2015-2016

Programs of the FWC

Florida Fish and Wildlife Conservation Commission

MyFWC.com

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Dear Reader:

Welcome to the "Programs of the FWC 2015-2016," a publication that tells you what the Florida Fish and Wildlife Conservation Commission (FWC) is and does.

Just as our name states, we are all about "conservation." This word reflects a rich national heritage and honors the great work of American conservation heroes like Theodore Roosevelt, John Muir, Ding Darling and Aldo Leopold. It anchors our mission in principles of wise, sustainable, science-informed management of fish and wildlife species and their habitats for their long-term benefit as well as for the quality of life for people who live in or visit Florida.

Aldo Leopold offered a concise way to think about conservation when he stated, "Conservation is a state of harmony between people and land." Today at the FWC, we strive every day to achieve this state of harmony on the land and water as a team of dedicated men and women working in the broad arenas of management, research and enforcement under the leadership and guidance of our Commissioners.

At FWC we want to make certain Florida continues to be recognized as the Fishing and Boating Capital of the World. Fisheries and boating will always be front and center, given our abundant coastline, our plentiful freshwater lakes and rivers and so many great waterfront communities. There is no doubt about the importance of taking care of our freshwater and marine resources while keeping our waterways safe. These are truly some of the essential elements that define the special character of the Sunshine State, our healthy quality of life outdoors and our vibrant "sunshine" economy.

Equally essential to maintaining the special character of Florida is our daily work to sustain wildlife diversity across Florida's forests, wetlands, shorelines and beaches. FWC continually works with partners and stakeholders to focus conservation actions where they are needed most, such as dealing with harmful nonnative species like the Argentine black and white tegu; identifying and protecting key shorebird and marine turtle nesting areas; and working with private landowners to protect important habitat for Florida panthers. We also work hard to make sure people have great opportunities to enjoy Florida's impressive wildlife diversity on public lands. For example, through land management activities like prescribed burning, we help make sure people can enjoy sustainable hunting and wildlife viewing across millions of acres of Florida's wildlife management area system.

(Continued next page)

Florida Fish and Wildlife
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At the FWC, we recognize that the future of fish and wildlife conservation in Florida will soon be in the hands of our young people. It is a priority for the FWC to make certain this next generation has every opportunity to grow up experiencing and learning to love and appreciate the wonders of fish and wildlife. One of our strategic initiatives over the past several years has been to expand Florida's Youth Conservation Centers Network (FYCCN.org). To reach a broad array of young people, we have been building strong partnerships with local communities and like-minded organizations. It is exciting to see how fast this program is making such a big difference in the lives of so many young people.

The future of conservation looks bright in Florida. Of course there will be challenges as the state continues to grow, putting more pressure on fish and wildlife populations and habitats, but we can be optimistic considering the amazing progress made over the past 20 years, like the recovery of bald eagles, manatees, black bears, wood storks and inshore fisheries, just to name a few examples. I believe the architects of our nation's conservation movement would be pleased with the work of FWC and our many partners and stakeholders as we continue great efforts to harmonize the essential connections between people and our fish and wildlife resources in ways that uphold the special character of the Sunshine State.

With regards,

Nick Wiley
Executive Director

2015-2016

Programs of the FWC

October 1, 2015

On the cover:
A diver checks the sunken USS Oriskany, one of the artificial reefs the FWC's Division of Marine Fisheries monitors as administrator of the state's artificial reef programs. The Oriskany is 23 nautical miles southeast of Pensacola Pass in the Gulf of Mexico and is the largest steel vessel artificial reef in the world. The FWC helped deploy it in 2006 and it has become a popular fishing and diving destination. Photo by Keith Mille, FWC.

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The roseate spoonbill is one of 57 species in the Imperiled Species Management Plan. Photo by David Moynahan, FWC.

An FWC biologist measures the length of a bass to determine if it should be released alive.

Florida Fish and Wildlife Conservation Commission

Mission:

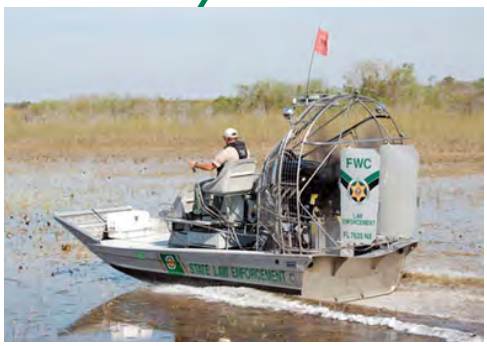
Managing fish and wildlife resources for their long-term well-being and the benefit of people.

Benefits:

- Scientific data drives management decisions for fish and wildlife populations and their habitats.
- Diverse wildlife resources and people benefit from studies about Florida's delicate and complex ecosystems and the impact humans have on them.
- Quality hunting, fishing and outdoor recreational opportunities continue, due to management of fish, wildlife and habitats.
- Trained and sworn officers enforce rules that protect fish and wildlife and keep Florida's waterways safe for millions of boaters.
- In the event of natural and other disasters, officers also cooperate with local, state and federal partners, using the agency's specialized equipment and extensive knowledge about Florida's aquatic and upland environments.
- Responsible recreation and stewardship of the state's natural resources become a reality. Through the FWC's communications with a variety of audiences, the agency:
  - Provides information about human-wildlife interactions; conservation; fish and wildlife habitats; protected species; and hunting, fishing, boating and outdoor recreational opportunities.
  - Conducts safety training and classes for hunters and boaters.
  - Teaches classes in outdoor recreational activities, such as bird-watching, fishing and hunting.
  - Coordinates programs, such as Kids' Fishing Clinics, specifically for people who traditionally have not participated in outdoor activities.

The Florida Fish and Wildlife Conservation Commission (FWC) consists of 2,118.5 full-time-equivalent employees, including 853 sworn law enforcement officers. All personnel work together to protect and manage more than 575 species of wildlife, 200 species of freshwater fish and 500 species of saltwater fish. The FWC works to balance the needs of these fish and wildlife species and the habitats that support them with the needs of Florida's growing population of more than 19.3 million people and the record number of visitors coming to the state – 98.8 million last year.

A young red-cockaded woodpecker gets a protein-rich meal before being released into the wild. These birds are a federally listed endangered species and the FWC's Red-cockaded Woodpecker Safe Harbor Program partners with private landowners to protect their longleaf pine habitat.



FWC officers help protect the public and are often called upon to help with search-and-rescue efforts in remote areas.

Economic contributions

When a family goes fishing or hunting, buys binoculars to view wildlife, visits a nature preserve, goes boating or visits a seafood restaurant in Florida, it is contributing to the economic prosperity of the state and to jobs. Results from various studies, summarized on this page, show in human terms the value of protecting and managing wildlife.

Economic impacts of hunting, freshwater fishing, saltwater fishing and wildlife-viewing

Category	Economic Contribution	Jobs
Hunting*	$1.6 billion	14,673
Recreational freshwater fishing*	$1.7 billion	14,040
Recreational saltwater fishing**	$7.6 billion	109,341
Wildlife viewing*	$4.9 billion	44,623

** Sources: Southwick Associates 2012 report, using USFWS 5-year survey, 2011*
*** Source: National Marine Fisheries Service, 2014 report, using 2012 NOAA data*

An FWRI researcher identifies plants in the field as part of a habitat restoration project.

Economic impacts of boating industry

Category	Economic Contribution	Jobs
Boating industry	$10.4 billion	82,752

Source: National Marine Manufacturers Association, 2012 study, adjusted in 2013 (uses 2008 data)

Economic impacts of seafood industry

Category	Economic Contribution	Jobs
Commercial harvest	$396 million	6,028
Processors	$774 million	4,819
Importers	$12.1 billion	44,018
Wholesale & distribution	$1.2 billion	10,403
Retail	$2.1 billion	16,873
Total	**$16.6 billion**	**82,141**

Source: National Marine Fisheries Service, 2014 report, using 2012 NOAA data

Recreational fishing accounts for a $9.3 billion economic impact in Florida annually.

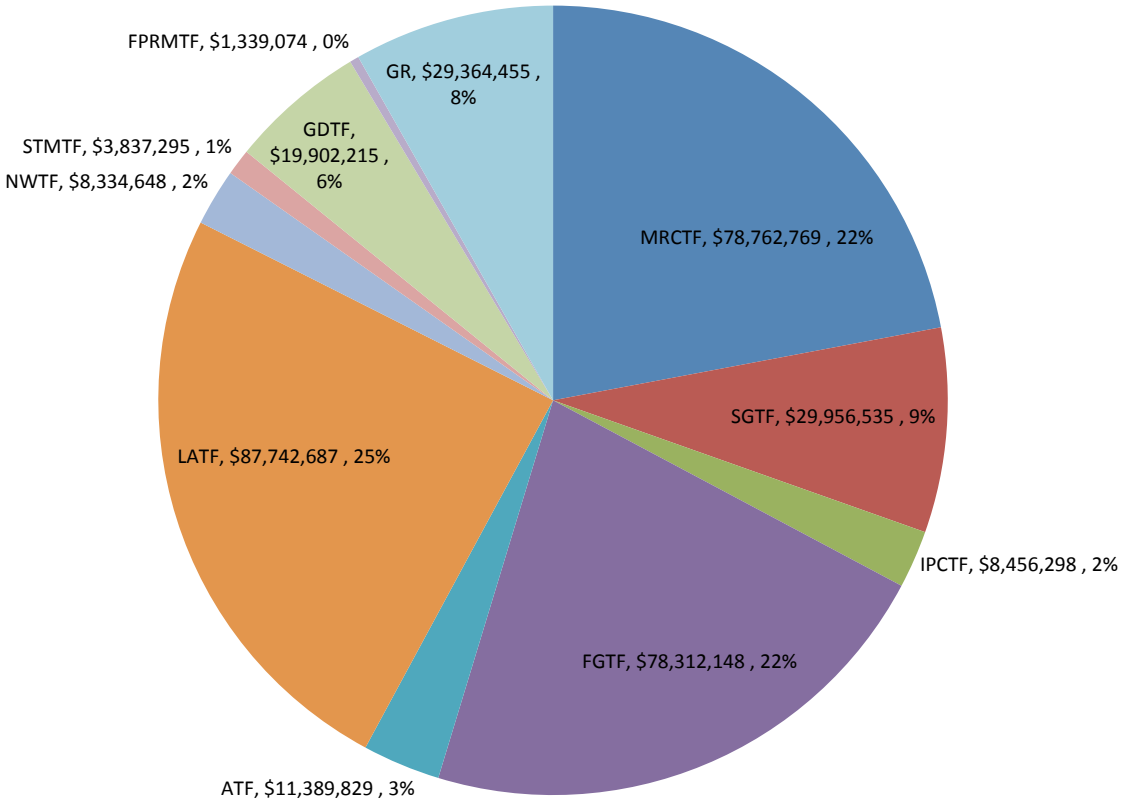
FWC FY 2015-2016 agency budget as of 9/1/15

Programs	FTE	FTE salaries	Other costs
Divisions:			
Law Enforcement	1,051.0	$76,411,200	$46,567,224
Hunting & Game	45.0	$2,792,142	$7,014,725
Habitat & Species	364.5	$21,821,824	$99,112,778
Freshwater Fish	60.0	$3,769,653	$4,507,280
Marine Fisheries	33.0	$2,206,895	$3,648,692
FWRI	339.0	$20,959,279	$41,600,778
Service offices:			
Community Relations	13.5	$767,303	$407,223
Public Access & Wildlife Viewing Services	12.0	$759,711	$1,174,214
Licensing & Permitting	21.0	$1,059,869	$3,038,744
Support offices*	179.5	$11,801,201	$6,977,218
Total	**2,118.5**	**$142,349,077**	**$214,048,876**

**Support offices provide central administrative support to all agency programs. The agency's overhead from these offices is $18,778,419, or only 5.53% of the total agency budget.*

In 2013-2014, more than 5,267 volunteers donated 104,433 hours to help the FWC achieve its agency-wide mission. These people helped plant wiregrass, which is one of many projects.

FWC funding sources FY 2015-2016



FWC funding sources FY 2015-2016

ATF	Administrative Trust Fund
FGTF	Federal Grant Trust Fund
FPRMTF	Florida Panther Research and Management Trust Fund
GDTF	Grants and Donations Trust Fund
GR	General Revenue
IPCTF	Invasive Plant Control Trust Fund
LATF	Land Acquisition Trust Fund
MRCTF	Marine Resources Conservation Trust Fund
NWTF	Nongame Wildlife Trust Fund
SGTF	State Game Trust Fund
STMTF	Save the Manatee Trust Fund
Total	**$357,397,953**

Division of Law Enforcement

Col. Curtis Brown, Director
620 South Meridian Street
Tallahassee, FL 32399-1600
850-488-6251

Mission:

Protecting Florida's natural resources and people through proactive and responsive law enforcement services.

Benefits:

- Protects Florida's fish, wildlife and habitats to ensure their long-term well-being and continued viability for educational, recreational and commercial activities.
- Safeguards public safety and enriches the outdoor experience of residents and visitors.
- Enforces laws to protect the resources of Florida and the safety of people using these resources when hunting, boating, freshwater and saltwater fishing, visiting state parks, viewing wildlife, fishing commercially or processing seafood.
- Conducts search-and-rescue missions to protect the public statewide – saving about 1,000 people each year.
- Enforces boating and waterways laws and promotes educational activities to enhance boating safety for residents and visitors.
- Enhances boating safety and waterway experiences through maintenance and repair of 200 boat ramps, construction of new boat ramps and placement and maintenance of waterway markers.
- Offers what is often the sole law enforcement presence in remote areas of the state.
- Specialized training, capabilities and equipment enable officers to respond to emergencies, disasters and other critical incidents through coordinated efforts with local, state and federal mutual-aid partners.
- Supports domestic and homeland security initiatives in Florida's ports.
- Encourages the next generation of conservationists and enhances outdoor experiences through education, public outreach partnerships and youth-oriented programs.

FWC officers often help rescue and transport injured animals like this pelican.

Vessels in the FWC's offshore fleet protect commercial and recreational marine fisheries and enhance public safety.

Division of Law Enforcement sections

Law Enforcement Operations

This section oversees law enforcement services throughout the FWC's six regions. The officers and investigators protect fish, wildlife and their habitats as well as Florida's residents and visitors. They provide service on Florida's waters and state-owned lands, including wildlife management areas, state parks and forests. FWC investigators conduct uniform and plainclothes investigations and target commercial violators through long-term undercover investigations. They are also responsible for inspecting wildlife facilities and investigating hunting and boating accidents and environmental crimes.

This section also coordinates all aviation assets, offshore federal and state fisheries enforcement and K-9 and Special Operations Group activities.

FWC officers often participate in youth events to inspire and educate the next generation of conservationists.

Law Enforcement Chief of Staff

Boating and Waterways

Employees manage state waterways and their markers and signs. They coordinate the removal of derelict vessels and the development of boating infrastructure. They promote boating safety through education and outreach, and investigation and analysis of boating accident data. Staff also improves and increases boating access to Florida's waters through two grant programs.

Policy and Planning

Staff provides proactive solutions for situations within the Division of Law Enforcement and FWC to increase employee effectiveness and efficiency. This is accomplished through strategic and operational planning, policy development and communication, legislative affairs, accreditation, continuous improvement, performance-based budgeting, rules review, staff inspections and disciplinary management.

Financial Management Section

Staff members in this section manage the financial issues for the division.

Law Enforcement Programs

Investigations

Staff provides direction and oversight to investigators in each of the six regions for captive wildlife and long-term undercover, environmental crimes and commercial resource investigations. This section also oversees the Internet Crimes Unit, forensics program and the Wildlife Alert program.

FWC employees maintain and repair public boat ramps throughout the state.

Training

This section manages division hiring and provides professional basic recruit, advanced training and career development programs to officers statewide. Staff trains FWC officers in nontraditional policing as well as basic law enforcement and sees to it that standards are maintained.

Intelligence

To ensure safe outdoor experiences for Florida's residents and visitors, this section provides intelligence information to officers in the field and coordinates with other agencies and entities. It also uses the division's unique capabilities, assisting with coordination of mutual-aid efforts with local, state and federal partners. This section also responds during critical emergencies, including environmental and natural disasters.

Support Services

These services support the officers in the field by ensuring they have the best operating patrol fleet and technological equipment available to law enforcement. They also manage data entry of arrest and warning citations, a computer-aided dispatch system and the Statewide Law Enforcement Radio System.

DLE budget summary

Funding Source	FTE	FTE salaries	Other costs
GR		$22,637,012	$3,520,107
FGTF		$5,408,015	$16,652,500
FPRMTF		$345,199	0
MRCTF		$34,974,470	$14,264,761
NWTF		$318,799	$1,256,802
SGTF		$888,242	$4,439,749
LATF		$11,839,463	$790,705
Total operating		**$76,411,200**	**$40,924,624**
Fixed capital outlay:			
Boating improvement		0	$1,842,600
Boating infrastructure		0	$3,800,000
Total budget	**1,051.0**	**$76,411,20**	**$46,567,224**

The FWC works with partner agencies to promote safe, enjoyable uses of Florida's natural resources.

Fish and Wildlife Research Institute

Gil McRae, Director
100 Eighth Avenue SE
St. Petersburg, FL 33701-5020
727-896-8626

Mission:

Through effective research and technical knowledge, the Fish and Wildlife Research Institute (FWRI) provides timely information and guidance to protect, conserve and manage Florida's fish and wildlife resources.

Benefits:

- Monitors and provides information on the status of terrestrial, aquatic and coastal habitats; freshwater and marine fisheries; harvested species; imperiled species; and important plant and animal communities in Florida.
- Develops and implements restoration techniques for enhancement of terrestrial, freshwater and coastal habitats and wildlife communities.
- Responds to and provides technical support for catastrophes, including oil spills, ship groundings, die-offs, major chemical spills and natural disasters.
- Provides cause-of-death determination on manatees, bears, panthers, sea turtles and other animals, and screens for wildlife diseases such as avian influenza and chronic wasting disease.
- Identifies and monitors red tides and other harmful algal blooms, providing both technical support and advisories.
- Provides science-based biological and economic assessments of fish and wildlife resources, as well as decision support, to the Commission and others responsible for managing or regulating activities that depend on Florida's unique and diverse natural resources.
- Encourages community members to act as citizen scientists by creating opportunities to report, share and submit information.
- Receives external grants representing over 40 percent of the institute's funding.

The work done by the FWRI reaches far beyond the confines of the FWC. Research conducted on habitats, freshwater and marine fisheries, harvested and imperiled species and other important plant and wildlife communities in Florida is used by federal, state and local governments, universities, recreational and commercial fishing interests, recreational hunting and boating interests, nongovernmental organizations and the public. FWRI integrates its research activities with management efforts of other FWC divisions.

An FWRI diver records live coral cover while mapping reefs in the Florida Keys.

FWRI researchers conduct night-light surveys in the spring and summer to count alligators. Using a spotlight, they look for pairs of shining eyes.

Fish and Wildlife Research Institute sections

Ecosystem Assessment and Restoration

This section monitors coral reefs; assesses seagrass populations and coastal wetlands; evaluates maps of freshwater plants; and conducts upland research to support development of management practices to protect and improve the quality of habitat and diversity of wildlife on state-managed lands. Ecosystem Assessment and Restoration is responsible for monitoring and investigating harmful algal blooms, such as Florida red tide. This section also conducts surveillance for fish and wildlife diseases; investigates disease and mortality events; and evaluates the health of endangered panthers. The FWC's other scientific programs benefit from technical assistance from this section.

A researcher in the field identifies frog larvae as part of an effort to monitor amphibian diseases to protect species of greatest conservation need.

Freshwater Fisheries Research

To ensure the health and sustainability of Florida's aquatic resources, the Freshwater Fisheries Research section collects and objectively analyzes fish, fishery, invertebrate and habitat data and provides results to those in federal, state and local governments who make decisions that affect Florida's freshwater resources.

Information Science and Management

The Information Science and Management section produces, analyzes, manages and distributes scientific data and information that is used to aid in the conservation of fish and wildlife. This section employs techniques that include ensuring the statistical validity of FWRI research, electronic sharing, delivery of research findings, and computer mapping of habitats and species ranges. Staff also maintains an extensive collection of fish and invertebrate specimens and provides data-management services and scientific library services. The outreach office collaborates agency-wide to promote and protect the Institute's reputation of excellence by creating communications strategies that enhance the understanding of the research.

A scientist tags a red drum – one of the saltwater fish species tracked and analyzed for population counts and recapture studies.

Marine Fisheries Research

To assess and predict marine fishery population trends, the Marine Fisheries Research section collects and integrates biological and harvest information from commercial and recreational marine fisheries and invertebrate species. This section plays a major role in the Florida Marine Fisheries Enhancement Initiative – the FWC's cooperative effort to expand marine stock enhancement statewide. This section also provides nearly all biological information, expert assessments and analyses used by the FWC, interstate commissions and federal councils charged with managing Florida's marine fisheries resources.

FWRI's annual MarineQuest, which shares the diversity of marine life by making it fun and interesting, attracts thousands of visitors of all ages.

Research Operations

The Research Operations section consists of small work groups that support scientific activities of the FWRI. Facilities management staff oversees maintenance of all FWRI facilities and equipment. The Budget Office, administered by Research Operations, carries out financial operations and coordinates grants, which support much of the FWRI's research activities.

Wildlife Research

Responsibility for acquiring and distributing biological and ecological information critical for the science-based management, conservation, restoration and wise use of Florida's wildlife resources comes under the Wildlife Research section. This section provides information on best management practices for conserving these resources to federal, state and local managers and the public.

FWRI budget summary

Funding source	FTE	FTE salaries	Other costs
GR		0	$1,907,336
FGTF		$5,110,555	$11,011,624
FPRMTF		$212,852	$163,730
GDTF		0	$10,568,652
LATF		$168,836	$96,467
MRCTF		$10,120,868	$12,613,158
NWTF		$1,127,597	$1,367,195
STMTF		$1,025,446	$1,388,990
SGTF		$3,193,125	$1,483,626
Total operating		**$20,959,279**	**$40,600,778**
Fixed capital outlay**:**			
Lowry Park Zoo		0	$1,000,000
Total budget	**339.0**	**$20,602,587**	**$41,600,778**

An adult female loggerhead sea turtle wearing a satellite transmitter is released back into the Gulf. The transmitter will help scientists understand how loggerheads use deepwater reef habitat where fisheries also occur.

A research technician sorts invertebrates into lots that contain only one species. These specimens were collected during Southeast Area Monitoring and Assessment Program surveys – a collaborative effort with state, regional and federal agencies.

Division of Habitat and Species Conservation

Thomas H. Eason, Ph.D., Director
620 South Meridian Street
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850-488-3831

Mission:

To ensure healthy populations of all native wildlife and their habitats on a statewide basis.

Benefits:

- Manages aquatic habitat for marine, estuarine and freshwater systems to benefit the widest possible array of fish and wildlife.
- Manages natural plant communities on public lands for diversity of wildlife species while providing quality recreational experiences.
- Works in partnership with landowners to provide for a diversity of species.
- Provides support and assistance for habitat-related issues to private and public sector landowners, including local, state and federal governments, to inform and influence land- and water-use decisions affecting wildlife habitat management.
- Develops and implements species management plans that serve as conservation blueprints for managing threatened species, and implements conservation programs that are designed to maintain Florida's unique wildlife diversity.
- Coordinates nonnative species management and research to protect native species in Florida, focusing on prevention, early detection and rapid response to introductions of nonnatives.
- Implements conservation programs for imperiled species such as manatees, Florida panthers and sea turtles to increase populations of these imperiled species.
- Directs, regulates and funds the control of invasive plants on public conservation lands and in public water bodies for the protection of native plant and animal life, human health, safety, recreation and property.

The Division of Habitat and Species Conservation (HSC) integrates scientific data with applied habitat management to maintain stable or increasing populations of fish and wildlife. Integration efforts focus on the ecosystem or landscape scale to provide the greatest benefits to the widest possible array of fish and wildlife species. Accomplishing this mission requires extensive collaboration and partnering with local, state and federal agencies to maintain diverse and healthy fish and wildlife populations for the benefit of all Floridians and visitors. Doing so provides direct ecological, economic, aesthetic, scientific and recreational benefits.

All Floridians can help conservation when renewing vehicle or boat registrations! Just check the box for manatees and/or sea turtles to donate $5 to help conserve one or both these species and you will receive the corresponding new FWC decal.

Habitat and Species Conservation sections

Wildlife and Habitat Management

Florida has one of the nation's largest systems of state-managed wildlife lands. The Wildlife Management Area program includes 5.8 million acres. Wildlife and Habitat Management is the FWC's lead manager on 1.4 million acres and coordinates management on another 4.4 million acres. This section's activities benefit plant and animal populations: It acquires land; develops site-specific land management plans; guides managers in sound land-management practices and supports quality, wildlife-based public use, including a variety of hunting opportunities on managed lands. Additionally, the Wildlife and Habitat Management section restores degraded plant and wildlife communities and acquires new land that provides vital additions and linkages or conserves imperiled wildlife.

The public has been participating in development of the new plan for the Aucilla Wildlife Management Area. Shown here is one of its two rivers, the mysterious Aucilla River.

Habitat management programs use prescribed burns on fire-dependent plant communities, and chemical and mechanical vegetation treatments to control exotic or invasive plant infestations. These treatments restore ground cover and hydrologic conditions on altered landscapes to conserve wildlife and enhance critical habitat. The section develops and tests techniques to recover high-risk populations. It monitors programs to detect trends in the status and populations of imperiled species.

HSC staff provides scientific support to a wide array of private-sector landowners dealing with habitat-related issues.

Aquatic Habitat Conservation and Restoration

This section uses a multidisciplinary approach to develop and implement comprehensive management programs to improve the ecological health of freshwater, estuarine and marine habitats. Its primary focus is identifying high-priority water bodies and implementing a variety of management treatments to maintain quality habitat for wetland-dependent fish and wildlife. Working with other agencies and user groups, this section builds cooperative relationships to address various issues affecting aquatic resources, including nutrient enrichment, water-use policy, and protection of rare and imperiled fish and wildlife.

Species Conservation Planning

Conserving Florida's native wildlife diversity is the mission of this section. It develops and implements high-priority conservation activities for native wildlife, with an emphasis on threatened species. Partnerships with other governmental agencies (local, state and federal), nongovernmental organizations and individuals help achieve conservation goals for wildlife. This section manages most of the state's threatened species and coordinates activities relating to Florida's listing process and permitting of human activities that may affect listed species. A draft Imperiled Species Management Plan (ISMP) has been released to conserve 57 species currently listed as state-threatened or species of special concern. The ISMP combines specific species action plans with broader integrated conservation strategies benefiting

The FWC is restoring a coastal marsh habitat at New Smyrna Beach

multiple species. This section also continues development and implementation of the Coastal Wildlife Conservation Initiative, the Florida Shorebird Alliance, the Gopher Tortoise Management Plan, wildlife permitting and incentive-based conservation.

Imperiled Species Management

This section is responsible for conservation of manatees, sea turtles, panthers and black bears through implementation of federal recovery plans and state management plans. Staff in the programs with federally listed species work closely with the U.S. Fish and Wildlife Service on management and recovery tasks. The Bear Management Program has initiated several tasks from the 2012 state Bear Management Plan, including setting up seven Bear Stakeholder Groups throughout the state. These Bear Stakeholder Groups provide the agency input on how they think bears should be managed in their geographic regions in proximity to the various bear sub-populations. Other key section tasks include development of rules and regulations that provide needed protections, providing technical assistance to local governments and other state agencies for planning purposes and permit reviews, and addressing human-wildlife conflicts. The section coordinates with the Fish and Wildlife Research Institute's researchers to identify information needs that will assist in making management decisions. The section conducts outreach activities to encourage the public to become watchful stewards over Florida's threatened species.

The FWC often reminds people to be careful not to disturb beach-nesting shorebirds like this black skimmer and chick. This species is one of several that faces conservation challenges.

Wildlife Impact Management

This section, recently renamed and reorganized, is the organizational home of two programs addressing human-wildlife interactions and managing the impact of native and nonnative fish and wildlife species. The role of the FWC's wildlife assistance biologists is to assist the public with nuisance wildlife and conflict issues regarding many species, including coyote and bear, through education, outreach and technical assistance. Staff working with the nonnative fish and wildlife program are working with local, state and federal partners to manage invasive species in Florida, including Burmese pythons and tegus. The section works with staff in the FWC's Division of Law Enforcement's Captive Wildlife and Investigations Sections to prevent nonnative species from harming native fish and wildlife and develop science-based regulations to prevent the release and establishment of nonnative species. The section also partners with other agencies to promote responsible pet ownership of nonnative wildlife and increase awareness of the problems associated with introduced species.

A diver spears a nonnative, invasive lionfish off Islamorada.

Invasive Plant Management

This section is responsible for directing, coordinating and funding two statewide programs controlling invasive upland plants on public conservation lands and invasive aquatic plants in public

waterways. It regulates, through a permitting program, projects for control of aquatic plants that do not meet the eligibility requirements for state funding. The FWC protects Florida's native plant and wildlife diversity through the management of invasive plants on public lands and waterways; dissemination of information; public education efforts; contractual research; and surveillance of plant communities on public lands and waterways. This section's goal is to protect native fish and wildlife habitat by reducing existing populations of invasive plants and preventing new invasive plant populations from becoming established.

Conservation Planning Services

Working with private- and public-sector landowners, this section develops and helps implement comprehensive habitat-based management plans and incentive programs for landowners. New best-management practices for conserving wildlife on private lands used for agriculture or commercial forestry have been developed in partnership with the Florida Department of Agriculture and Consumer Services. Conservation Planning Services also provides managers of publicly owned lands with technical assistance to implement land-use plans that reduce negative impacts on fish and wildlife. This section coordinates the agency's review of, and comments on growth management and regulated land- and water-use project proposals that have potential to impact Florida's fish, wildlife and habitat resources. It uses scientific data to review and comment on FWC-regulated activities that may affect wildlife habitat.

Lake Claire in central Florida is home to native lilies. Invasive Plant Management protects native species from invasion of nonnative aquatic plants.

HSC budget summary

Funding source	FTE	FTE salaries	Other costs
IPCTF		$2,277,261	$6,179,037
FGTF		$3,964,733	$20,399,116
FPRMTF		$233,983	$383,310
GDTF		$494,942	$4,691,143
LATF		$7,861,819	$57,028,829
MRCTF		$583,135	$667,522
NWTF		$1,831,304	$2,017,350
STMTF		$870,417	$552,442
SGTF		$3,704,230	$2,735,729
Total operating		**$21,821,824**	**$94,654,478**
Fixed capital outlay:			
WMA Land Improvements		0	$1,500,000
NFWF Deepwater Horizon		0	$2,958,300
Total budget	**364.5**	**$21,821,824**	**$99,112,778**

Division of Hunting and Game Management

Diane Eggeman, Director
620 South Meridian Street
Tallahassee, FL 32399-1600
850-488-3831

Mission:

To manage and conserve game wildlife for the future, while fostering safe and responsible hunting.

Benefits:

- Provides professional management of hunting activities and associated wildlife resources, ensuring that conservation objectives are met and hunting opportunities are sustainable.
- Develops or expands new hunting opportunities and improves existing hunting opportunities statewide.
- Provides high-quality programs for hunter safety training and public shooting opportunities.
- Provides programs to recruit and retain hunters, especially children and youths, as participants in hunting and other wildlife-related activities. Outdoor recreation during childhood helps develop support for conservation efforts throughout life.
- Brings together hunting interest groups, governmental and non-governmental agencies, research institutes and the public to consider ways to manage Florida's game wildlife species effectively.
- Provides scientific expertise to the Commission to make the best informed decisions regarding the management of Florida's game wildlife resources.

The Division of Hunting and Game Management (HGM) uses effective game-management tools and scientific expertise to perpetuate sustainable hunting statewide, concentrating on waterfowl, small game, deer, wild turkey and alligators. The Division also develops rules and recommends management policies on more than 5.8 million acres of public hunting lands that are available for various hunting opportunities. Many division staff participate in national, state and regional advisory groups to support management and regulation of Florida game species. The Division also houses the Hunter Safety and Public Shooting Ranges section, which offers hunter safety programs that teach people hunting laws, ethics and use of firearms at a gun range. Once people are certified, they can purchase a license to hunt unsupervised in Florida.

The white-tailed deer remains the top quarry for hunters and one of the many reasons Florida's 200,000-plus hunters go afield each year.

Three big Osceola toms display their feathers in front of two hens. Florida has a fall and a spring turkey hunting season.

Division of Hunting and Game Management sections

Game Species Management

Managing Florida's wild game populations using science, leadership and key partnerships occurs under the Game Species Management section. Conservation and sustainability of species, while providing opportunities for responsible hunting, drive Game Species Management staff, who use scientific research to design sound management practices. Partnerships with other agencies foster sound management practices.

Hunter Safety and Public Shooting Ranges

To put into practice the mission of HGM, programs are offered throughout the state by the Hunter Safety and Public Shooting Ranges section. Florida Statutes require many hunters to be certified. HGM not only provides these courses, but also offers workshops and special events to ensure Florida hunters are well prepared to be safe, responsible and conservation-minded. Specialized courses include Becoming an Outdoors-Woman, Advanced Archery and Basic Muzzleloading Firearms. Safety-training camps for young hunters and shooting ranges also are offered.

Hunter safety courses for adults and youths are offered by HGM.

Public Hunting Areas

The Public Hunting Areas section develops partnerships, rules, regulations and associated publications that facilitate safe and sustainable public hunting opportunities on more than 5.8 million acres of land in Florida. The section coordinates the distribution of rule-related information and publications, provides technical assistance to the hunting public, and works with stakeholders and partners to coordinate support for hunting-related activities on public lands.

An alert deer stands in one of the FWC's many WMAs, which cover millions of acres of land throughout Florida, providing wildlife habitat and recreational opportunities for people.

HGM budget summary

Funding source	FTE	FTE salaries	Other costs
FGTF		$659,200	$1,251,129
GDTF		0	$157,897
LATF		$492,805	$176,251
SGTF		$1,640,137	$2,929,448
Total operating		**$2,792,142**	**$4,514,725**
Fixed capital outlay:			
Tenoroc Shooting Range facility		0	$950,000
Triple N Ranch Shooting Par		0	$1,550,000
Total budget	**45.0**	**$2,792,142**	**$7,014,725**

Division of Freshwater Fisheries Management

Tom Champeau, Director
620 South Meridian Street
Tallahassee, FL 32399-1600
850-488-0331

Mission:

To manage, enhance and conserve Florida's freshwater aquatic life for public benefit.

Benefits:

- Evaluates resource characteristics, informs the public of resource conditions and incorporates stakeholder input to determine goals for freshwater fisheries resources.
- Uses innovative and scientifically proven management strategies, including habitat enhancement, harvest regulations, public outreach and stock enhancement (stocking), to conserve or improve quality freshwater fishing opportunities.
- Maintains fish management areas throughout the state to provide fishing opportunities for a diversity of anglers.
- Provides technical services to public, state and federal organizations, universities and other interest groups about fisheries management issues, fishing opportunities, fish pond management, fish kills, boating access and other issues.
- Encourages freshwater stewardship through instructional clinics, camps, publications, electronic media and fishing events.
- Provides hatchery operations to produce dependable quantities of healthy freshwater fish to cost-effectively meet stocking program objectives.
- Interacts directly with agencies having critical responsibilities for water quality and quantity and aquatic plant management to represent the needs of the fisheries, which include habitat, freshwater fish and aquatic life.

The Division of Freshwater Fisheries Management (FFM) promotes Florida's well-earned title of "Fishing Capital of the World" and monitors freshwater fish populations and anglers' use of the resource. A major effort recently engaged anglers and other stakeholders to develop a management plan for black bass that is providing anglers with the best bass fishing anywhere and expanding the $1.7 billion freshwater-fishing economic impact for local communities. FFM has developed a private-public partnership to help fund this effort by implementing the TrophyCatch conservation and marketing plan, using citizen science to provide valuable information. FFM sets management practices, provides fishing opportunities and publishes documents and articles promoting freshwater fishing in Florida. Special projects like the Florida Youth Conservation Centers Network and fishing and boating camps encourage responsible fishing practices and help create the next generation that cares.

Naomi Shenep caught and released this 10-pound, 9-ounce TrophyCatch bass on Lake Kissimmee.

Photo courtesy of TrophyCatchFlorida.com

Freshwater fishing provides great family entertainment and memories. It provided more than 25.7 million days of fun in Florida in 2011, including this 10-pound trophy caught by Lyle Rose on his first family fishing trip since his son was born.

Division of Freshwater Fisheries Management sections

Fisheries Management

The Fisheries Management section ensures the best freshwater fishing opportunities in Florida's lakes, rivers and streams through stocking desirable sport fish, regulating harvest, enhancing habitats and maintaining fish management areas. Fisheries Management coordinates with stakeholders and federal, state and local entities to protect and conserve freshwater resources and maintain fishing quality. Fisheries management information and strong aquatic stewardship, ethics and ecology messages are communicated through publications, electronic media, fishing camps, seminars and events.

Hatchery Operations and Stocking

The state has two freshwater hatcheries: the Florida Bass Conservation Center at Richloam Hatchery and the Blackwater Fisheries Research and Development Center. They produce a dependable quantity of size-specific, high-quality freshwater fish, which are stocked annually in more than 200 Florida lakes, rivers and community-managed waters.

FFM budget summary

Funding source	FTE	FTE salaries	Other costs
FGTF		$2,372,073	$2,568,940
GDTF		0	$200,000
LATF		$47,870	$775,009
NWTF		0	0
MRCTF		0	0
SGTF		$1,349,710	$963,331
GR		0	0
Total operating		**$3,769,653**	**$4,507,280**
Total budget	**60.0**	**$3,769,653**	**$4,507,280**

Freshwater fisheries biologists have demonstrated the effectiveness of fishing camps in creating anglers who understand the conservation ethic and care for our resources.

Florida Bass Conservation Center staff stock fish into a public lake to improve future fishing opportunities.

Division of Marine Fisheries Management

Jessica McCawley, Director
620 South Meridian Street
Tallahassee, FL 32399-1600
850-487-0554

Mission:

To sustain the long-term health and abundance of Florida's marine fisheries.

Benefits:

- Brings together fisheries interest groups, research institutions, government agencies and the public to consider ways to manage Florida's marine fisheries effectively.
- Supports Commission efforts to make informed management decisions based on the best available scientific data.
- Develops fisheries management plans to prevent overfishing of important commercial and recreational marine species while allowing for sustainable levels of annual harvests to benefit people.
- Provides grants for artificial reef construction, monitoring and research.
- Provides the public with information regarding conservation and management of Florida's valuable marine fisheries.

The Division of Marine Fisheries Management (MFM) works with many agencies and groups to accomplish its mission. Fishery management requires coordination with federal agencies, other states and regional councils: the Gulf of Mexico Fishery Management Council, the South Atlantic Fishery Management Council, the Atlantic States Marine Fisheries Commission and the Gulf States Marine Fisheries Commission. Other activities include issuance of special activity licenses, recovery of lost or abandoned lobster and crab traps, coordination of federal programs to provide disaster relief assistance to commercial fishers, and review and comment on proposed development projects that may affect marine resources. This division also conducts wholesale-dealer audits.

© Leonard Bryant

An FWC employee helped this boy catch a "sailor's choice" grunt during a Kids' Fishing Clinic.

Florida Keys Marine Lab science diver Bill Ferrell inspects the Gen. Hoyt S. Vandenberg Artificial Reef.

Division of Marine Fisheries Management sections

Analysis and Rulemaking

This section compiles fishery data, coordinates with other government agencies and research institutions, and solicits information from the public regarding fishery management strategies for state saltwater fisheries regulations. Section employees use this information to develop management and rule-making recommendations for Commission consideration.

Federal Fisheries

This section serves as liaison between the FWC Commissioners and the councils that have been created to assist in providing input into the management of federal marine fish species, such as snapper and grouper. Staff members in this section serve on these regional fishery councils and coordinate with stakeholders on federal fisheries issues.

Services

This section works as a liaison between the marine fishing community and the FWC, promoting responsible recreational and commercial fishing activities. The Marine Fisheries Services section also works to resolve issues related to proposed regulations, commercial license applications and wholesale-dealer compliance; coordinates with the industry to document fisheries disasters, seeks fisheries disaster-relief financial assistance and distributes funding; operates a trap-retrieval program; administers the statewide artificial reef programs; and comments on environmental projects.

MFM budget summary

Funding source	FTE	FTE salaries	Other costs
FGTF		$592,962	$1,331,301
GDTF		0	$361,361
MRCTF		$1,613,933	$1,356,030
Total operating		**$2,206,895**	**$3,048,692**
Fixed capital outlay:			
Artificial reef		0	$600,000
Total budget	**33.0**	**$2,206,895**	**$3,648,692**

Stone crabs are released from an abandoned stone crab trap after the end of the season during the FWC's Trap Retrieval Program.

The FWC is responsible for ensuring that Florida's residents and visitors can enjoy recreating safely on public and private lands, including state parks and forests.

Service Offices

Community Relations Office

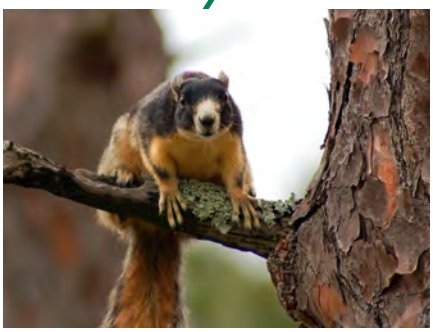
Susan Smith, Director
620 South Meridian Street
Tallahassee, FL 32399-1600
850-488-4676

The Community Relations Office (CR) informs residents and visitors about fish and wildlife resources and encourages responsible behavior and safety while enjoying outdoor recreational activities, with the goal of raising awareness of conservation issues and the agency's strategic initiatives. CR coordinates agency connections with the public through mass media by issuing news releases, conducting press conferences, providing interviews, writing articles and communicating with both the mainstream and outdoor press. FWC's social media sites, such as Facebook, Twitter, YouTube and Flickr, deliver news and resources instantly to the public and media. This office keeps abreast of important conservation issues facing Florida and informs FWC employees, who then can communicate effectively about relevant issues. It has established a database of thousands of FWC photos in Flickr, which is accessible to anyone. Florida Wildlife magazine and the FWC website, under the auspices of CR, also provide outreach to our residents and visitors.

An FWC videographer records the aftermath of a forest fire.

CR budget summary

Funding source	FTE	FTE salaries	Other costs
MRCTF		$259,316	$85,423
SGTF		$507,993	$321,800
Total operating		**$767,303**	**$407,223**
Fixed capital outlay		0	0
Total budget	**13.5**	**$767,303**	**$407,223**



The Sherman's fox squirrel is a species of special concern. The FWC is gathering sighting information on it and other species to help scientists protect the animals.

Office of Licensing and Permitting

Bill Hunter, Director
2590 Executive Center Circle, Suite 200
Tallahassee, FL 32301
850-488-3641

The Office of Licensing and Permitting (OLP) is the central point in the FWC for customers to quickly and efficiently obtain licenses and permits. Annually, OLP issues more than 2.3 million recreational fishing and hunting licenses and permits through the licensing systems at more than 800 agent and tax-collector locations, on the Internet and by telephone. In addition, more than 2 million licenses, permits and tags for commercial saltwater and freshwater fishing are processed through OLP.

Office of Licensing & Permitting budget summary

Funding source	FTE	FTE salaries	Other costs
LATF		$49,034	$72,205
MRCTF		$646,808	$782,950
SGTF		$364,027	$2,183,589
CARLTF		0	0
Total operating		**$1,059,869**	**$3,038,744**
Fixed capital outlay		0	0
Total budget	**21.0**	**$1,059,869**	**$3,038,744**

Youngsters and adults alike can enjoy the outdoors while crabbing in Florida's salt marshes like this one at Big Bend Wildlife Management Area.

Office of Public Access & Wildlife Viewing Services

Jerrie Lindsey, Director
620 South Meridian Street
Tallahassee, FL 32399-1600
850-488-5520

The Office of Public Access and Wildlife Viewing Services provides opportunities for Floridians and visitors to experience Florida's wildlife management area system. The office develops a range of public access improvements and interpretive materials to increase visitors' enjoyment and understanding of fish and wildlife and their habitats. It promotes wildlife tourism through programs such as the Great Florida Birding and Wildlife Trail, and provides technical assistance to local governments to help them achieve economic benefits for their communities by attracting visitors while conserving wildlife habitat. The office supports agency volunteer programs to achieve greater conservation benefits and leverage state dollars. Tens of thousands of Floridians partner with the FWC through these programs.

Through FWC programs such as the Great Florida Birding and Wildlife Trail, nature lovers in Florida have abundant locations to view and enjoy wildlife in their beautiful habitats.

Office of Public Access & Wildlife Viewing Services budget summary

Funding source	FTE	FTE salaries	Other costs
FGTF		0	$390,000
LATF		$402,127	$550,838
NWTF		$178,292	$80,946
SGTF		$179,292	$70,430
GDTF		0	$82,000
Total operating		**$759,711**	**$1,174,214**
Fixed capital outlay		0	0
Total budget	**12.0**	**$759,711**	**$1,174,214**

Support Offices

Office of the Executive Director

Nick Wiley, Executive Director
620 South Meridian Street
Tallahassee, FL 32399-1600
850-487-3796

The Office of the Executive Director (OED) provides coordination, oversight and support for FWC operations. It provides policy guidance, fosters accountability and promotes continual improvement among the agency's divisions and offices. The office coordinates and supports strong engagement of commissioners and facilitates effective interaction with agency customers, stakeholders, the Florida Legislature, federal and state agencies and FWC staff to address important conservation issues. Further responsibilities include maintaining facilities and infrastructure and leading efforts to strategically focus agency staff and resources on conservation priorities. OED staff work closely with the agency's Senior Leadership Team to ensure effective integration of agency activities and programs across all divisions and offices.

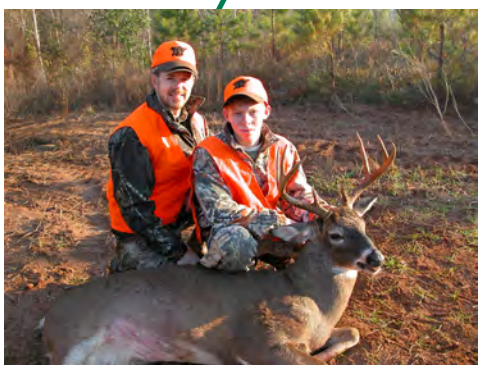
Youth take advantage of the opportunities to learn about service through the Florida Youth Conservation Centers Network.

Finance and Budget Office

Jodi Bailey, Chief Operating Officer
2590 Executive Center Drive, Suite 100
Tallahassee, FL 32301
850-488-6551

The Finance and Budget Office is responsible for providing administrative support to the agency and its employees. The office has oversight of accounting, financial management, the agency fleet, asset management, and the purchasing, leasing and purchasing-card programs. Finance and Budget Office personnel are strategically located within the five regional offices and in Tallahassee headquarters.

A fish camp participant at the Joe Budd Youth Conservation Center.



A youth hunting program participant harvests a fine deer during a supervised youth hunt.

Legal Office

Harold "Bud" Vielhauer, General Counsel
620 South Meridian Street
Tallahassee, FL 32399-1600
850-487-1764

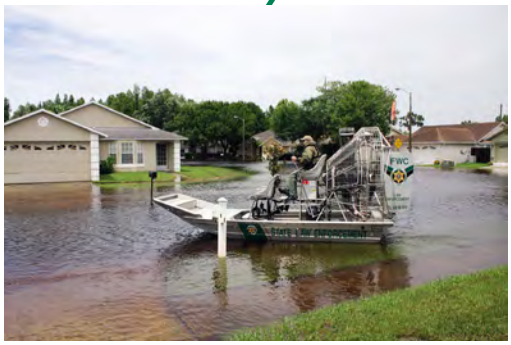
In-house attorneys provide legal services for the FWC or coordinate through the Attorney General's Office or the Florida Division of Risk Management. The Legal Office represents the FWC in litigation, prepares legal opinions, develops and reviews contracts and other legal instruments, drafts and reviews legislation and rules, and provides general legal counsel relating to FWC operations. The general counsel is a liaison between the FWC and stakeholders, partners and federal, state and local agencies.

Legislative Affairs Office

Jacqueline Fauls, Director
620 South Meridian Street
Tallahassee, FL 32399-1600
850-487-3795

The Legislative Affairs Office develops and coordinates state and federal legislative activities for the FWC. This office works with the Legislature as it considers the agency's legislative proposals, and provides necessary information to the Florida Legislature and the U.S. Congress about other legislation under consideration that might affect Florida's fish and wildlife resources. The Legislative Affairs Office, in conjunction with the FWC's chief financial officer, also works with the Legislature as it develops the agency's budget.

Researchers collect staghorn coral fragments from a line nursery to transport and plant them on a reef with depleted Acropora populations.



FWC officers work with partner agencies to rescue people during natural disasters and accidents.

Office of Human Resources

Cindy Hoffman, Director
620 South Meridian Street
Tallahassee, FL 32399-1600
850-488-6411

The Office of Human Resources provides services and support to all FWC employees. This office advises agency personnel on employment law and state personnel rules and assists managers with recruitment and selection, attendance and leave, discipline, workers' compensation, unemployment compensation, classification and pay, retirement, state insurance benefits, and collective bargaining. Human Resources also coordinates training and develops diversity programs for the agency.

People flocked to the Great Florida Birding and Wildlife Trail's Chipola Feather Fest. They spotted more than 150 species, some of which are imperiled.

Office of Information Technology

Ignacio Sanchez, Director
620 South Meridian Street
Tallahassee, FL 32399-1600
850-414-2870

This office supports the FWC's program areas by managing an automated information-processing environment that is reliable, secure, cost-effective and responsive. OIT program resources are employed to educate Commission personnel in the use and application of information technology to accomplish the objectives and operations of the Commission. These objectives include an increase of internal and external customer confidence and satisfaction by increasing accessibility of information. OIT activities and resources provide for the processing, storing and retrieval of data, system development and maintenance, statewide computer network management, information security administration, and general information-consulting services supporting the FWC.

An FWRI researcher on a red tide research cruise uses a sampling device to capture water at different depths, providing information on the entire water column.

Office of Inspector General

Mike Troelstrup, Inspector General
620 South Meridian Street
Tallahassee, FL 32399-1600
850-488-6068

As mandated by state law, this office is responsible for coordinating activities that promote accountability, integrity and efficiency in government and serves as the FWC's ombudsman. The Office of Inspector General (OIG) conducts performance and compliance audits of agency programs and investigates allegations of fraud, waste, abuse, mismanagement and employee misconduct. These complaints may include whistle-blower, criminal wrongdoing and administrative investigations. This office attempts to resolve internal employee concerns and is the point of contact with the state auditor general, as well as with federal audit entities.

Office of Strategic Initiatives

Doc Kokol, Director
620 South Meridian Street
Tallahassee, FL 32399-1600
850-488-9327

The Office of Strategic Initiatives (OSI) works closely with division, regional and office directors to identify and coordinate programs with boundary-spanning implications that will benefit the FWC. OSI houses the Florida Youth Conservation Centers Network, which coordinates youth conservation programming in the FWC; oversees a statewide network of sustainable places where youth and their families can participate in outdoor activities; and inspires lifelong support of fish and wildlife conservation.

OSI also leads FWC's coordination with the Florida Department of Environmental Protection on Gulf restoration via the Gulf Environmental Benefit Fund, the Natural Resource Damage Assessment process and the RESTORE Act, and provides technical assistance to other Gulf decision-makers and stakeholders.

In addition, OSI coordinates the agency's strategic planning and implementation efforts, provides continuous improvement expertise and support for divisions and offices and manages the FWC Facilitation Program.

FWC law enforcement investigators check the living conditions and exhibition requirements of captive wildlife.

Offices of Regional Operations

Five regional FWC offices coordinate and integrate agency programs at the local level to ensure the FWC's mission, policies and services are consistent across the state. These offices maintain effective and inclusive internal and external communications. Each regional director provides an access point to FWC leadership on a local level, serving as liaison with federal, state and local government officials within each specific region.

Stephen Shea, Regional Director
Northwest Region
3911 Highway 2321
Panama City, FL 32409-1658
850-265-3676

Chris Wynn, Regional Director
North Central Region
3377 E. U.S. Highway 90
Lake City, FL 32055-8795
386-758-0525

Shannon Wright, Regional Director
Northeast Region
1239 S.W. 10th Street
Ocala, FL 34471-0323
352-732-1225

Ernie Marks, Regional Director
South Region
8535 Northlake Boulevard
West Palm Beach, FL 33412
561-625-5122

Thomas Graef, Regional Director
Southwest Region
3900 Drane Field Road
Lakeland, FL 33811-1299
863-648-3200

Photo by Vance Crain, FWC

Bullseye snakehead fish are not native to Florida but provide an exciting catch and are great eating.

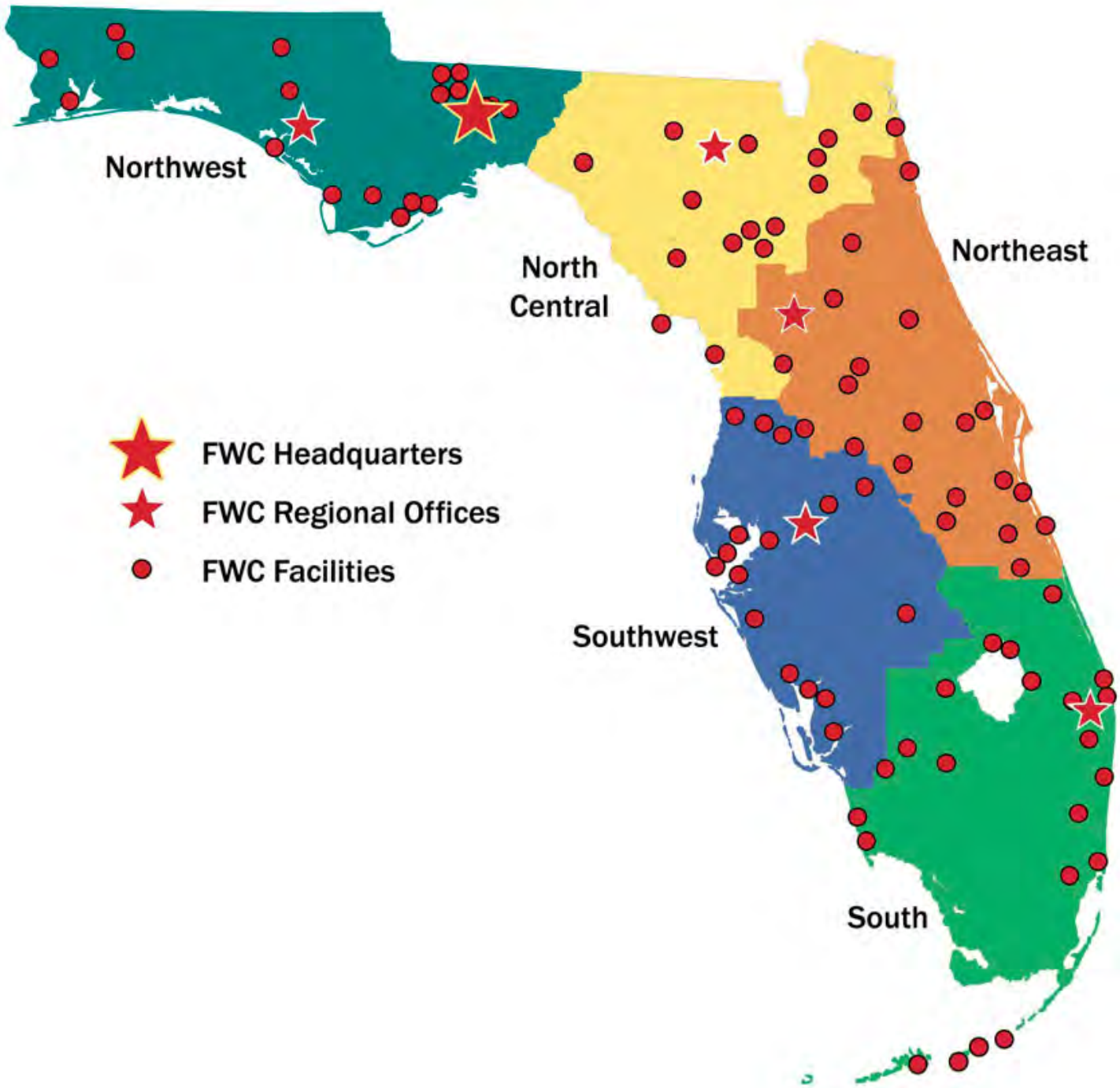
Support Offices budget summary*

Funding source	FTE	FTE salaries	Other costs
ATF		$5,086,873	$5,302,956
GDTF		0	$387,920
LATF		$5,882,341	$8,088
MRCTF		0	$189,000
NGWTF		$110,542	$45,821
SGTF		$721,445	$1,043,433
Total operating		**$11,801,201**	**$6,977,218**
Fixed capital outlay		0	0
Total budget	**179.5**	**$11, 801,201**	**$6,977,218**

**These offices provide central administrative support to all agency programs. The following offices are included in this group: Office of Strategic Initiatives, Office of Legislative Affairs, Office of Inspector General, Office of Information Technology, Finance and Budget Office, Legal Office, Office of Regional Operations, Office of Human Resources and Office of the Executive Director*

An FWC biologist discusses wildlife with a girl at a program for young children.

FWC regions/facilities



Florida Fish and Wildlife Conservation Commission

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Eric Sutton, Assistant Executive Director
Jennifer Fitzwater, Chief of Staff
Charlotte Jerrett, Chief Financial Officer

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Law Enforcement Operations
Deputy Director
Vacant

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Maj. Alfredo Escanio, S Region-B

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Martha Bademan, Leader

Marine Fisheries Management
Jim Estes, Deputy Director

Analysis and Rulemaking
Melissa Recks, Leader

Marine Fisheries Services
David Heil, Leader

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Tom Champeau, Director

Fisheries Management Section
Jon Fury, Deputy Director

Hatchery Operations and Stocking
Stasey Whichel, Leader

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Hunter Safety and Ranges
Bill Cline, Leader

Game Species Management
Paul Schultz, Leader

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Don Coyner, Leader

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Ingrid Easom,
Interim Deputy Director

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Kipp Frohlich,
Deputy Director

Species Conservation Planning
Brad Gruver, Leader

Aquatic Habitat Conservation and Restoration
Stephen Rockwood, Leader

Office of Conservation Planning Services
Scott Sanders, Director

Wildlife and Habitat Management
Michael Brooks, Leader

Imperiled Species Management
Carol Knox, Leader

Wildlife Impact Management
Kristen Sommers, Leader

Invasive Plant Management
Bill Caton, Leader

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Finance and Budget Office, Jodi Bailey
Office of Strategic Initiatives, Irv "Doc" Kokol
Office of Human Resources, Cindy Hoffman
Office of Licensing and Permitting, Bill Hunter
Office of Public Access and Wildlife Viewing Services, Jerrie Lindsey
Office of Information Technology, Ignacio Sanchez
Legal Office, Harold "Bud" Vielhauer
Community Relations Office, Susan Smith
Legislative Affairs Office, Jackie Fauls
Office of Inspector General, Mike Troelstrup

Offices of Regional Operations:

Northwest, Steve Shea
North Central, Chris Wynn
Northeast, Shannon Wright
Southwest, Thomas Graef
South, Ernie Marks

(as of October 2015)

Buy Your Florida Fishing License!

"Both my sons have a lifetime Florida fishing license and of course I do too. It's the best way to protect what we love and helps guarantee the future of fishing in Florida."

Rick Murphy
Star, Florida Insider Fishing Report

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FloridaFishingLicenseCampaign.com

- I DO support conservation minded, sustainable fishing.
- I DO support science based fishery management.
- I DO support a path to connect kids with the outdoors; to become anglers and stewards of the resource.

Fish & Wildlife FOUNDATION OF FLORIDA

— JOIN OUR CONSERVATION PARTNERS —

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Fish & Wildlife Foundation of Florida | P.O. Box 11010 | Tallahassee, FL 32302 | 800.988.4889 | WildlifeFlorida.org | info@WildlifeFlorida.org

Florida Youth Conservation Centers Network

What is FYCCN?

FYCCN is a statewide network of sustainable places where youth and their families can participate in outdoor activities and safely share experiences that inspire lifelong support for fish and wildlife conservation.

Join Us! Visit fyccn.com

Creating the Next Generation That Cares™

fyccn! | Florida Youth Conservation Centers Network

Wildlife Foundation of Florida

Florida Fish and Wildlife Conservation Commission