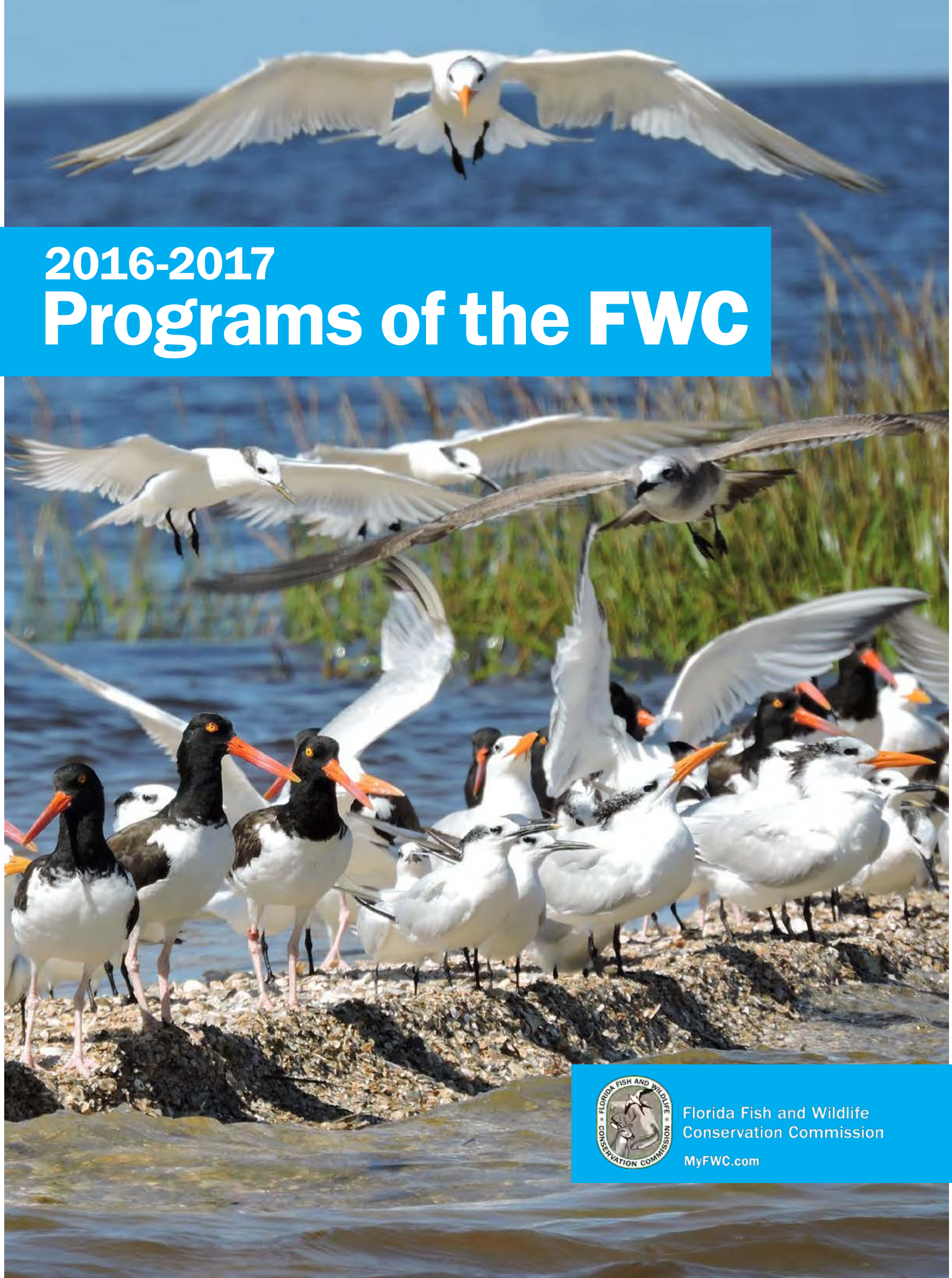

2016-2017
Programs of the FWC

Florida Fish and Wildlife Conservation Commission

MyFWC.com

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Dear Reader,

Welcome to the "Programs of the FWC 2016-2017," a publication that provides an overview of the various divisions and offices that comprise the Florida Fish and Wildlife Conservation Commission (FWC) and the roles that each one plays in achieving the Commission's mission.

Our greatest responsibility is to conserve Florida's fish and wildlife resources. The word conservation carries a sense of history and responsibility, and evokes the strong heritage and impact of great American conservationists like Theodore Roosevelt, John Muir, Ding Darling and Aldo Leopold. As we carry on their legacies, we work under the leadership and guidance of our Commissioners in the broad arenas of fish and wildlife management, research and enforcement.

Our state has a diverse, growing human population as well as prolific fish and wildlife resources. Florida is the "Fishing Capital of the World," a prime boating locale and leading hunting and wildlife viewing destination. Locations in Florida earned the top four spots, as well as nine additional ones, on the Recreational Boating & Fishing Foundation's Take Me Fishing™ 2016 list of the "Top 100 Family-Friendly Places to Fish and Boat in the U.S." Further, wildlife viewing, fishing, hunting and other ecotourism activities account for tens of billions of dollars in economic impact annually – fueling both big and small businesses and associated job opportunities. The Sunshine State's unique qualities necessitate a broad, flexible approach to conservation.

At the FWC, we hold ourselves to a high standard of excellence and continue looking for ways to improve. We have identified Strategic Initiatives – overarching themes that guide our efforts – designed to help balance the wide variety of needs of Florida's growing population with those of its fish, wildlife and habitats. The initiatives include: Operation of Running the Business, Imperiled Species Management Plan, Expanding Participation in Conservation, Conservation through Innovation, Conflict Wildlife and Boating as a Gateway to Conservation.

With these initiatives in place – and the help of our stakeholders, partner agencies, Legislators and Florida's residents and visitors – the future of conservation in Florida is bright. We will meet future challenges with teamwork, science and innovation, thus ensuring conservation of our fish and wildlife resources and their importance to our quality of life in the Sunshine State for years to come.

With regards,

Nick Wiley
Executive Director

2016-2017
Programs of the FWC

On the cover:
Cedar Key is used for roosting by more than 40 migratory bird species, and serves as the second largest overwintering site for the American oystercatcher throughout its range. Roosting is vital for birds' survival. This gives them time to digest food and replenish energy. The FWC is working with partners to provide additional education and information to residents and visitors to Cedar Key to ensure conservation of these species and their habitats. Photo by Karen Parker, FWC.

Florida Fish and Wildlife
Conservation Commission
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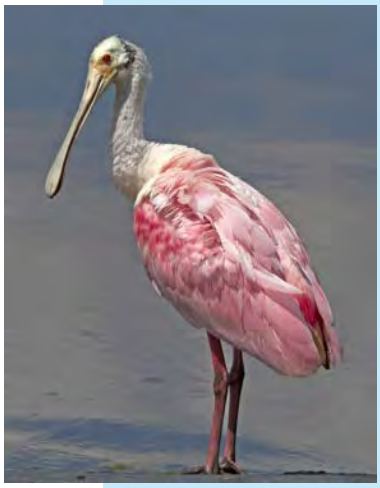
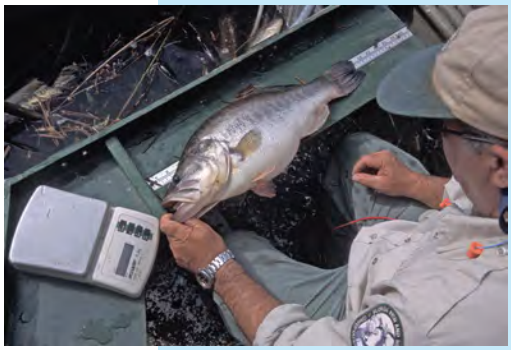


The roseate spoonbill is one of 57 species in the Imperiled Species Management Plan. Photo by David Moynahan, FWC.



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

Florida Fish and Wildlife Conservation Commission

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 nearly 20 million people and the record number of visitors coming to the state – 105 million last year.

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.

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**	$8.0 billion	114,898
Wildlife viewing*	$4.9 billion	44,623

** Sources: Southwick Associates 2012 report, using 2011 USFWS 5-year survey*
*** Source: National Marine Fisheries Service, 2016 report, using 2014 NOAA data*
**** Source: National Marine Manufacturers Association: Economic Significance of Recreational Boating in Florida. 2013*

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

Economic impacts of boating industry

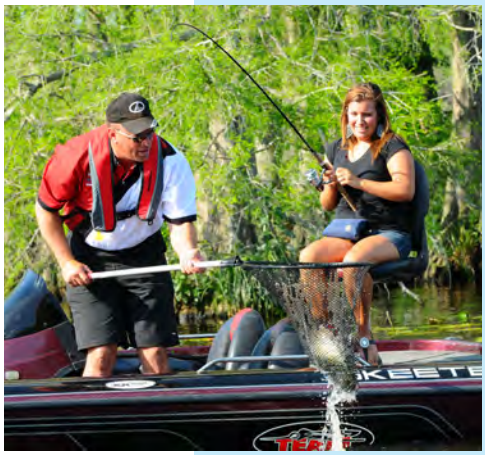
Category	Economic Contribution	Jobs
Boating industry	$10.4 billion	82,752

Source: National Marine Manufacturers Association: Economic Significance of Recreational Boating in Florida. 2013

Economic impacts of seafood industry

Category	Economic Contribution	Jobs
Commercial harvest	$510 million	7,921
Processors	$863 million	5,381
Importers	$13.2 billion	48,133
Wholesale & distribution	$1.3 billion	11,710
Retail	$2.4 billion	19,712
Total	**$18.3 billion**	**92,858**

Source: National Marine Fisheries Service, 2016 report, using 2014 NOAA data



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

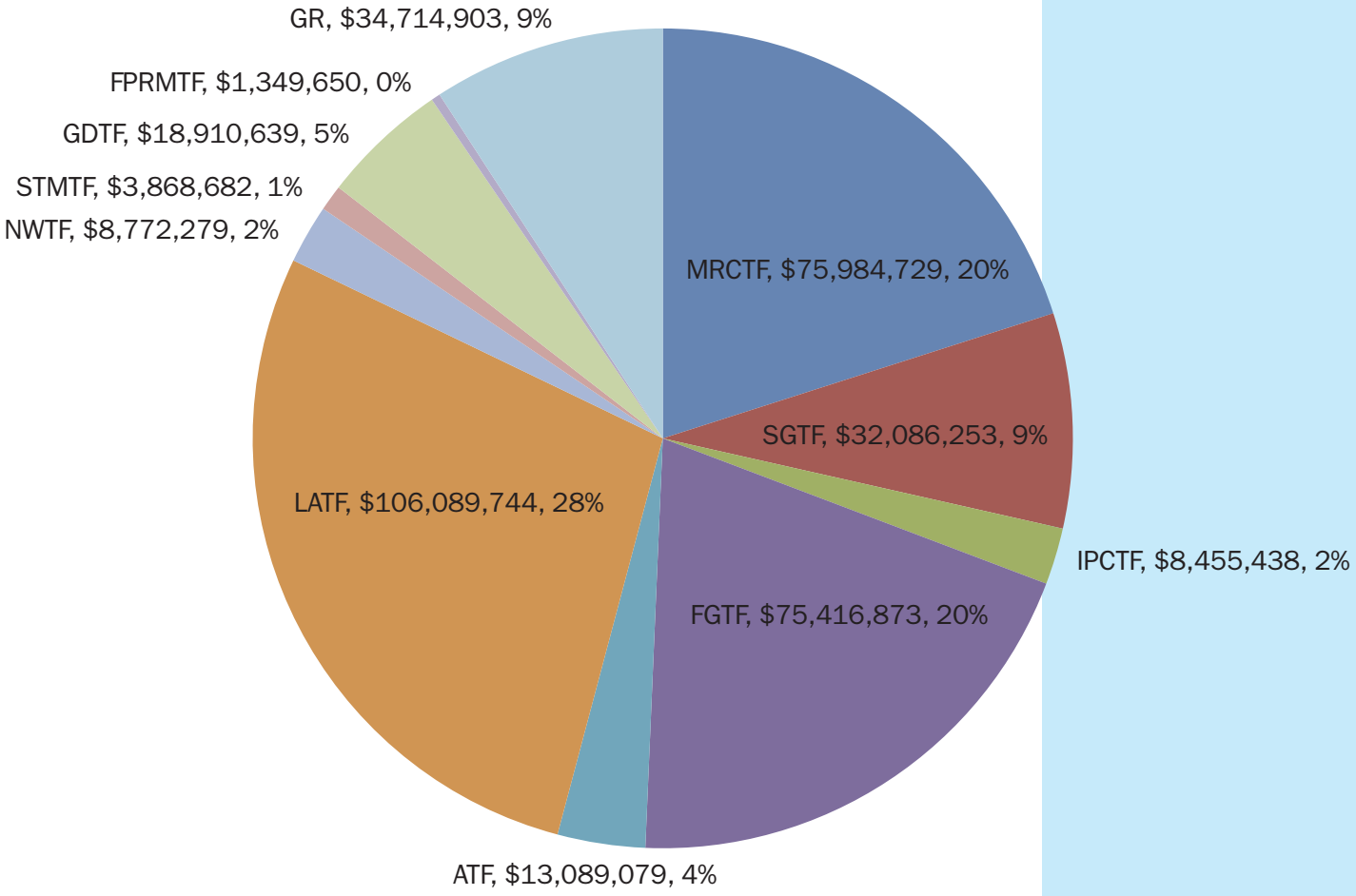
FWC FY 2016-2017 agency budget as of 8/8/16

Programs	FTE	FTE salaries	Other costs
Divisions:			
Law Enforcement	1,051.0	$77,170,487	$47,540,513
Hunting & Game	45.0	$2,839,570	$8,165,139
Habitat & Species	364.5	$22,187,231	$111,755,935
Freshwater Fish	60.0	$3,804,942	$4,779,731
Marine Fisheries	33.0	$2,263,336	$3,356,858
FWRI	338.0	$21,293,183	$40,470,460
Service offices:			
Community Relations	13.5	$767,303	$407,327
Public Access & Wildlife Viewing Services	12.0	$777,070	$2,597,665
Licensing & Permitting	21.0	$1,068,545	$3,824,349
Youth Services (OED)	14.0	$831,987	$2,251,605
Support offices*	166.5	$11,117,235	$9,467,798
Total	**2,118.5**	**$144,120,889**	**$234,617,380**

**Support offices provide central administrative support to all agency programs. The agency's overhead from these offices is $23,797,002, or only 6.28% 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 2016-2017



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

Divisions

Division of Law Enforcement

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The Florida Fish and Wildlife Conservation Commission (FWC) Division of Law Enforcement's 1,051 members, including 853 sworn personnel, operate in six regions throughout the state. FWC officers are responsible for uniformed patrol and investigative law enforcement services on more than 8,400 miles of coastline, 13,200 square miles of offshore waters, and more than 34 million acres of land encompassing a variety of habitats including wildlife management areas, state parks and forests. FWC officers stand as sentinels for the protection of Florida's precious resources and the public who utilize these resources. FWC officers are highly trained, versatile law enforcement officers with full police powers and statewide jurisdiction. Cooperative agreements with the National Marine Fisheries Service and the U.S. Fish and Wildlife Service cross-deputize FWC officers to enforce federal marine fisheries and wildlife laws, thus ensuring state and federal consistency in resource protection.

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

FWC officers are an effective model of modern law enforcement multi-tasking – providing law enforcement that:

- 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.
- Conducts search-and-rescue missions to protect the public statewide – saving about 1,000 people each year.
- 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.
- 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.
- Provide public safety and law enforcement services in Florida's 123 state parks.
- Enforces boating and waterways laws and promotes educational activities to enhance boating safety for residents and visitors.
- Conducts environmental crimes investigations and protects the public and environment from environmental violations.

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

- 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.
- Provides for public safety and the well-being of animals at captive wildlife facilities throughout the state.
- Protects the public in rural, semi-wilderness, wilderness and offshore areas where no other law enforcement agencies routinely patrol.
- Prevents the illegal shipping of protected and regulated wildlife into Florida and 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 participate in youth events to inspire and educate the next generation of conservationists.

Division of Law Enforcement sections

FWC 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 officers watch over more than 34 million acres of state and private lands, protecting game and non-game wildlife, as well as endangered species, like the Florida panther. FWC officers are responsible for patrolling all of Florida's woods, including public and private lands, as well as its waters, so they must be well versed on a wide variety of information. It is this blend of resource protection and law enforcement that makes the FWC Division of Law Enforcement unique.

As part of their training, FWC law enforcement officers learn water-rescue techniques.

Law Enforcement North Operations

This section oversees law enforcement services throughout the FWC's three northern regions, as well as the Training section.

The FWC's **Northwest Region** encompasses 16 counties from Escambia to Jefferson.

The **North Central Region** includes 17 counties - from Taylor, south to Citrus on the west coast and over to Nassau and Duval on the east coast.

The **Northeast Region**'s 12 counties include St. Johns on the north end, down to Indian River on the east coast and west over to Sumter.

Training

This section manages officer recruitment and provides professional recruit instruction, advanced training and career development programs for approximately 853 sworn law enforcement officers statewide. Six recruiters located throughout the state work to fill open positions with the most qualified applicants. Staff trains FWC officers in conservation law enforcement methodology as well as

standard police practices. Approximately 80 officers are hired, trained and assigned following graduation every year. This section also provides extensive ongoing instruction to maintain mandatory certifications for all sworn law enforcement officers.

Law Enforcement South Operations

This section oversees law enforcement services throughout the FWC's three southern regions, as well as the Operational Support section.

The **Southwest Region** contains 12 counties – from Hernando on the north end down to Lee in the south and east to Polk and Highlands counties.

The **South "A" Region** includes the counties of Okeechobee (including Lake Okeechobee), St. Lucie, Martin, Palm Beach, Broward, Glades, and Hendry.

The **South "B" Region** includes Miami-Dade, Collier and Monroe counties.

Operational Support

This section coordinates all aviation assets (instrumental in search-and-rescue missions – saving approximately 1,000 people each year), offshore federal Joint Enforcement Agreement and state fisheries enforcement, state Emergency Operations Center activities and readiness for natural disasters, mutual aid requests, K-9 operations, multiple dive teams and Special Operations Group activities, including dignitary protection details. Staff also provides proactive solutions for situations within the Division of Law Enforcement and FWC to increase employee effectiveness and efficiency through strategic and operational planning, policy development, accreditation and communication.

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

Conservation Initiatives and Rule Development

Investigations/Intelligence

This section provides direction and oversight to investigators in each of the six regions for long-term undercover and commercial resource investigations, protecting legal businesses from unfair competition by unlicensed, illegal entities. It also coordinates agency law enforcement involvement in the Homeland Security and USCG Fusion Centers, the FBI terrorism task force and the Interstate Wildlife Violator Compact.

Investigations/Intelligence staff oversees the Internet Crimes Unit, forensics program and the Wildlife Alert program, as well as provides intelligence information to officers in the field and coordinates with other agencies and entities. It uses the division's unique capabilities to further the agency's mission, and assists with coordination of mutual-aid efforts with local, state and federal partners.

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

Boating and Waterways

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.

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 the management of two grant programs.

Captive Wildlife/Environmental Investigations

The FWC promotes responsible ownership of captive wildlife, from zoos to private individuals, and strives to develop the best framework possible that provides for public safety, animal welfare and the legitimate use of wildlife for educational, exhibition or personal purposes. Florida's captive wildlife regulations are among the most stringent in the nation. More than 6,000 captive wildlife licensees who possess wildlife in Florida must be licensed and meet all safe housing and humane treatment standards. Environmental Investigations includes educating the public and enforcing state and federal environmental laws; protecting and preserving cultural and natural resources; protecting state lands and water quality; investigating environmental crimes; and participation in education and outreach programs about environmental protection and enjoying state resources. This section also responds during critical emergencies, including environmental and natural disasters.

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

Office of Deputy Chief

This section is responsible for managing the finances for the division, legislative affairs, performance-based budgeting, rules review, staff inspections and disciplinary management to ensure that the agency has the most professional, courteous and knowledgeable staff possible.

Fleet and Technical Services

Staff members support the officers in the field by ensuring they have the best operating patrol fleet and technological equipment available to law enforcement. Dedicated support personnel install and maintain vital communications equipment, vehicles and patrol vessels. They also manage data entry of arrest and warning citations, a computer-aided dispatch system and the Statewide Law Enforcement Radio System.

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

DLE budget summary

Funding Source	FTE	FTE salaries	Other costs
GR		$22,883,172	$5,140,054
FGTF		$5,466,835	$15,902,615
FPRMTF		$348,938	0
MRCTF		$32,783,224	$13,769,373
NWTF		$322,288	$1,256,802
SGTF		$897,879	$5,538,192
LATF		$14,468,151	$1,440,877
Total operating		**$77,170,487**	**$43,047,913**
Boating improvement		0	$592,600
Boating infrastructure		0	$3,900,000
Total budget	**1,051.0**	**$77,170,487**	**$47,540,513**

Part of the work of FWC law enforcement officers is to investigate and put a stop to illegal fishing and poaching.

Fish and Wildlife Research Institute

Gil McRae, Director
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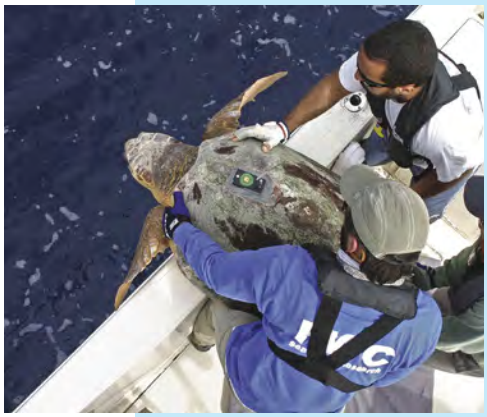
The work done by the Fish and Wildlife Research Institute (FWRI) reaches far beyond the confines of the FWC. Research conducted on habitats, freshwater and marine fisheries, harvested and imperiled species and other important plant and wildlife communities in Florida is used by federal, state and local 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 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.

Mission:

Through effective research and technical knowledge, 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.

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

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.

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

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.

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

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.

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

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.

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

FWRI budget summary

Funding source	FTE	FTE salaries	Other costs
GR		0	$1,907,336
FGTF		$5,216,736	$8,212,000
FPRMTF		$225,019	$158,481
GDTF		0	$10,410,652
LATF		$176,142	$89,097
MRCTF		$10,290,426	$12,404,516
NWTF		$1,140,216	$1,691,211
STMTF		$1,032,920	$1,413,206
SGTF		$3,211,724	$1,652,461
Total operating		**$21,293,183**	**$37,938,960**
FWRI Roof Replacement		0	$281,500
FL Conservation and Tech Center		0	$1,000,000
Lowry Park Zoo		0	$1,000,000
Parker Manatee Aquarium		0	$250,000
Total budget	**338.0**	**$21,293,183**	**$40,470,460**

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
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The Division of Habitat and Species Conservation (HSC) integrates scientific data with applied habitat and species 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.

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.

Mission:

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

Benefits:

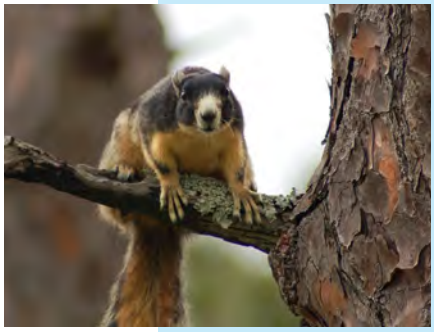
- Manages aquatic habitat for marine, estuarine and freshwater systems to benefit the widest possible array of fish and wildlife.
- Manages natural plant communities on public lands for diversity of wildlife species while providing quality recreational experiences.
- Works in partnership with landowners 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.

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

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 (WMA) system includes 5.9 million acres. The Wildlife and Habitat Management section is the FWC's lead manager on 1.4 million acres and assists cooperators with wildlife management on another 4.5 million acres. This section's activities are designed to maintain, enhance and restore native natural habitats for the benefit of plant and animal populations and the citizens of Florida. Habitat management is adaptive and is based on sound land management principles and practices. Habitat management activities include prescribed fire, mechanical and chemical control of invasive exotics, and hydrology restoration. Section programs include land conservation, long-term management planning and a variety of surveys and monitoring designed to ensure management efforts are accomplishing desired objectives. Wildlife-centric public use is emphasized and promoted through development and maintenance of infrastructure designed to provide WMA users with a quality outdoor experience. Public use activities include a variety of hunting, fishing and wildlife viewing opportunities.



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.

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.

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

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 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 is working with local governments, communities and waste management companies to assist them with adopting BearWise measures such as securing garbage to reduce human-bear conflicts. It has initiated several tasks from the 2012 Bear Management Plan, including setting up seven Bear Stakeholder Groups throughout the state to provide the agency with input on how people and bears can coexist in their geographic regions. 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 engaged in actions that will help these iconic species' long-term survival.

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.

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.

Invasive Plant Management

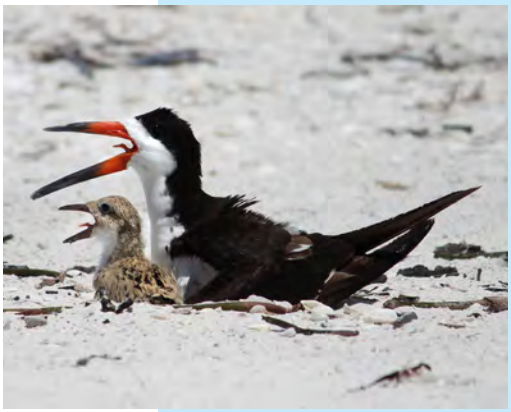
This section is responsible for directing, coordinating and funding two statewide programs controlling invasive upland plants on public conservation lands and invasive aquatic plants in public waterways. It regulates, through a permitting program, projects for control of aquatic plants that do not meet 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

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

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.

Office of Conservation Planning Services

This office 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. Conservation Planning Services staff utilize a science-based, proactive approach to inform and influence land and water use decisions to build public-private conservation partnerships with Florida landowners. Working with private and public sector landowners, this office develops and helps implement comprehensive habitat-based management plans and incentive programs for private 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 wildlife conservation strategies that reduce negative impacts on fish and wildlife.



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.

HSC budget summary

Funding source	FTE	FTE salaries	Other costs
IPCTF		$2,326,237	$6,129,201
FGTF		$4,004,004	$20,299,189
FPRMTF		$233,878	$383,334
GDTF		$494,720	$4,470,183
LATF		$8,012,446	$72,984,885
MRCTF		$592,873	$647,548
NWTF		$1,830,481	$2,115,355
STMTF		$870,026	$552,530
SGTF		$3,822,566	$3,673,710
GR			$500,000
Total operating		**$22,187,231**	**$111,755,935**
Total budget	**364.5**	**$22,187,231**	**$111,755,935**

A diver spears a nonnative, invasive lionfish off Islamorada.

Division of Hunting and Game Management

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

The Division of Hunting and Game Management (HGM) uses scientifically proven game-management strategies and professional expertise to perpetuate sustainable hunting opportunities statewide, with an emphasis on waterfowl, small game, deer, wild turkey and alligators. The Division also develops rules and recommends wildlife management policies on more than 5.9 million acres of public hunting lands, which provide 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 to teach people hunting laws, ethics, conservation and responsible use of firearms. Students who successfully complete a hunter safety course can purchase a license to hunt unsupervised in Florida.

With a spring and fall season and the chance to bag an Osceola and Eastern subspecies, Florida is the land of opportunity for turkey hunters.

Mission:

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

Benefits:

- Manages hunting activities and associated wildlife resources using science-based strategies to ensure 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 target shooting opportunities.
- Provides programs to recruit Floridians, especially youths, as participants in hunting and other wildlife-related activities and retain those already involved in hunting. Young people who participate in outdoor recreation are more aware and supportive of conservation efforts as adults.
- Brings together hunting interest groups, governmental and nongovernmental agencies, research institutes and the public to consider ways to effectively manage Florida's game wildlife species.
- Provides scientific expertise to the Commission so they can make the best informed decisions about managing Florida's game wildlife resources.

The FWC's Division of Hunting and Game Management uses scientifically proven game-management strategies and professional expertise to provide sustainable hunting opportunities statewide for deer, waterfowl, small game, alligators and wild turkeys.

Division of Hunting and Game Management sections

Game Management and Public Hunting

Managing Florida's wild game populations using science, leadership and key partnerships occurs in this section. Section staff use scientific research to develop sound management practices to conserve wild game species while providing opportunities for responsible and sustainable hunting. The section also develops partnerships, rules, regulations and publications that facilitate safe and sustainable public hunting opportunities on more than 5.9 million public acres in Florida. Section staff coordinate the distribution of rule-related information and publications, provide technical assistance to the hunting public, and work with stakeholders and partners to coordinate support for hunting-related activities on public lands.

With nine public shooting ranges across the state and two more opening in the future, the FWC offers target shooting opportunities for shotgun, rifle, pistol and archery enthusiasts.

Hunter Safety and Public Shooting Ranges

In this section, programs are offered throughout the state to address the division's mission. Florida Statutes require many hunters to be certified. HGM provides hunter safety courses as well as 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 public target shooting ranges throughout the state also are offered.

HGM budget summary

Funding source	FTE	FTE salaries	Other costs
FGTF		$683,566	$1,476,384
GDTF		0	$315,897
LATF		$516,810	$152,007
SGTF		$1,639,194	$3,130,851
Total operating		**$2,839,570**	**$5,075,139**
Palm Beach Rec Shooting Sports Park		0	$3,090,000
Total budget	**45.0**	**$2,839,570**	**$8,165,139**

The FWC oversees more than 5.9 million acres of land established as wildlife management areas. These lands, managed for conservation and recreation, provide hunting opportunities throughout the state.

Division of Freshwater Fisheries Management

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

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, which uses citizen science to provide valuable information that contributes to the management of the resource. FFM provides fishing opportunities and publishes documents and articles promoting freshwater fishing in Florida. Special projects like the high school fishing program and fishing and boating camps encourage responsible fishing practices and help bolster future generations' understanding of and personal investment in the conservation of fish and wildlife resources.

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

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.

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

- Interacts directly with agencies having critical responsibilities for water quality and quantity and aquatic plant management to represent the needs of the fisheries and enhance habitat for freshwater fish and aquatic life.

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 sportfish, producing annual fishing regulations, 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 approximately 4-5 million freshwater fish annually, which are stocked in more than 100 Florida lakes, rivers and community-managed waters.

FFM budget summary

Funding source	FTE	FTE salaries	Other costs
FGTF		$2,372,435	$2,318,940
GDTF		0	$200,000
LATF		$78,009	$1,200,009
NWTF		0	0
MRCTF		0	0
SGTF		$1,354,498	$1,060,782
GR		0	0
Total operating		**$3,804,942**	**$4,779,731**
Total budget	**60.0**	**$3,804,942**	**$4,779,731**

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 Marine Fisheries Management

Jessica McCawley, Director
2590 Executive Center Circle East
Berkeley Building Suite 201
Tallahassee Florida, 32301
850-487-0554

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 and commissions including 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, conducting wholesale-dealer audits and review and comment on proposed development projects that may affect marine resources. This division also provides outreach and education in an effort to introduce people to the sport of fishing and to instill ethical angling values.

© Leonard Bryant

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

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.

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 on 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.

Fisheries 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; promotes lionfish removal; conducts educational activities such as saltwater fishing clinics for women and children; creates partnerships for youth fishing camps; provides outreach on regulatory changes, responsible angling, marine conservation and the Federal Aid in Sport Fish Restoration Program; 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.

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

MFM budget summary

Funding source	FTE	FTE salaries	Other costs
FGTF		$592,848	$831,321
GDTF		0	$321,361
MRCTF		$1,670,488	$1,306,335
GR		0	$297,841
Total operating		**$2,263,336**	**$2,756,858**
Artificial reef		0	$600,000
Total budget	**33.0**	**$2,263,336**	**$3,356,858**

Visitors to the Lionfish Removal and Awareness Day Festival and Tournament in Pensacola learn about how to remove invasive species from Florida waters as well as how to keep them from entering.

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. The 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.

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

CR budget summary

Funding source	FTE	FTE salaries	Other costs
MRCTF		$259,310	$85,527
SGTF		$507,993	$321,800
Total operating		**$767,303**	**$407,327**
Total budget	**13.5**	**$767,303**	**$407,327**

An FWC videographer records the aftermath of a forest fire.

Office of Licensing and Permitting

Erin Rainey, 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.

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

OLP budget summary

Funding source	FTE	FTE salaries	Other costs
LATF		$49,034	$72,205
MRCTF		$653,941	$726,767
SGTF		$365,570	$3,025,377
CARLTF		0	0
Total operating		**$1,068,545**	**$3,824,349**
Total budget	**21.0**	**$1,068,545**	**$3,824,349**

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 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.

Office of Public Access & Wildlife Viewing Services budget summary

Funding source	FTE	FTE salaries	Other costs
FGTF		0	$250,000
LATF		$402,127	$543,640
MRCTF		0	$12,801
NWTF		$187,123	$72,418
SGTF		$187,820	$57,629
GDTF		0	$217,377
Total operating		**$777,070**	**$1,153,865**
NRDA DWH		0	$1,443,800
Total budget	**12.0**	**$777,070**	**$2,597,665**

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.

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.

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

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.

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.

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

Jessica Crawford, 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.

Photo by Vance Crain, FWC

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

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.

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. The Office of Information Technology (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, storage and retrieval of data, system development and maintenance, statewide computer network management, information security administration, and general information-consulting services supporting the FWC.

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

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.

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. This programming oversees a statewide network of sustainable places where youth and their families can participate in outdoor activities which inspires lifelong support of fish and wildlife conservation.

OSI also leads FWC's coordination with the Florida Department of Environmental Protection on Gulf restoration activities in response to the Deepwater Horizon oil spill. These restoration projects derive from the Gulf Environmental Benefit Fund, the Natural Resource Damage Assessment process and the RESTORE Act. OSI staff also provide technical assistance to other Gulf decision-makers and stakeholders. In addition, OSI coordinates the agency's efforts on Everglades restoration. By working across divisions, this coordinated effort ensures that the FWC is strategically positioned with regard to South Florida issues.

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

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 liaisons between the FWC andfederal, 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

Thomas Reinert, 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

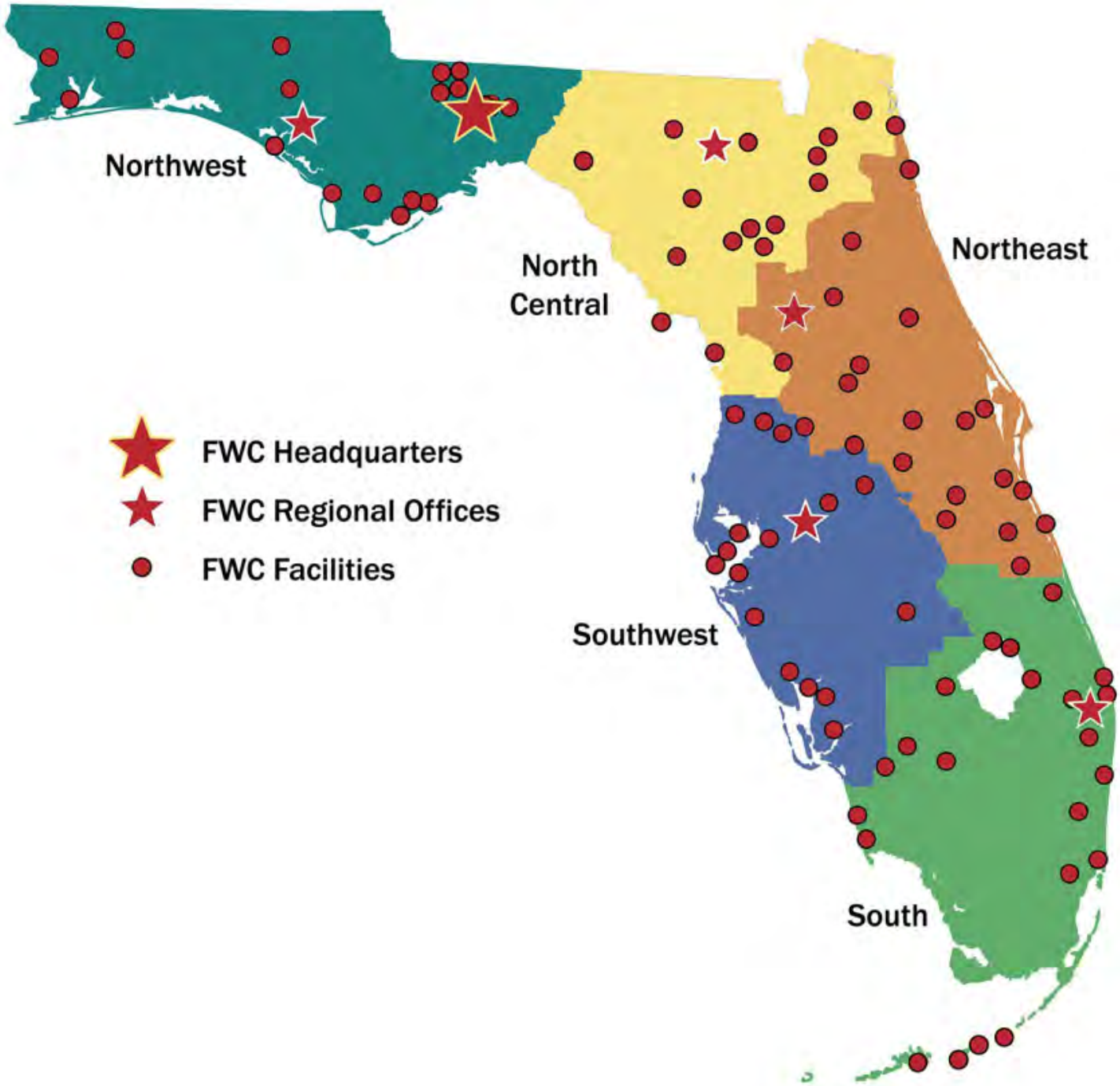
An FWC biologist discusses wildlife with a girl at a program for young children.

Support Offices budget summary*

Funding source	FTE	FTE salaries	Other costs
ATF		$5,221,054	$7,868,025
FGTF		0	$500,000
LATF		$5,896,181	$8,124
GDTF		0	$1,036,649
GR		0	$55,000
Total operating		**$11,117,235**	**$9,467,798**
Total budget	**166.5**	**$11,117,235**	**$9,467,798**

** These offices provide central administrative support to all agency programs. The following offices are included in this group: Office of Policy & Planning Coordination, 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.*

FWC regions/facilities



Florida Fish and Wildlife Conservation Commission
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Commissioners

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Nick Wiley, Executive Director
Eric Sutton, Assistant Executive Director
Jennifer Fitzwater, Chief of Staff
John Tupps, Deputy Chief of Staff
Charlotte Jerrett, Chief Financial Officer

Division of Law Enforcement
Col. Curtis Brown, Director

Law Enforcement North Operations
Deputy Director
Lt. Col. Jack Daugherty

Field Operations Sections
Field Operations Sections
Maj. Rob Rowe, NW
Maj. Andrew Krause, NC
Maj. Jay Russel, NE
Training
Maj. Dennis Post

Law Enforcement South Operations
Deputy Director,
Vacant

Field Operations Sections
Maj. Roger Young, SW
Maj. Camille Soverel, S Region – A
Maj. Alfredo Escanio, S Region – B
Operational Support
Maj. Percy Griffin

Conservation Initiatives and Rule Development
Deputy Director,
Lt. Col. Brian Smith

Investigations/Intelligence
Maj. Gregg Eason
Captive Wildlife/ Environmental Investigations
Maj. Rob Beaton
Boating and Waterways
Maj. Richard Moore

Office of Deputy Chief
Internal Affairs Liasion/Bill
Analysis/Budget
Discipline/PBA/BLT/
Legislative Review
Deputy Chief, Rett Boyd

Fleet and Technical Services
Paul Ouellette

Division of Marine Fisheries Management
Jessica McCawley, Director

Federal Fisheries
Martha Bademan, Leader

Marine Fisheries Management
Jim Estes, Deputy Director

Analysis and Rulemaking
Melissa Recks, Leader

Marine Fisheries Services
David Heil, Leader

Division of Freshwater Fisheries Management
Tom Champeau, Director

Fisheries Management Section
Jon Fury, Deputy Director

Hatchery Operations and Stocking
Stasey Whichel, Leader

Division of Hunting and Game Management
Diane Eggeman, Director

Division of Hunting and Game Management
Paul Schultz,
Deputy Director

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(as of October 2016)

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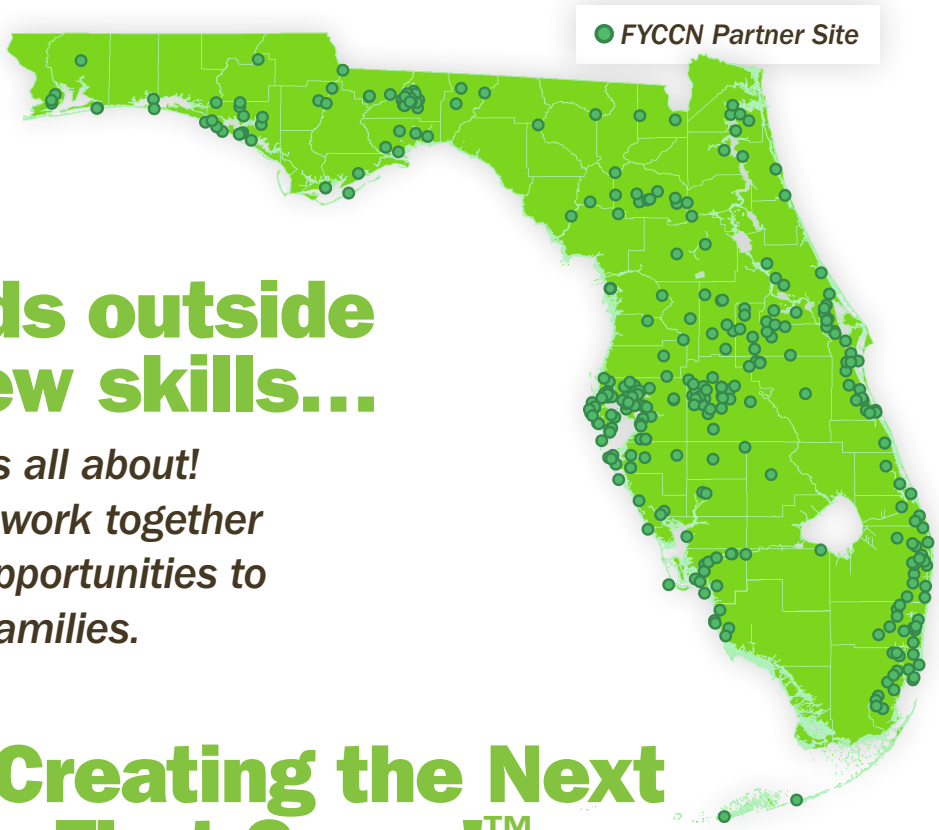

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