \$1.9 Million allocated to fund the Grassland Reserve Program impacting 10,107 acres of grassland on 89 separate tracts
- \$19.1 Million allocated to 79 new Wetland Reserve Program (WRP) contracts
- Restoration of 10,433 acres of seasonally flooded and emergent marsh and 4,777 acres of forested wetlands through WRP
- \$350,000 obligated for 54 contracts impacting 5,107 acres through the Wildlife Habitat Incentives Program (WHIP)

MDC Strategic Goal #6—Integration of Conservation Principals into Urban Lifestyles

Strategic Issue—Connecting with Urban Constituents

Strategic Issue—Urban Sprawl and Natural Resources

The Private Land Services Division has four Urban Watershed Conservationist (UWC) positions, two each in Kansas City and St. Louis metro areas that deliver natural resource technical services at the municipal, county and regional level. Their mission is to work with communities, urban planners, and developers to make informed land use decisions that enhance the conservation of Missouri's forest, fish and wildlife resources. Urban Watershed Conservationists act as the key point of contact to address complex environmental issues.

- Urban Watershed Conservationists established and strengthened relationships with state and federal agencies, local government, private organizations, and citizen groups
- Provided extensive assistance with project development (i.e. conservation subdivisions, prairie restorations and community/regional planning for conservation)
- Two Urban Wildlife Damage Biologists worked to educate landowners regarding urban wildlife conflicts and how to properly respond to potential wildlife property damage

MDC Strategic Goal #7—Effective Conservation Partnerships

Strategic Issue—Leveraging Department Funds

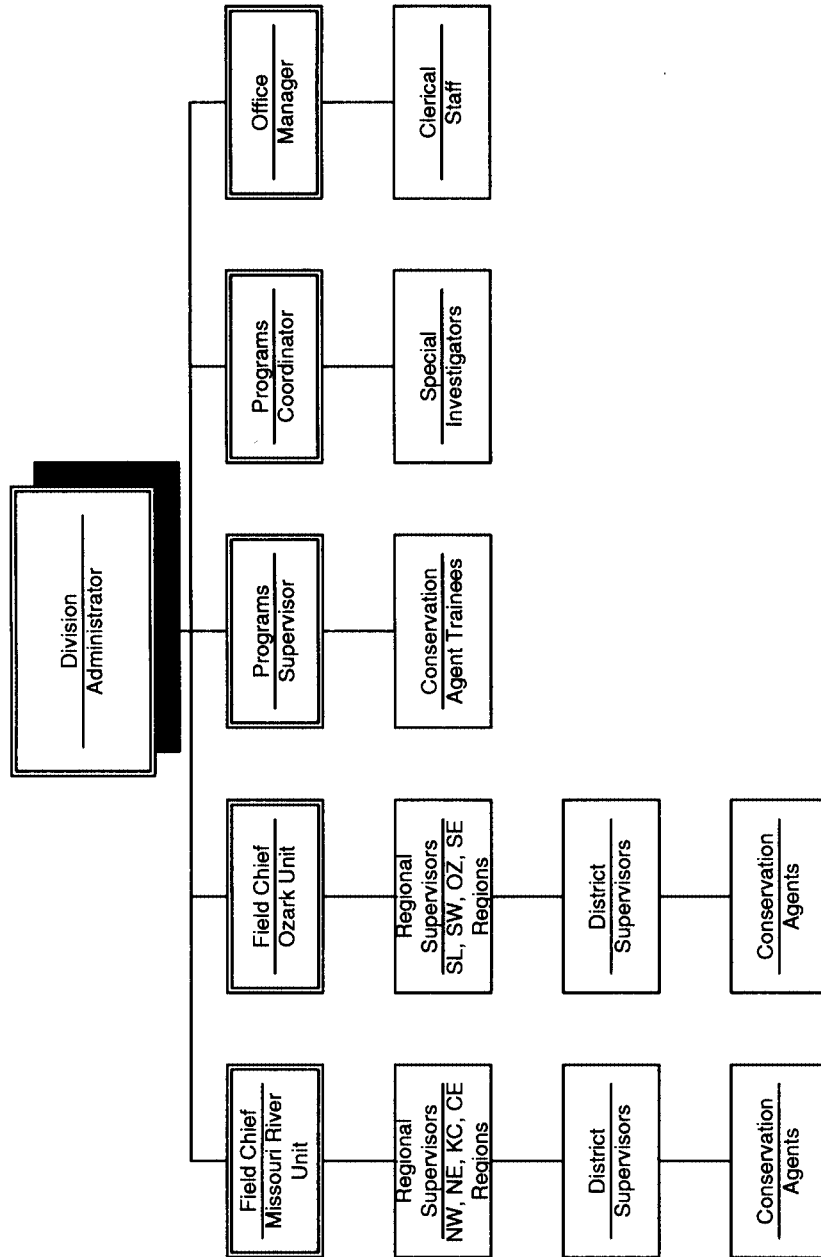
Strategic Issue—Information Sharing Among and Between Conservation Interest Groups and Stakeholders

A primary goal for the Conservation Department is the development of effective conservation partnerships. Private Land Service's staff works to strengthen and improve communications between the Department, state and federal agencies, and private organizations involved in agricultural and wildlife habitat management efforts. Examples of partnerships include participation in county soils and crop field days and workshops, various grazing and land management workshops held at the county and regional level. Additional efforts include:

- Establishment of Regional landowner councils to obtain public input regarding private land issues and delivery of Department private land emphasis areas
- Effective use of non-governmental partners and agency partner financial contributions
- Matched Quail Unlimited Chapter contributions for a total of \$110,000 to implement the Missouri Quail Habitat Initiative
- Agriculture Liaison provides MDC point of contact for statewide agricultural user groups and provides input to the Governor's Agriculture Task Force
- The Stream Stewardship Grant Program was implemented in cooperation with the Missouri Conservation Heritage Foundation
- Approximately \$300,000 was collected in FY03 through the Stream Stewardship Grant for use in protecting Missouri's stream resources.

Protection Division

02/01/03



PROTECTION DIVISION

Protection Division administers several vital programs within the Department of Conservation. These include wildlife law enforcement, information and education and fish, wildlife, and forest management services for Missouri citizens. Conservation agents are the official representatives for the Conservation Department in their districts. The Mission Statement for Protection Division:

The mission of Protection Division is to protect and conserve Missouri fish, forest, and wildlife resources and to serve citizens through a coordinated program of resource law enforcement, education, information and one-on-one contacts.

In 1937, the new Conservation Commission assigned to conservation agents the important role of implementing and carrying out the responsibilities and authority vested in the Commission by the Constitution of Missouri. While Protection Division is charged with the responsibility for resource law enforcement, agents perform many other duties. Protection Division is involved at some level with each of the Department's functional areas.

Because of the nature of their work, conservation agents must have a broad working knowledge of all Department programs and areas of Department responsibilities. New agents are required to have a B.S. degree in wildlife, forestry, fisheries management, criminal justice or related sciences, and must also successfully complete 26 weeks of intensive training before assignment to a district. After completion of training, the Missouri Department of Public Safety issues a Peace Officer Standards and Training Certificate attesting that the agent has completed 1000 hours of POST Certified law enforcement training. In-service training is provided annually in accordance with changing resource conditions and law enforcement standards.

Protection Division consists of 203 commissioned agents with full peace officer certification and four non-commissioned clerical staff. A special investigation unit conducts major resource violation investigations. Protection and Outreach and Education Divisions coordinate the Department's hunter education training program which became mandatory for Missouri hunters in January 1988. Conservation agents also work with Outdoor Skills Supervisors to conduct hunting and trapping seminars, youth hunts and clinics, resource ethics programs, hunting accident investigations and inspections of Department shooting ranges.

Wildlife law enforcement efforts to maintain compliance with the Wildlife Code, and enforcement of other state laws for the safe public use of Department-owned lands, represent a major portion of Protection Division's workload. Nearly equal priorities have also been established for wildlife management and public service programs. Conservation agents are trained to provide technical assistance and advice to landowners interested in improving wildlife populations and habitat to their lands. Balanced programs of community relations are maintained in assigned counties. Agents conduct programs for public information and education through frequent contacts with news media, youth groups, sportsmen's clubs, civic groups, and schools.

Conservation agents are actively involved with all Department habitat improvement programs. Conservation agents inspect ponds up to three acres in size for which stocking requests have been received, and agents are frequently the first contact for landowners who wish to stock larger impoundments. Many times fish stocking requests generate other discussions between landowners and conservation agents on wildlife habitat management, wildlife law enforcement cooperation, and other MDC issues.

In addition, conservation agents routinely make contacts with landowners who have wildlife depredation or nuisance problems, poaching or trespass problems, and a host of other needs. Protection Division knows that one-on-one contacts with landowners and other citizens of Missouri are essential in maintaining public support for our programs, improving the image of the Department,

and getting the “conservation message” to the public. Protection Division uses these formal programs not only to directly improve wildlife/fish habitat, but also as positive community relations tools.

CONSERVATION AGENT STATISTICAL ACTIVITY REPORT

July 1, 2002—June 30, 2003

1. ENFORCEMENT

A. Resource Contacts	204,395
B. Violations Noted	25,378
C. Written Warnings	3,800
D. Assisted Arrests	<u>7,429</u>
E. TOTAL ARRESTS	7,581

2. INFORMATION & EDUCATION

A. Adults/Youth Meetings	5,457
B. Exhibits	1,060
C. Radio/TV Programs	9,864
D. News Articles	<u>4,666</u>
E. HUNTER SAFETY STUDENTS TAUGHT	37,485

Conservation agents' enforcement hours include time spent enforcing littering, trespass laws, and special regulations on conservation areas. Resource contacts occur when a conservation agent makes personal contact with resource users for the purpose of inspecting permits, wildlife, or investigating violations of wildlife regulations. Youth or adult meeting numbers result when conservation agents make a personal presentation to groups. Radio and TV contacts include live programs, taped interviews, and public service announcements. Management hours include both time spent on individual landowner contacts, and on wildlife surveys for other divisions.

Hunter Education certification is required for purchasing any type of firearms hunting permit for persons born on or after January 1, 1967. This creates a big demand for hunter education classes with Missouri having nearly one million hunters. Conservation agents work with Outreach & Education division personnel to coordinate hunter education courses in all 114 counties of Missouri.

All hunting accidents are investigated by trained, certified personnel from Protection and Outreach & Education divisions. Detailed investigations provide a lot of information that point to the causes of incidents. This allows the Department to customize the hunter education program to address recurring causes and this has contributed to the downward trend in hunting incidents. A hunter who is found to have inflicted injury to someone else through a careless act can have their hunting privileges suspended for up to five years. Seventeen persons had hunting privileges suspended under these provisions this past year.

Operation Game Thief continues to grow in terms of number of calls received and percent of calls resulting in arrests (which is an indicator of both quality of violation information received and quality of information dispatching). Last year, Operation Game Thief (OGT) produced 142 court cases completed from 539 telephone calls.

The Cole County Sheriff's Department has been answering OGT calls after normal working hours, on weekends and on holidays since the fall of 1993. Both the quality of violation information elicited from callers and the speed with which that information is relayed to the field has been much improved. This increase in efficiency seems to be enhancing the entire OGT program. We are finding that trained law enforcement professionals are better able to “pull” more information from callers by knowing what questions to ask.

Missouri is the Chair of the Interstate Wildlife Violator Compact. The Compact is a legal organization of the wildlife agencies of 18 member states that agree to reciprocally honor each other's revocations/suspensions of hunting, fishing and trapping privileges. Currently, Compact member states are: Arizona, California, Colorado, Idaho, Indiana, Iowa, Maryland, Minnesota, Missouri, Montana, Nevada, New Mexico, North Dakota, Oregon, Utah, Washington, Georgia, and Wyoming. This compact benefits wildlife resources by being an additional deterrent to violating. It benefits participating states by relieving enforcement personnel from having to bond or incarcerate suspected violators, and it relieves non-residents for the expense and embarrassment of incarceration and bonding. During this fiscal year, 1,225 persons had privileges revoked through the provisions of the Interstate Wildlife Violator Compact.

Suspensions are based on either single major violations, or an accumulation of several violations such as:

- 1) Multiple counts of illegal take/possession of big game.
- 2) Illegal take/possession of big game, and other associated violations.
- 3) Use of artificial light to take big game (alone or combined with associated violations).
- 4) Unlawful sale/purchase of wildlife.
- 5) Gross over-bag (2X daily limit) of any wildlife.
- 6) Willful destruction/wanton waste of big game.
- 7) Unlawful take or possession of endangered species.
- 8) False statement/license fraud (multiple counts).
- 9) Felony wildlife violations.
- 10) Purchasing or exercising the privileges of a license while under suspension.
- 11) Habitual violator (conviction of wildlife violations in multiple violation incidents, in one or more states participating in the Compact).

On January 1, 2000, a computerized system went on-line to track and quantify severity of multiple wildlife violations. Each wildlife violation conviction that occurs after January 1, 2000 automatically triggers Department computers to "read" the violation history of the violator for the five-year period previous to the conviction date and assign points for each violation. Points are awarded based on severity and timing of accumulated violation convictions. When sufficient points are reached, the violator is notified that the Conservation Commission is considering suspending their hunting, fishing, and trapping privileges and is then afforded an opportunity for an informal hearing. Pending results of the informal hearing, a recommendation to the Commission may be made to suspend and the length to suspend.

Privilege suspensions normally range from one to five years, and in extreme cases privileges can be revoked for life. During the 2003 fiscal year, 142 privileges were suspended by the Commission for violations and hunting incidents.

State law also mandates that we suspend privileges for persons who are delinquent on child support payments. During fiscal year 2003, 358 persons had their privileges suspended under the child support provisions.

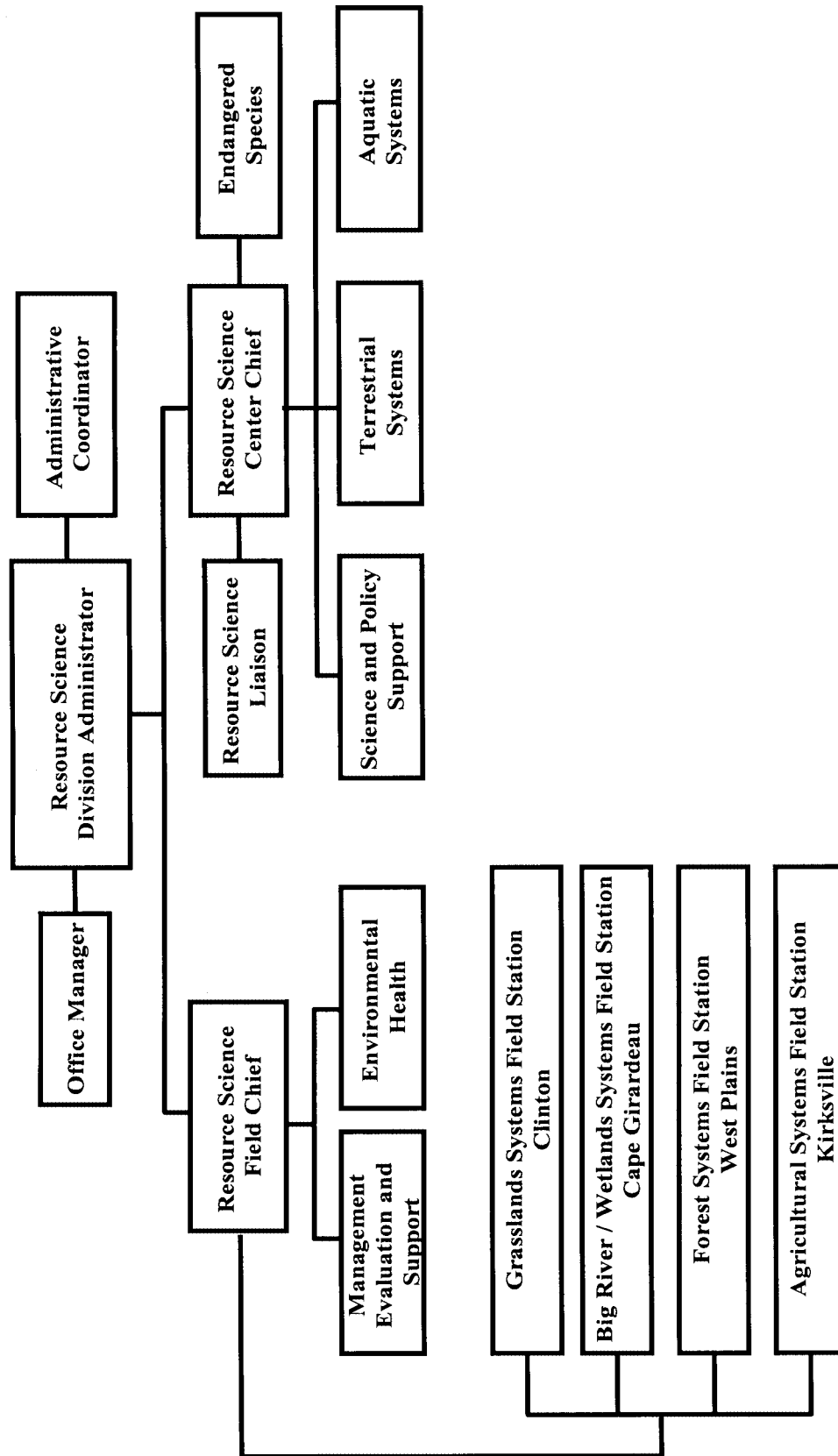
The Missouri Department of Conservation has reason to be proud because of the effort put forth to make Share the Harvest a success. In 1994, seven programs were authorized which involved eleven deer processors and eight charitable organizations. In 1995, when conservation agents began more actively promoting Share the Harvest, 25 different programs involving 44 deer processors and 25 charitable organizations were approved. Two hundred thirty-six successful hunters donated more than 3,200 pounds of venison in 1994. The program is growing and many needy families are receiving venison from hunters who want to share their successful hunt.

During the 2003 fiscal year, 1,826 hunters donated 96,000 pounds of venison to needy Missourians. Hunters donating venison to the program pay for the processing and tell the processor how many pounds of meat they want to donate. Hunters who wish to donate their entire deer may receive \$25 payback from the Missouri Conservation Federation. The funds for the payback program are derived from a unique partnership between the Missouri Department of Conservation, the Missouri Conservation Federation, Shield of Shelter Insurance, and Bass Pro Shops.

Guidelines for the program require volunteer clubs who wish to sponsor the program to select a charitable organization(s) which will distribute uncooked venison directly to needy families or individuals. The sponsoring club then coordinates with the Department of Conservation licensed meat processor who agrees to participate. The processors must also be subject to inspection by the USDA. The club must then write the Department of Conservation and request authorization to participate. If the local conservation agent approves the volunteer club's choice of meat processors and charitable organizations, the club will receive written authorization, instructions, and forms for recording names of both venison donors and recipients. Participation in the program is authorized for one year and must be renewed annually.

The Missouri Wildlife Code provides for the director to authorize special exemptions to physically disabled persons allowing them to hunt and take wildlife by methods not otherwise legally permitted. This program (Hunting Method Exemption Program) is administered by Protection Division. Through this program, physically disabled people can receive exemption from legal hunting methods as long as their disability prevents them from hunting by using prescribed methods. During this fiscal year, 2,801 hunting method exemptions were issued.

Resource Science Division Organization



RESOURCE SCIENCE DIVISION

Resource Science Division, established in fall 2002, integrates key research, survey, and monitoring functions previously separated among the Forest, Fisheries, Wildlife, and Natural History divisions and Policy Coordination Section. Our mission is to:

Provide the science-based information needed to conserve, appreciate, and effectively manage the living resources of Missouri.

To accomplish this, balanced attention to long-term surveys, near-term inventory and management evaluation, and rigorous research in anticipation of future needs all will be needed. Basic research still will be required to provide the ecological foundation upon which management evaluation can be based. Long-term monitoring and surveys provide the pulse check that reflects changes in Missouri's natural resources. The challenge will be to anticipate the knowledge needed in the next few decades. Today's knowledge will not be sufficient. Our capacity as a resource agency to continue to improve largely will be based on a constant flow of new information collected in the context of a changing ecological and social environment.

The primary objective of the Resource Science Division is:

To establish a nationally recognized, science-based model for conservation by:

1. Ensuring ongoing development of a comprehensive and integrated understanding of Missouri's living resources and their values to society,
2. Using accumulated knowledge to inform and recommend conservation actions,
3. Evaluating the biological and social impacts of conservation actions, and
4. Reporting emerging knowledge of Missouri's living resources.

Resource Science Division's challenge involves both near-term and long-term support of department objectives. Despite purposeful planning and systematic processes, Resource Science Division also must be positioned to provide the immediate support needed to inform resource management and policy issues requiring information, biological judgment, or critical review. The balance between planned study and immediate response represents an on-going challenge that will not and should not be expected to decline. By anticipating future information needs, Resource Science Division will provide the background needed for policy and management decisions; however, our expectations should continue to include near term support for emerging issues.

An integrated focus in Resource Science Division is organized around five systems and functions rather than traditional disciplines. These include a Terrestrial Systems and an Aquatic and Wetland Systems groups as well as Resource Science groups delivering services for Environmental Health, Science and Policy Support and Management Evaluation and Support. In addition, Resource Science Division is dedicated to greater delivery of management assistance through four field stations dedicated to Grasslands Systems (Clinton), Big Rivers/Wetlands Systems (Cape Girardeau), Forest Systems (West Plains), and Agricultural Systems (Kirksville).

All staff were involved in determining the future emphasis needed to advance division objectives. These emphasis areas, tied directly to the Department's strategic plan, focus on 1) population management, 2) ecological processes, 3) large scale conservation planning, 4) management evaluation, 5) human dimensions, 6) database management and information transfer, and 7) accountability/business management. Each year, work plans are developed in the context of "how will this contribute to achieving desired outcomes?"

Population management: To manage for, and when feasible, restore viable populations of plants, fish and wildlife compatible with the ecological capability of the land and balanced with the desires of resource users and the public.

- Conducted aerial surveys to map and evaluate forest damage in Missouri due to tornados, hail, and high winds.
- Conducted gypsy moth trapping in 27 counties (an increase from 10 counties, and from 2,100 traps to 4,500 traps per year).
- Responded to fish kills and pollution events, documented environmental impacts, cooperated with MO DNR on enforcement, provided investigation training to Fisheries and Protection staffs.
- Collected gravid scaleshell mussels from the Meramec River; pink mucklets from the Meramec River; snuffbox mussels from the Bourbeuse River; and a black sandshell from the Meramec River for use in propagation efforts. Progeny from the scaleshell and pink mucklets were successfully produced and released into their respective streams.
- Initiated mussel survey work in the Lamine River Basin, sampling upper tributaries of the Lamine River.
- Provided fish disease diagnostic services to private and public hatcheries.
- Quail populations rebounded up 11 % statewide over 2002.
- Reviewed and provided a summary of the Ginseng program.
- Relocated an endangered plant (*Geocarpon minimum*) onto MDC owned land to establish a new population.
- Proposed new strategic direction for deer management.
- Surveyed and reported success of collared lizard introductions.
- Surveyed key locations for hellbender population tracking.
- Lead the development of a national mourning dove harvest management strategy and its related banding study.
- Planned and implemented approach to river otter harvest management on select streams where concern exists regarding impacts on fish populations.
- Completed analysis of 1st phase of Crayfish Habitat Use Study.
- Created the data management system for statewide CWD monitoring.
- Heritage program continued information gathering for Threatened and Endangered Species and species of concern and provided this information to internal and external data consumers.
- Conducted surveys for endangered fishes (Topeka shiner, Niangua darter, Ozark cavefish, and pallid sturgeon).
- Monitored endangered water bird (least terns) populations.
- Produced recommendations for waterfowl harvest management.
- Evaluated the interactions between river otters, otter trapping, and smallmouth bass response.
- Continued to track commercial fishing operations and harvest on the Missouri and Mississippi Rivers.
- Surveyed flathead catfish populations and their mobility on the Missouri River and its tributaries.
- Evaluated the survival of walleye fingerlings in Missouri impoundments.
- Monitored larval fish use of sand island habitats in the Missouri River.
- Big Rivers/Wetlands (Open River) Field Station completed annual increments of long-term monitoring for biota and water quality. 247 collections were made using 5 gear types; 11,804 fish were captured representing 63 species and 1 hybrid. One new species, the blackside darter, was captured.
- In the Middle Mississippi River, 4,000 shovelnose sturgeons were captured averaging about 4 shovelnose sturgeon per hour of effort.

- Existing and new channel realignment structure (wing dikes and weirs) on the Middle Mississippi River were inventoried as fish habitat. Crossover habitats produced 7,228 fish while side channel habitats produced 8,365.
- Completed a survey on Donaldson Point Conservation Area and captured over 24,000 fish representing 62 species and 115 turtles representing five species. This demonstrated the importance of floodplain ponds and wetlands to multiple aquatic ecosystems especially small populations of very rare species (e.g. cypress minnows).

Ecological processes: Increase our understanding of the processes that determine habitat conditions for native and introduced animals and plants.

- Collected environmental variables and began predictive modeling for imperiled William's Crayfish.
- Completed initial inventory of stream health (RAM) to establish baseline water quality.
- Presented papers on the impacts of fuel loads and fire in central hardwoods at the National Fire Congress Symposium.
- Implemented timber harvesting impacts on water quality project.
- Initiated collaborative effort with NRCS to evaluate ecological benefits of sites in the Wetland Reserve Program.
- Conducted trout stream habitat assessments.
- Consulted on Upper Osage River basin hydrology, wetland dynamics in the Missouri River corridor and bottomland hydrology at Four Rivers Conservation Area.

Large scale planning: To ensure all planning and program efforts are well coordinated within and outside the agency, are based on solid science, and include evaluative measures.

- Provided formal comments on draft TMDL plans to the Missouri Department of Natural Resources and participated in public stakeholder meetings.
- Provided training and adjustments to Land Type Associations for Mark Twain National Forest Planning.
- Developed the Resource Area Planning Support (RAPS) Project to organize, standardize, and deliver spatial data relevant to resource assessment and planning to the desktops of MDC managers.
- Began work on a Missouri bat plan in collaboration with other agencies as a portion of the Statewide Wildlife Comprehensive Strategy.
- Developed Coding Standards and Data layers for RAPS project.
- Provided analysis on sandbar presence at variant river stages for use in Missouri River Master Manual deliberations.
- Continued Mississippi Flyway waterfowl management activities (continental monitoring, AHM).
- Lead the effort on the "A Plan for Missouri Trout Fishing" (new 10-year plan in 2003).
- Continued consulting on the Bagnell Dam re-licensing (with AmerenUE and Federal Energy Regulatory Commission).

Management evaluation: Ensure that results of management and policy actions are measured and appropriately linked to resource-related outcomes, budgets, and staff time.

- Developed Management Evaluation Proposal process.
- Developed and provided grassland & wetlands/big river historical GIS data layers for management activities.
- Trained over 80 MDC personnel in measurement of fall quail covey numbers to relate management activities to population responses.
- Continued evaluating methods for *Sericea lespedeza* control.
- Biometrics enhanced the design of Management Evaluation Projects.
- Assisted with conducting 2 Wetland Reviews.

- Guided Rock bass management evaluations in Ozarks streams.
- Lead the efforts on channel catfish management in small impoundments.

Human dimensions: Provide and promote the use of human dimensions information in the management decision process.

- Completed angler survey for a fish consumption survey to help determine the next contaminant sampling efforts.
- Began development of attitude surveys of deer hunter and farming landowner.
- Developed categorical analysis procedures to allow for more in-depth analysis of public attitude surveys.
- Developed survey instruments and aided in the information collection for several issues including Hand-Fishing and Otter/Bass conflicts.
- Initiated the Missouri River Recreational Use Survey.
- Tracked the abundance, distribution, and characteristics of gravel mining in Ozarks streams.

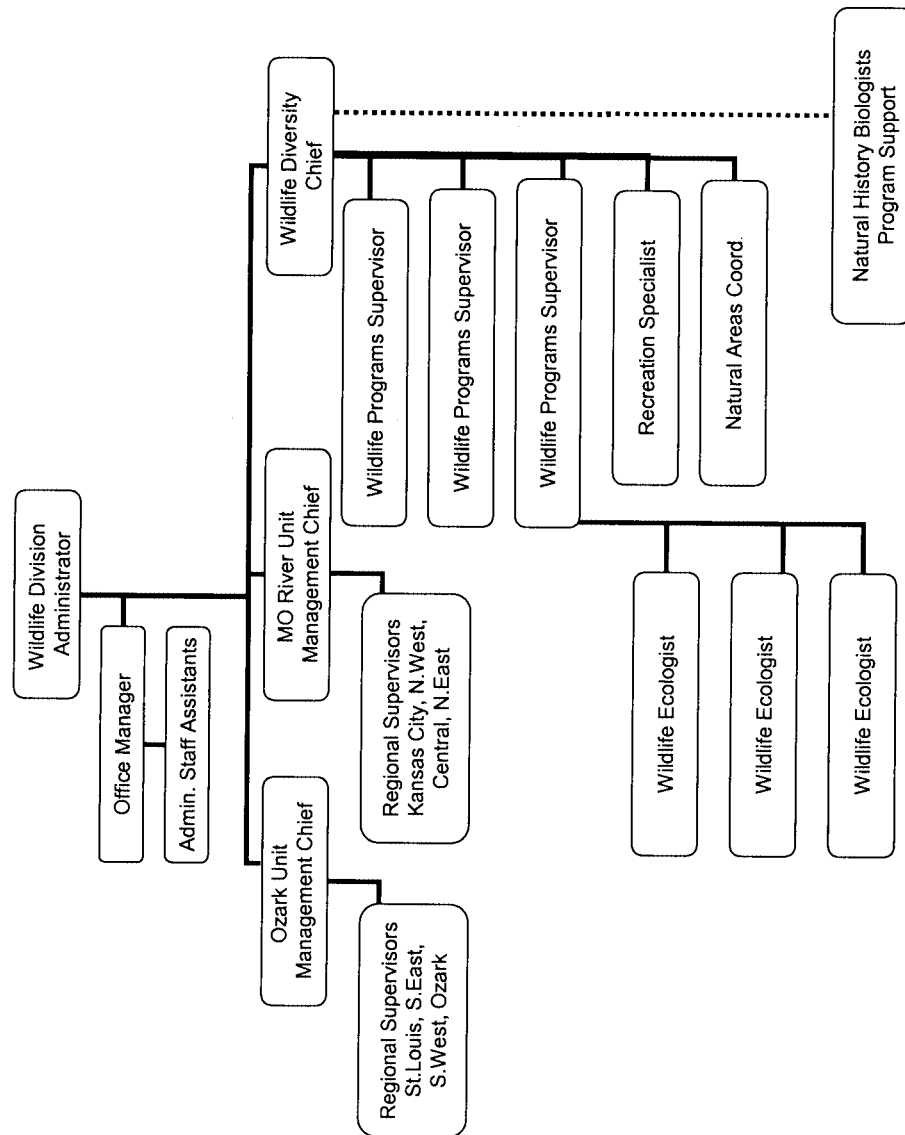
Information transfer: Manage, share and transfer data collected in a useful, achievable and easily obtainable format for all MDC conducted or funded projects.

- Provided technical diagnosis and/or information to private landowners, arborists, forest industry, and other forest managers through workshops, seminars, and e-mail updates with a variety of forest insect and disease problems, and developed an oak decline protocol for surveying.
- Hosted the annual meeting of the North Central Forest Pest Workshop in Potosi, MO for forest health specialists from the central U.S. and Canada.
- Updated the Department's Fish Kill and pollution investigation database and ensured it was available to the public.
- Analyzed fish tissue contaminant samples and produced report.
- Provided mussel information to personnel from MDC, DNR, USFWS, USFS, SMSU and other organizations and individuals.
- Set up living mussel exhibit in one of the aquariums and worked in the Fisheries informational booth at the 2002 State Fair.
- Hosted and organized a national meeting of the Southeast Quail Study Group.
- Set up website for all Management Evaluation projects in Missouri.
- Reported results of the management evaluation project to examine deer harvest on select conservation areas.
- Initiated hellbender education project.
- Initiated development of cable restraint training with Mo Trappers Association.
- Provided CWD sampling training to MDC staff in each Region.
- Summarized monitoring results from collared lizard introductions.
- Compiled a photo documented, geo-referenced database of all public use accesses on the Missouri River.
- Developed a web-based means for department staff to query deer and turkey harvest check station records on line.
- Expanded the use of OCR forms and Optical scanning to improve the speed and efficiency of data entry of post-season harvest survey data.
- Developed and conducted 2 in-house training sessions, one on the use of SAS and biological data, and the other on the proper procedures for developing and using Access databases.
- Lead the effort to host 2003 Midwest Fish and Wildlife Conference.
- Organized and hosted the Southeast Deer Study Group meeting.

Accountability/business management: Improve business management systems and practices to enhance efficiency and accountability.

- Provided administration and oversight on numerous collaborative contracts and agreements with universities, state and federal agencies.
- Database managers/programmers aided in development of more integrated system to track billing and extra labor costs at the Columbia Research Center.
- Linked reporting to small grant contracts.
- Completed Wildlife Federal Aid grant.
- Completed RSD Strategic Plan with Emphasis Areas.
- Developed grant criteria to guide decisions on seeking outside funds.
- Entered into a contract with Community of Science, a comprehensive search engine for outside funding sources.
- Developed a grant process to guide activities related to acquiring, finalizing and accounting for outside dollars.
- Developed a template for RSD staff to use in crafting CVs for grants.
- Sale of permits and publications began at Resource Science Center on August 19, 2003 with regular sales and a positive response from stakeholders.
- A separate phone number answered by a “live” person was established July 1, 2003, again with a positive response.
- Individual work objectives for FY04 were established and tied to strategic plans.

WILDLIFE DIVISION



WILDLIFE DIVISION

"Managing Wildlife...for the People"

The Mission of Wildlife Division is to conserve for long term public benefit Missouri's wildlife resources and the landscape elements on which wildlife depend, and to manage public lands to conserve and enhance their natural resources, provide vital ecosystem services, and invite public use and enjoyment.

Wildlife Division is responsible for the management of Missouri's wildlife resources to best serve the long-term interests of the people of the state. Wildlife Division commits to use of the best information, expertise and values to make informed judgments thereby benefiting wildlife health and ensuring wildlife resources are in better condition tomorrow than they are today. The Division's primary roles are to:

- Balance wildlife resource needs with public expectations.
- Advocate wildlife and biodiversity conservation.
- Actively seek ways to inform peers, cooperators and citizens about wildlife stewardship.
- Provide opportunity for all citizens to use, enjoy and learn about wildlife and their habitats.
- Manage 372 conservation areas and provide recreation, natural area and natural history support to all management Divisions and all Department land.

Fulfilling these roles involves a wide range of programs including activities on public and private land. Administration of hunting seasons, public use, and maintenance of effective liaison with other agencies help ensure that wildlife and wildlife habitat receive full consideration in all land management activities.

The Division also provides a number of special services designed to aid people in many aspects of wildlife conservation. These include technical advice to individuals and groups interested in wild animals, multi-media events on wildlife topics including web page information, publications and reports, and consultation with other state or federal natural resource agencies.

Activities described are directed towards achievement of the Division's primary roles.

Goal: Instill awareness and appreciation of wildlife through public contact, printed materials, and other media.

Progress: Coordinated development of *Conservation Currents*, *Conservationist* magazine articles, *Birdscapes* magazine article, management leaflets, continued revision of the Wildlife Division and MDC public web sites, and Division participation in Missouri Outdoors programs and at the Ozark Empire and Missouri State fairs. Provided input on weekly statewide news releases. A "management calendar" has been developed by St. Louis Region staff to enhance communication with environmental groups on Conservation Area management activities. An outreach and awareness plan for a marketing strategy for quail efforts has been developed with Outreach and Education and other divisions.

Goal: Provide a variety of hunting and nature related recreational opportunities and facilities.

Progress:

1) Deer Season Regulation Simplification/Liberalization:

- a) Eliminated "buck-only" permits and made Any-Deer permits available and valid statewide.
- b) Increased the number of units open for antlerless-only firearms and archery deer hunting.
- c) Allowed hunters to purchase Bonus Deer permits without first purchasing an Any-Deer permit.

- 2) Deer and Turkey Hunting Opportunities:
 - a) Conducted the 59th firearms deer hunting season during which hunters purchased 583,525 permits and harvested 247,438 deer with 8 reported non-fatal accidents.
 - b) Conducted the 2nd youth-only portion of the firearms deer season during which youth hunters harvested 6,277 deer with no reported accidents.
 - c) Conducted the 57th archery deer hunting season during which archers purchased 118,171 permits and harvested 29,587 deer.
 - d) Conducted the 24th fall firearms turkey hunting season during which hunters purchased 31,868 permits and harvested 13,554 turkeys.
 - e) Conducted the 44th spring firearms turkey hunting season during which hunters purchased 119,240 permits and harvested 54,761 turkeys with 4 reported non-fatal accidents.
 - f) Conducted the 3rd youth-only spring turkey season during which youth hunters harvested 3,660 turkeys with no reported accidents.
- 3) Special Permits Program:
 - a) Issued more than 103,500 no-cost firearms Any-Deer and Bonus Deer permits to qualifying resident landowners.
 - b) Conducted 61 managed deer hunts in which 5,391 hunters harvested 1,829 deer at 35 locations.
 - c) Conducted 5 youth-only managed deer hunts in which 174 youths harvested 60 deer at 5 locations.
- 4) Waterfowl Reservation System:
 - a) The Waterfowl Reservation System was re-established during the 1998 season in response to public demand and to provide equal opportunity for all Missouri hunters and to encourage novice hunters.
 - b) Requests from over 11,994 hunters were processed and 7,205 reservation hunting opportunities were provided.
- 5) Increased dove hunting opportunities:
 - a) New areas to hunt and more acres of fields have provided increased opportunities for hunters to find an area closer to home.
 - b) Information was posted on the public web site to help direct hunters to locations on each area and provide crop and acreage information. Crop fields were identified on 99 conservation areas spread over 65 counties. Over 6,100 acres of managed fields were mapped as hunting locations.
- 6) Increased trail use opportunities: Provided about 18.5 miles of new trail.
- 7) Connect With the Birding Community: An Action Plan has been established to provide a process and direction for interaction between, and the development of, effective partnerships among the birders and birding groups in Missouri and Wildlife Division. The plan encourages joint activities at all Department levels and the establishment of a proactive interface in seeking partnership projects.

Goal: Bird Habitat Conservation Initiatives.

Progress: Wildlife Division's new organizational chart includes an All Bird Conservation Team to help coordinate bird related projects and the efforts of the various Bird Conservation Initiatives, such as: Partners in Flight, Northern Bobwhite Conservation Initiative, North American Waterbird Conservation Plan, North American Waterfowl Management Plan, and the U.S. Shorebird Conservation Plan. The team consists of a Director of Bird Conservation located in the National Audubon Society state office in Columbia, an Upland Wildlife Coordinator, and an ornithologist/wildlife ecologist.

Goal: Develop and strengthen effective conservation partnerships.

Progress:

- 1) State Wildlife Grants (SWG). State Wildlife Grants are a new funding source for state fish and wildlife agencies. Priority for use of these funds is placed on species with the greatest conservation need and taking into consideration the relative level of funding available for the conservation of those species. This new federal funding improves our opportunity to work with conservation partners. The Missouri Department of Conservation provided \$348,000 in grants to conservation partners. Some of the cooperative projects funded by SWG include chert glade habitat restoration with Audubon Missouri, prairie restoration at Prairie Forks with Missouri Prairie Foundation, prairie habitat management with Missouri Chapter of The Nature Conservancy, crew leader employment for the Osage Plains Prairie Seed Cooperative, and wetland habitat enhancement with Ducks Unlimited.
- 2) Audubon Missouri (AM). MDC's Director of Bird Conservation continues to serve in joint MDC/AM role, continuing work on various cooperative projects, including the Important Bird Area (IBA) program. MDC provided \$36,000 to Audubon Missouri to assist in the development of the IBA data layer. A Memorandum of Agreement is being developed for dissemination of challenge funds to Audubon Missouri to facilitate the implementation of an "Audubon Ark" nature center in the St. Louis area.
- 3) Missouri Bird Conservation Initiative (MOBCI). The Missouri Bird Conservation Initiative is a newly organized partnership of bird conservation groups with the goal of coordinating and strengthening the efforts of the individual groups. MOBCI will consist of several working groups that will focus efforts on initial organization and structure, communication and information networks, assemblage of All-Bird Conservation baseline data and GIS support, identification and development of sources of funding, and joint project development.
- 4) Missouri Prairie Foundation (MPF). MDC's partnership with the Missouri Prairie Foundation was expanded and enriched through a number of activities. With the support of MDC, MPF received a competitive grant from the National Fish and Wildlife Foundation for \$50,000 to help restore and improve prairie habitat on its Golden Prairie property. MPF ownership around Golden Prairie has recently been expanded to more than 600 acres, and thanks to a lease agreement with a neighboring landowner, MPF has management authority over more than 1,000 acres within this Grasslands Coalition Focus Area. Other benefits of this partnership include prairie seed collection, and support of a full-time prairie operations manager. MPF's membership now exceeds 2,500, an all-time high, and much of this success is due to the increased coordination of volunteer board resources made possible by the support and partnership of MDC.
- 5) North American Wetland Conservation Act (NAWCA).
 - a) Successfully competed for a \$1 million grant for restoration at Fountain Grove Conservation Area.
 - b) Completed restoration and final reports for Nodaway Valley Conservation Area, funded by a \$1 million NAWCA grant.

Goal: Coordinate conservation planning.

Progress:

- 1) Comprehensive Wildlife Strategy (CWS). The Missouri Department of Conservation is committed to the development of a comprehensive wildlife strategy. This "blueprint for conservation" is necessary so that Missouri (and all state fish and wildlife agencies) can obtain State Wildlife Grants, a new source of federal funds for comprehensive wildlife conservation. The Department has already been receiving SWG funds, so development of the plan is a requirement. The completed wildlife strategy must be submitted to the U.S. Fish and Wildlife Service by October 1, 2005. The CWS will identify the most promising conservation landscapes in Missouri, by conducting an

“opportunity analysis” using data layers on species of conservation concern and their habitats. Eight regional assessments by the Department, combined with the conservation goals of conservation partners and fellow agencies, will provide a framework for future conservation action.

2) Quail Strategic Guidance.

- a) Strategic Guidance for Northern Bobwhite Recovery signed.
- b) North East Missouri Openlands Initiative continues with a 4-county emphasis on early successional vegetation management on public and private land.
- c) Quail website created for the public.
- d) DC hosted the 9th annual meeting of the Southeast Quail Study Group.
- e) Wildlife Biologists continue to conduct fall whistle counts to better understand quail dynamics on public land.
- f) Northwest Region Quail Recovery Committee is in the process of designating quail demonstration sites on public lands.

3) North American Bird Conservation Initiative (NABCI). The All Bird Conservation Team as well as the Wildlife Division Management Team will play a role in supporting and fostering the goals and objectives of the North American Bird Conservation Initiatives, including: Partners in Flight, North American Waterfowl Management Plan, Northern Bobwhite Conservation Initiative, North American Waterbird Conservation Initiative, and the U.S. Shorebird Conservation Initiative. Administrators and staff are assigned to the steering and technical committees of the three Bird Conservation Regions that intersect Missouri.

Goal: Provide administrative support to the Missouri Natural Area System, the goal of which is designation and protection of high quality examples of every extant natural community in each of Missouri’s natural sections.

Progress: Four new natural areas were designated in FY03 for a total of 2,618 acres. Three of these natural areas are owned by MDC and one is in private ownership (Table 1). Total Missouri natural area acreage is 59,832. MDC now owns 86 natural areas and leases several Leo A. Drey (LAD) and The Nature Conservancy (TNC) areas (Table 2). Management activities were tracked for all MDC owned and leased natural areas. Activities tracked include prescribed burning, exotic species control, haying, seed harvest, natural community restoration, field trip usage, trail construction or maintenance, woody invasion removal, grazing and illegal root digging. Management progress is reported in Table 3.

Table 1. Natural Areas Added in FY03

<u>New Natural Areas Added</u>	<u>Owner</u>	<u>County</u>	<u>Date Designated</u>	<u>Acreage</u>
Donaldson Point	MDC	New Madrid	3/20/03	2156
Spurgeon Hollow	MDC	Shannon	3/20/03	96
Tingler Prairie	MDC	Howell	6/26/03	240
Shaw Bottomland Forest	MO Botanical Garden	Franklin	6/26/03	<u>126</u>
Total New Natural Area Acreage Added				2618

Table 2. Missouri Natural Areas Ownership

(last update—July 1, 2003)

<u>Agency</u>	<u>Number of Natural Areas</u>	<u># of Acres (Hectares)</u>	
MDC	86	29,308	(11,866)
DNR	38	16,463	(6,665)
USFS	19	6,231	(2,523)
TNC	13	2,030	(822)
NPS	9	2,821	(1,142)
LAD	10	1,638	(663)
Other	<u>21</u>	<u>1,341</u>	<u>(543)</u>
Total # of Natural Areas	184*	Total Acres: 59,832	(24,224)

*Agency totals are greater than the total number of natural areas due to several natural areas with multiple ownerships.

This update includes—Tingler Prairie (240 acres) Natural Area (MDC), and Shaw Bottomland Forest (126 acres) Natural Area (Other)—(Commission approval for both occurred on 6/26/03). Total added acres this update = 366.

Table 3. Summary of Management Activities on Natural Areas.

2003 MDC NATURAL AREA MANAGEMENT SUMMARY BY UNIT/REGION (number of areas receiving treatment during FY2003)								
MANAGEMENT ACTIVITY	Ozark Unit				Missouri Unit			
	NW	NE	KC	C	SW	SE	SL	OZ
Prescribed Burns:	3	4	—	2	1	1	2	3
Unit Totals:	(1 arson) 9				7			
State Total: 16								
Exotic Species Control:	NW	NE	KC	C	SW	SE	SL	OZ
	4	2	2	2	2	3		7
Unit Totals:	10				12			
State Total: 22								
Hayed Areas:	NW	NE	KC	C	SW	SE	SL	OZ
			4		5			
Unit Totals:	4				5			
State Total: 9								
Seed Harvest:	NW	NE	KC	C	SW	SE	SL	OZ
	3		2	1	3			
Unit Totals:	6				3			
State Total: 9								
Restoration Nat. Comm.	NW	NE	KC	C	SW	SE	SL	OZ
	1	1				2		2
Unit Totals:	2				4			
State Total: 6								
Field Trips:	NW	NE	KC	C	SW	SE	SL	OZ
	4					1		2
Unit Totals:	4							
State Total: 7								
Trail Work:	NW	NE	KC	C	SW	SE	SL	OZ
	1		2	3	1	3	2	3
Unit Totals:	6				9			
State Total: 15								
Woody Invasion:	NW	NE	KC	C	SW	SE	SL	OZ
	3	1	2	1	3	2	2	2
Unit Totals:	7				9			
State Total: 16								
Root Digging:	NW	NE	KC	C	SW	SE	SL	OZ
							1	
Unit Totals:					1			
State Total: 1								
Grazed:	NW	NE	KC	C	SW	SE	SL	OZ
			1					
Unit Totals:	1							
State Total: 1								

Goal: Provide training sessions in resource management.

Progress:

- 1) Identified Division-wide job level training program needs and coordinated with Human Resources to implement.
- 2) Conducted wetland reviews on BK Leach and Columbia Bottom/Marais Temps Clair Conservation Areas providing review and training opportunities for biologists.
- 3) Conducted several vegetation identification workshops providing training opportunities for management biologists.
- 4) Conducted a Savanna/Woodland Management Workshop providing training opportunities for biologists.

Wildlife Management

Wildlife habitat management is conducted on 372 conservation areas totaling approximately 333,985 acres of Department-owned land and 179,791 acres of leased or licensed land. Management for each area depends on local conditions. Emphasis is placed on restoring productive natural communities such as prairies, glades, wetlands, forests, and savannas. Demonstration practices are installed to acquaint landowners, hunters, birders and other citizens with methodologies for resource-sensitive land use practices. Implementation of habitat management is done according to plans developed through an interdisciplinary process. Existing soil, water, vegetative and cultural features are considered in area development. Wildlife resources having greatest potential for response are emphasized in area management. Recreational opportunities compatible with those resources are permitted as appropriate.

Private land management efforts are coordinated with related agricultural agencies, landowners, and Department field personnel. The overall goal is to improve wildlife habitat on all land types of grassland, wetland, cropland, woodland, and idle areas.

Goal: Continue land management projects on approximately 513,776 acres of land owned or leased by MDC, with direct habitat management on 134,981 acres.

Progress: Management techniques were implemented to improve wildlife habitat on 37,037 acres of open land, 11,262 acres of glades/savannas, 30,417 acres of wetland, 52,993 acres of cropland and 3,272 acres of forest owned or leased by the Department.

Goal: Conduct habitat/farm planning with landowners.

Progress: Provided wildlife habitat improvement advice through contacts with private landowners, including 598 farm plan contacts, 61 incentive program contacts, 8,520 workshop/program contact hours, and 778 interagency coordination contacts. The habitat types effected include cropland, forest, glade, grassland/prairie, old field, urban and wetland. Contacts include habitat incentive programs, farm plans, wildlife damage control, workshops and programs. The Saint Louis Region initiated the West St. Louis County Deer Task Force to address urban deer problems in St. Louis County. Participated in coordination meetings with other Department units to improve wildlife/farm planning involving forest and wildlife resources.