

## Florida's Imperiled Species Management Program Overview



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Florida Fish and Wildlife Conservation Commission

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All photos by FWC

## Presentation Outline

- Dr. Brad Gruver – Imperiled Species Management Program (ISMP) Strategic Initiative
- Claire Sunquist Blunden – ISMP Rules, Guidelines, and Updates



## History

- 1972 to 1999 – No specific criteria
- Controversial listing decisions
- Stakeholders engaged to improve process
- New process developed, controversies continued
- Issues were with how imperiled species were managed, not just the listing process
- New team developed



The listing process used from 1972 through 1999 was intuitive, with no specific criteria and no standard review process. To many, this listing process was a “black box.” Several controversial listing decisions in the 1990s highlighted flaws in this process, and the agency responded by engaging stakeholders to help us develop a new listing process that was more transparent and based on specific criteria developed by the International Union of Conservation and Nature (IUCN), a well recognized and respected coalition of species experts. However, the new listing process continued to be controversial. After making several minor changes to the process in an attempt to address these controversies, the agency realized people were dissatisfied with how imperiled species were being managed, not just the listing process itself.

To address this challenge, a team of upper-level agency leaders was created to develop a framework for an imperiled species management program, which was then shared with partners and stakeholders.

## Imperiled Species Management Program

- Program components
  - 1 category: State Threatened
  - Additional changes to the listing process
  - Management plans required for all listed species
- Approved by the Commission in 2010
- Broad stakeholder support



Working with this framework and our stakeholders, the Imperiled Species Management Program was created. Program components included using just 1 category of state imperilment (phasing out the Species of Special Concern category), changes to the listing process for transparency and clarity, ensuring all species in the process have a management plan, and eliminating the need to permit the take of federally-listed species. The proposed Imperiled Species Management Program was approved by the Commission in September 2010 with broad stakeholder support.

Photo: Group photo shortly after listing rules approved

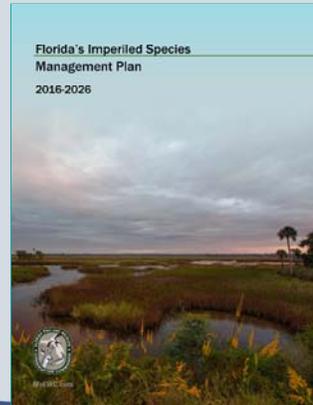
## Desired Future Condition



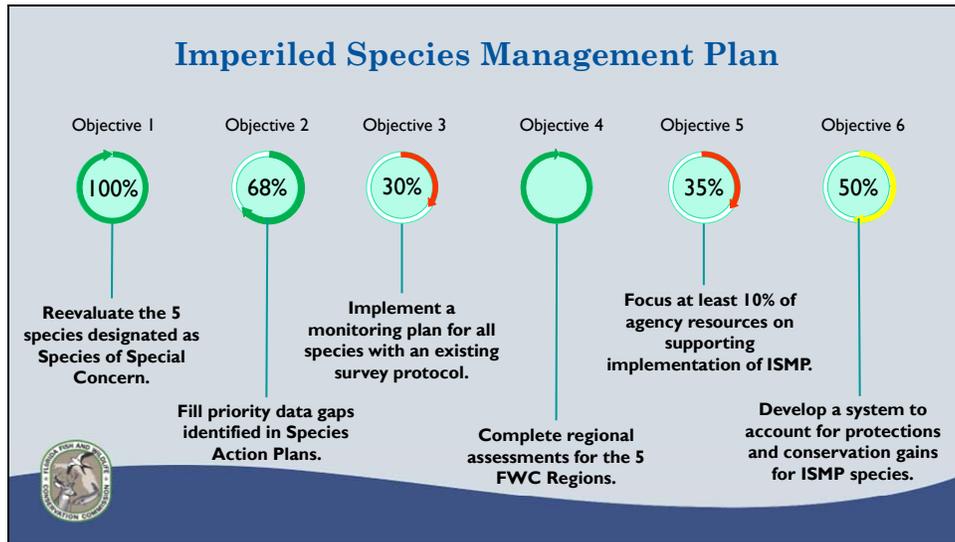
The program included a desired future condition for imperiled species management in Florida, which can be summarized as above. The full desired future condition is “ A Florida where no native species goes extinct, due to human action or inaction; species declines are halted or reversed; species conservation is coordinated among partners; biodiversity is maintained; adequate funding is available for species conservation; and the importance of species conservation is fully supported by the public.

## Imperiled Species Management Plan

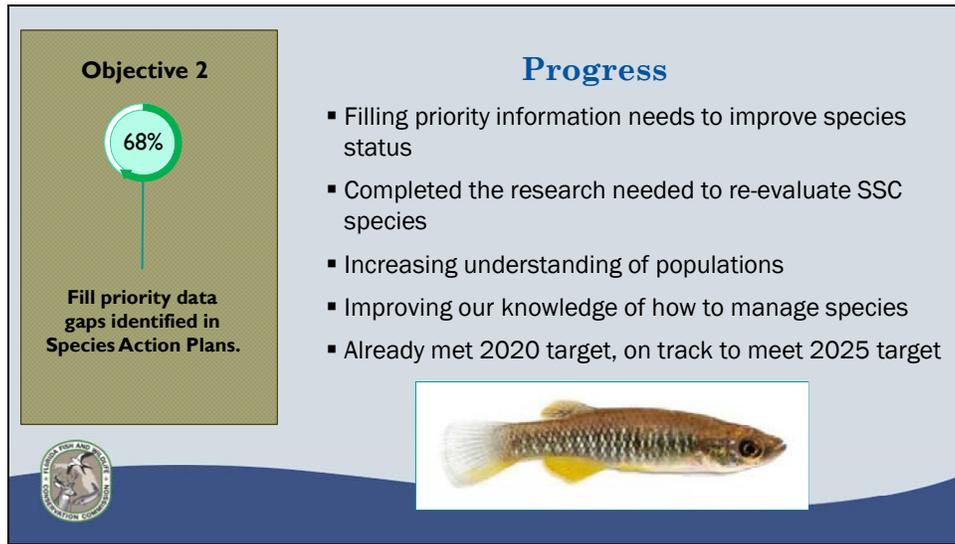
- Imperiled Species Management Plan
  - Approved November 2016
- 10 year plan
- 6 measurable objectives
- Addresses 57 species, 37 listed as State Threatened
- Includes Species Action Plans, Laws, Policies, Guidelines, and Integrated Conservation Strategies



Following program approval in 2010, development of the Imperiled Species Management Plan (ISMP) began. It was envisioned as one of the primary guiding documents for achieving our Desired Future Condition. From 2010 to 2016, biological status reviews and species action plans were completed for all species listed at the time, and ultimately Florida's ISMP was developed to address the conservation needs of listed species. The plan was approved in November 2016. The Plan includes 6 measurable objectives and outlines the next 10 years of actions to meet the Plan's goal of conserving or improving the status of imperiled species to reduce the risk of extinction. It currently addresses 57 species; 37 State threatened species, 5 Species of Special Concern, and 15 species removed from the imperiled species lists. Implementation of the plan is facilitated by several other components, including Species Action Plans and Species Conservation Measures and Permitting Guidelines for each of the species. The ISMP addresses the laws and policies for imperiled species, provides a summary of each Species Action Plan, and groups actions identified in Species Action Plans into Integrated Conservation Strategies.



The ISMP is one of the agency’s Strategic Initiatives, and the Plan’s objectives are the metrics for evaluating progress on both the Plan and the Strategic Initiative. Progress has been made on each of the objectives. Objective 1 is the focus of another presentation. Several of the remaining objectives will be highlighted in this presentation. As a 10-year plan, there are differing timelines for completion of each objective. For example, Objective 1 has a completion date of 2017 while Objective 3 has a completion date of 2025.



During the plan’s development, we identified 175 actions that are necessary to fill priority data gaps – these actions are designed to better understand life history and management needs for species, understand the impacts of threats, and collect data necessary to evaluate status. Staff use internal funding and also seek additional funding opportunities to complete these actions. Because filling data gaps can take several years, we included progressive milestones in the objective, and implemented a prioritization process to allow us to set joint goals between research and management staff. To date, staff have completed 36 of the 175 data gap actions, thereby meeting the first milestone (15% [26] of actions complete by 2020) and being on track to meet the 2<sup>nd</sup> (30% [53]of actions complete by 2025).

For example, FWC/FWRI staff received a State Wildlife Grant to improve survey methods for the saltmarsh topminnow, and then implement these surveys to better understand where the species occurs. This is a small fish found in estuarine marshes along the Gulf coast, and we had little information on how or where to find them. Staff conducted surveys at more than 30 sites using new techniques and they found that the fish occupied 64% of available saltmarsh habitat. They are using this information to develop a new model to predict where these fish might be found and will continue surveys to refine the model for the next two years.

**Objective 3**



30%

**By 2025, implement a monitoring plan for all species included in Florida's ISMP with an existing survey protocol.**



### Progress

- Monitoring population trends to inform status
- Ongoing - more than half of the ISMP species have monitoring methods, others are being developed
- Staff and partners continue to monitor species where population trend is a priority concern
- On track to be completed by 2025



Objective 3 addresses the need to monitor the species included in the ISMP. Monitoring is important to track the status of species and evaluate if management actions are having the desired effect. A monitoring plan, as indicated in the objective, means there is a standard method to assess the species for biologically important information (monitoring protocol), a plan for how often to conduct assessments based on the species biology and management needs (yearly, every other year, etc.) and the resources to implement the monitoring plan. Currently, 30 of the 57 species included in the management plan have a monitoring protocol. Many species are hard to detect or the disturbance to the species from survey efforts is too great, so we are continuing to test and refine potential monitoring protocols. Not all species may be monitored, if the impact of monitoring is too great, the status does not require it, or the data gained does not lead to better conservation. Staff will assess whether monitoring is necessary, what type of information is needed, how often it needs to be collected, and IF a protocol exists and we have a reason to collect the information, to implement monitoring.

Another example of State Wildlife Grants at work is the development of the reddish egret statewide surveys. These birds are secretive when nesting and because they are dark in color, hard to find in aerial surveys. FWRI staff used a grant to test survey methodologies (direct counts vs flight line counts) at a variety of locations and has produced vital information on nesting areas, foraging areas, and repeatable methodology that staff and partners can use to monitor this species.

**Objective 4**



Complete regional assessments for 5 FWC regions by 2020.



### Progress

- Implementing monitoring and management actions for species at a local scale
- All 5 regional assessments have been completed
- Implementation benefits more than just ISMP species

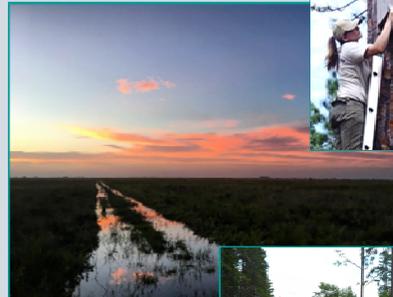



Objective 4 addresses the need to complete regional assessments. The purpose of the assessments is to move high-level planning documents into regional implementation through stepping actions down to a local scale that's relevant to each region. These assessments identify actions from statewide plans that can be implemented at a local scale. This work started in 2015 and regional assessments have been completed for all five of the FWC regions. While they currently are undergoing final review by regional teams, staff are already working to implement many of the actions in these assessments.

Each of the regions have unique features addressed by their assessments. For example, the karst features of the Northwest, North Central, and North East regions support species that occur in caves that are found no where else in the state. Similarly, the Lake Wales Ridge in the Southwest Region is the home to scrub-adapted species. The regional assessment for the Southwest identified management actions to support prescribed fire, invasive removal, and population management on a variety of publicly-owned areas along the ridge system. Teams of staff and volunteers had previously been working to restore and manage these areas at the same time as they were monitoring for state listed species. The regional assessment effort is a way to help teams prioritize actions and track how those actions are being implemented to improve species status.

## Future Plans

- Continue to monitor progress on objectives
- Track conservation gains
- Develop Species Guidelines
- Update status of species as necessary
- Evaluate new information or species evaluation requests



We will continue to track progress on the ISMP objectives. Staff are developing a system to account for conservation gains that contribute to the improvement of status for ISMP species. This can include landscape-level conservation (e.g., restoration, management), providing technical assistance on activities to avoid take of listed species or improve habitat, and implementing proactive law enforcement patrols to educate the public on harassment issues for state listed species. These and similar measures are good indicators of the status of some of our imperiled species and will provide important data on how we evaluate them in the future.

Species Conservation Measures and Permitting Guidelines are one part of implementing the plan and a key way that we can track how gains are being made outside of FWC owned lands. The Commission has approved 16 Guidelines in the last two years and staff will be presenting 12 more for approval this year. We can track how these are used in agency commenting and permitting to look at ways to improve our outreach materials.

Finally, we will evaluate species as we receive new information or species evaluation requests, which can come from staff or the public. This was an important component of the stakeholder supported program, and we continue to recognize that an effective imperiled species management program should not focus on a static list, but should be responsive to data that supports listing or delisting.

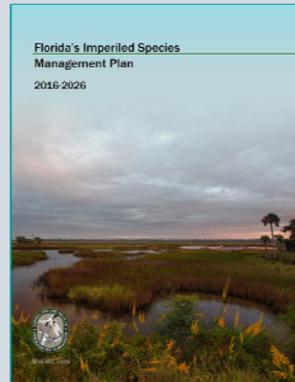
## Presentation Outline

- Dr. Brad Gruver – Imperiled Species Management Program (ISMP) Strategic Initiative
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## Background

- Listing changes are a multi-step process
- Commission approved recommendations for listing in July and December 2017
  - 1 species be listed as State Threatened
  - 5 species to be removed from the list
- Final step for approval of status change



Objective 1 of the ISMP was to re-evaluate 5 Species of Special Concern to determine if they warranted listing. These species were evaluated in 2010 with all other state listed species, but data deficiencies or changes in taxonomic understanding led to maintaining them in the SSC category. Staff have since received grants and conducted research to fill information needs on these 5 species and brought those results in 2017.

The listing and delisting process is described in rule 68A-27.0012, F.A.C., and involves several steps in front of the Commission. First, the Commission appoints individuals to groups that review a species status, and then they also approve the recommendations based on that status review. For example, in 2017, on consent agenda the Commission approved staff recommendations to list one species as state threatened and to remove 5 species from the list. Finally, staff return to present final rule changes, species Guidelines, and summary information on the species action plan.

Our process requires multiple steps, peer review, and public input to ensure transparency and stakeholder support. This presentation is the final step in the review and listing changes of these 5 Species of Special Concern.

## Species of Special Concern in 2017

- Alligator snapping turtle (3 species)
- Sherman's/Southern fox squirrel
- Homosassa shrew
- Harlequin darter
- Osprey – Monroe County



The 5 species of special concern are the Homosassa shrew, the harlequin darter, the osprey of Monroe County, the Sherman's fox squirrel and the Alligator snapping turtle.

Research on the Sherman's fox squirrel found that fox squirrels north of the Caloosahatchee River to the Alabama and Georgia state lines are not distinct from fox squirrels found in other parts of the southeast; the Sherman's fox squirrel will now be called the southern fox squirrel, with a range that extends out of the state of Florida. The alligator snapping turtle, originally evaluated in 2011, did not meet the criteria for listing; however research found that instead of a single species of alligator snapping turtle that ranged across the northern peninsula and panhandle, the alligator snapping turtle is 3 separate species. Staff recommended maintaining the alligator snapping turtle as an SSC until all 3 species could be evaluated.

## Proposed Rule Changes

- Remove 5 species from the Species of Special Concern list
- Add Suwannee alligator snapping turtle as State Threatened
- Add 2 delisted snapping turtles to the reptile rule to maintain protection



Staff are proposing these rule changes to complete the status change process:

- Remove species from 68A-27.005, F.A.C. (Species of Special Concern) – alligator snapping turtle, harlequin darter, Homosassa shrew, Sherman's fox squirrel, and osprey
- Add one species (the Suwannee alligator snapping turtle) of Alligator snapping turtle to our State Threatened list (68A-27.003, F.A.C.)
- Add the 2 delisted alligator snapping turtles to 68A-25.002, the reptile rule, to maintain limits on take or possession of these turtles. Alligator snapping turtles are similar across their range, and this will provide additional protection to the Suwannee alligator snapping turtle due to similarity of appearance, and will provide needed protections to minimize the threat of collection and prevent the re-listing of the delisted alligator snapping turtles in the future. This is not a change in regulation, since this prohibition is currently in place and this change will maintain that protection.

## 68A-29 Mammal Chapter

- New chapter: Rules Relating to Mammals
- Similar to chapters for birds, reptiles, and amphibians
- Clarifying general prohibition language for non-listed mammals
- Organize mammal information in one place for the public and law enforcement



No mammal chapter exists, and staff recommended the creation of a mammal rule similar to existing chapters for birds, reptiles, and amphibians. During the development of the ISMP, staff recommended organizing mammal information in one place for the public and law enforcement.

The new mammal chapter includes species being delisted or recently delisted, species with similarity of appearance concerns, and possession limits for species that may be maintained as pets. The general prohibitions rule (68A-4.001, F.A.C.) protects these species already but by including specific provisions in a mammal chapter, it provides greater clarity to the public.

These protections would be for mammals not listed in Chapter 68A-27, F.A.C., the listed species chapter or not regulated under 68A-24, the Furbearer Chapter. Species like bobcats, skunks, otters, raccoons, opossums may be taken by legal methods year round but skunks, raccoon, otters, and deer may not be possessed as personal pets.

## Species Conservation Measures and Permitting Guidelines

- All ISMP species will have Guidelines
- Tool for landowners, consultants, partners, and interested parties
- Provide options for avoidance
- Describe recommended practices
- Require Commission approval



Staff has committed to developing Guidelines for all species included in the ISMP, including delisted species, in order to maintain protections and prevent the need for listing in the future.

Guidelines are stand-alone documents that lay out the biological and regulatory needs for each species. The ISMP provides a framework for the Guidelines and details overarching policies, however, each set of Guidelines focuses on an individual species or suite of similar species. The Guidelines provide species-specific information on:

- biology of the species, in the context of understanding take
- survey methods (which are not required but if followed, do provide assurance of species absence),
- recommended conservation practices
- coordination with other regulatory programs, and
- permitting options

The Guidelines also authorize exemptions in cases where applicants don't need permits.

Guidelines are an important component of achieving the goals to prevent the need to list a species in the future and to address threats to improve the status so that the species no longer needs to be listed.

## Species Conservation Measures and Permitting Guidelines

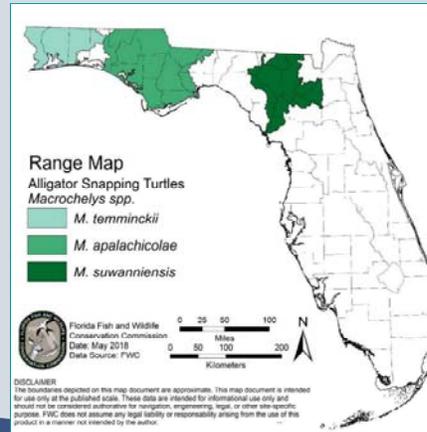
- Alligator snapping turtle (3 species)
- Harlequin darter
- Homosassa shrew
- Southern fox squirrel
- Osprey
- Eastern chipmunk



These 8 species range from panhandle rivers to Florida Bay. Each set of Guidelines was developed by species experts with input from the public and partners. Development of the Guidelines is a part of the overall management and recommendations for all ISMP species, even for those species that staff recommend delisting.

## Alligator Snapping Turtle Guidelines

- Protections from other regulations
  - Environmental Resource Permitting conditions
  - Outstanding Florida Waters designation
- Recommended practices include
  - Maintaining water quality/quantity
  - Maintain nesting sites
  - Minimizing take



In 2015, the FWC convened a biological review group (BRG) to reassess the status of the alligator snapping turtles. The findings of the BRG are based on recent research (Thomas et al. 2014) indicating that there are three genetically distinct species in Florida, the singular species was split into the alligator snapping turtle (*M. temminckii*), the Apalachicola alligator snapping turtle (*M. apalachicola*), and the Suwannee alligator snapping turtle (*M. suwanniensis*).

The Guidelines are written for all three species, with one species recommended to be state listed, the Suwannee alligator snapping turtle.

The findings and staff recommendations to list the Suwannee alligator snapping turtle as Threatened and remove alligator snapping turtle and Apalachicola alligator snapping turtle from the state list were approved in July 2017.

Regulatory programs within other agencies, such as FDEP and the Water Management Districts, provides protection for the alligator snapping turtles. All three species lay their eggs in sandy areas along the banks of the rivers they live in (berms, banks or spoil mounds) and conservation practices recommend avoiding disturbing those areas during the breeding season.

## Harlequin Darter Guidelines

- Protections from other regulations
  - Environmental Resource Permitting conditions
  - Outstanding Florida Waters designation
  - Florida Forestry Wildlife Best Management Practices
  - Florida Agriculture Wildlife Best Management Practices
- Recommended practices include:
  - Maintaining water quality/quantity
  - Maintaining woody debris



Staff have recommended delisting this species because extensive surveys found that it was more widespread and populations are larger than previously thought. In 2017, the FWC convened a biological review group (BRG) to reassess the status of the harlequin darter. The Biological Status Review report determined that the harlequin darter does not meet state listing criteria. Based on results from recent research in population demographics, FWC staff recommended the harlequin darter be removed from the Florida Endangered and Threatened Species List as a Species of Special Concern based on the BRG's findings.

This species only lives in the Escambia river and surrounding watersheds but benefits from regulations associated with ERP permits, Outstanding Florida Waters Designations, and being included in Wildlife best management practices for Silviculture and Agriculture. These fish are associated with wood, sticks, or logs in the rivers where they are found and leaving snags and downed trees in the Escambia River and its tributaries is recommended for this species.

## Homosassa Shrew Guidelines

- Guidelines focus on acquiring information, avoiding take
- Guidance on how to get a scientific collecting permit
- Recommended practices include leaving downed wood on the ground



In 2017, the FWC convened a biological review group (BRG) to reassess the status of the Homosassa shrew. The BRG determined that the Homosassa shrew does not meet any listing criteria.

Although never abundant, the Homosassa shrew is found in a variety of habitats including disturbed sites. Rarely seen, the shrew uses woody debris and lives under leaf litter. The Guidelines focus on acquiring additional information about this species and recommend leaving downed wood when possible.

## Southern Fox Squirrel Guidelines

- Guidelines on how to detect fox squirrels, nests or young
- Recommended camera trap survey methodology
- Recommended practices include regular prescribed fire, keeping some oaks and hardwoods on site



In 2017, a biological review group (BRG) was convened by the Florida Fish and Wildlife Conservation Commission (FWC) to review the status of the Sherman's fox squirrel. When the BRG evaluated the species, they accounted for new analyses that found no genetic structure among fox squirrel populations in north and central Florida. Based on their assessment, the BRG concluded the subspecies did not meet any listing criteria.

New genetic information on the Sherman's Fox Squirrel shows that it is not genetically distinct from other fox squirrels in Florida north of the Caloosahatchee River. Staff now refer to the Southern Fox Squirrel as all animals from the Alabama and Georgia borders south to the Caloosahatchee. Biological review group members considered this information when evaluating this species against the listing criteria.

Guidelines for the Sherman's fox squirrel were approved when the ISMP was passed in 2016, however these have been revised to reflect the proposed change in listing status.

The Guidelines focus on ways to know if the species are on your property and how to avoid taking their nests or young. These squirrels also benefit from leaving some hardwood species in an area and the Guidelines recommend other ways to manage trees that would benefit fox squirrels.

## Osprey Guidelines

- Guidelines address ospreys statewide
- Guidance on working near an active nests
- Recommended practices include disposing of monofilament, placement of nesting platforms and structures



In 2017, the FWC convened a biological review group (BRG) to reassess the status of the osprey of Monroe County. Based on recent research indicating that non-migratory ospreys in Monroe County are not genetically distinct from ospreys elsewhere in Florida (Dellinger et al. 2016), and because the osprey population elsewhere in Florida is stable or increasing (Sauer et al. 2017), the BRG concluded that the osprey of Monroe County does not meet state listing criteria.

Currently, outside of Monroe county, no permit is needed to remove an inactive osprey nest. In 2016, Staff amended 68A-16 to state that no permit would be required to remove inactive nests of Osprey statewide. Staff had provided guidance for nest removal prior to the rule change in 2016 and since the Monroe county population of the Osprey is not different from the rest of the state, these new Guidelines replace the previous guidance documents that are no longer in effect.

The Guidelines provide guidance on how to work around active osprey nests, activities that do not need a permit, and recommended practices such as building platforms that will benefit osprey all around the state.

## Eastern Chipmunk Guidelines

- Recommended camera trap survey methodology
- Scientific collecting permit guidance
- Recommended practices include maintaining hardwood hammocks
- Information on possession limits as personal pets and capture from the wild



The Eastern chipmunk was reviewed in 2015 and found to not warrant listing. It was removed from the State Threatened species list with the final approval of the ISMP in 2016.

The Species Action Plan and SAP Summary have been revised to reflect these changes. The Guidelines provide information on how to conduct surveys and recommendations for maintaining hardwood hammocks needed by chipmunks. Because chipmunks are also kept as personal pets, the Guidelines address taking chipmunks from the wild and reflect the rule updates that limit personal possession.

## Stakeholder Engagement

- 3 webinars and 2 workshops
- 30 day public comment period
- Incorporated public comments into rules and Guidelines



Staff have worked to engage stakeholders throughout the development of the ISMP and associated Guidelines. Stakeholders and partners have contributed to the biological status reviews, Species Action Plans, ISMP, and the Guidelines. Staff have presented at Regional Planning Council Meetings, conferences, and to smaller interest groups to make stakeholders aware of status changes for these species and opportunities to provide feedback.

Staff also engaged with stakeholders during the development of this set of Guidelines. During the public comment period 3 webinars and 2 workshops were hosted to receive comments and answer questions about the Guidelines and proposed rules. Guidelines were posted on the FWC website, and the public comment period was announced via the Florida Administrative Review and through the Imperiled Species Management Plan Listserv. Less than 50 comments were received for all Guidelines, with most comments directed toward the fox squirrel and alligator snapping turtles. We have incorporated that feedback into these drafts.

## Species Action Plan and ISMP Updates

- In order to finalize status changes, staff have updated Species Action Plans
- Changes incorporated into summaries in the ISMP
- Updates to tables and references
- Changes will be summarized in one page addendum



To complete the process described in rule for changes in listing status, staff revised the Species Action Plans to outline the actions necessary to prevent the need to re-list in the future and for the Suwannee alligator snapping turtle, the measures to improve the status so that it no longer needs to be listed.

Species Action Plan summaries, changes to tables and references to the Species of Special Concern status will be presented as part of the approval process to complete the status change.

All of these will be summarized in a one page addendum that will be added to the ISMP and the overall plan will be updated after the commission approves the status changes.

## Staff Recommendation

### Approval to advertise as final rule changes:

- **68A-27.003** – Add Suwannee alligator snapping turtle and correct other species names
- **68A-27.005** – Remove 5 species from rule
- **68A-25.002** – Add alligator snapping turtles to prevent take and possession
- **68A-29.002** – Create to organize and clarify take and personal possession of non-listed mammals

*If the rules are approved for both advertisement and final adoption, Commission staff will file the rule for adoption as allowed by s. 120.54(3) Florida Statutes, without further public hearing, unless requested.*



Staff is requesting Commission approval to advertise the proposed amendment and file for adoption as soon as possible. If the rule amendment is approved for both advertisement and final adoption, Commission staff will file the rule for adoption as allowed by s. 120.54(3) Florida Statutes, without further public hearing.

## Staff Recommendation

Approval of 6 Species Conservation Measures and Permitting Guidelines, Species Action Plan updates and ISMP updates for:

- Alligator snapping turtle (3 species)
- Eastern chipmunk
- Harlequin darter
- Homosassa shrew
- Osprey
- Southern fox squirrel

*If approved, the Guidelines would go into effect after the status changes occur.*



If approved, since these are not rule, they would go into effect once the status changes went to effect.

Once the status changes go into effect, the ISMP will be updated to reflect those changes.

The following slides are considered backup material  
and are not anticipated to be part of the actual  
presentation



### Objective 1

100%

By 2017, conduct necessary research and re-evaluate the five species designated as SSC.



### Progress

- Additional research conducted from 2012 to 2017
- All 5 species re-evaluated, Commission approved changes to listing status
- Species Action Plans, Guidelines and ISMP updates to take effect



### Objective 5



By 2017, focus at least 10% of agency resources on supporting the ISMP.



### Progress

- In progress, currently 3.5% of agency resources support ISMP
- Improving communication and coordination
- Seeking grants and additional support



### Objective 6

50%

By 2019, develop a system to account for protections and conservation gains for species.



### Progress

- In progress, staff have identified core components
- Building agency capacity and tracking
- Support for customer service and permitting



<p><b>Florida's Imperiled Species Management Plan goal:</b></p> <p><b>With broad public and partner support, conserve or improve the status of imperiled species to effectively reduce the risk of extinction.</b></p>					
Objective 1	Objective 2	Objective 3	Objective 4	Objective 5	Objective 6
<ul style="list-style-type: none"> <li>By 2017, conduct necessary research and reevaluate the five species designated as Species of Special Concern.</li> </ul>	<ul style="list-style-type: none"> <li>By 2020, complete 15 percent of data gap actions identified in Species Action Plans and by 2025, 30 percent.</li> </ul>	<ul style="list-style-type: none"> <li>By 2025, implement a monitoring plan for all species included in Florida's Imperiled Species Management Plan with an existing survey protocol.</li> </ul>	<ul style="list-style-type: none"> <li>By 2016, complete a regional assessment for the FWC Northwest region and by 2020 for each of the other FWC regions.</li> </ul>	<ul style="list-style-type: none"> <li>By 2017, focus at least 10 percent of agency resources on supporting implementation of Florida's Imperiled Species Management Plan and Species Action Plans.</li> </ul>	<ul style="list-style-type: none"> <li>By 2018, develop a system to account for protections and conservation gains for species included in Florida's Imperiled Species Management Plan throughout the range of FWC engagement with partners and stakeholders.</li> </ul>

## Six Objectives of the Imperiled Species Management Plan

Optional slide

## Order of Completion of Guidelines

- Brought to the Commission in batches, can be single species or multispecies
- Staff are focusing first on 37 State Threatened species
- Maximize consistency with other agency efforts
- Coordination on development and evaluation of 9 at risk species which will be evaluated by the USFWS in the next 7 years
- Delisted species will have Guidelines completed later in the timeline

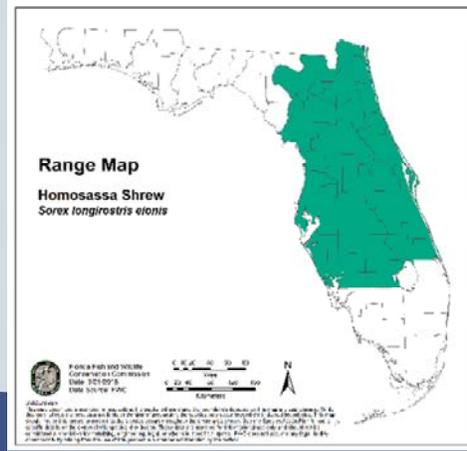


# Harlequin Darter





# Homosassa Shrew



# Southern Fox Squirrel

