

**Hunter & Angler
Recruitment &
Retention
(R3)**

Midwest Association of Fish and Wildlife Agencies Hunter and Angler Recruitment, Retention and Reactivation Committee 2020 Directors Report



Report Compiled By:

Keith Warnke, Director (Wisconsin)
Megan Wisecup, Chair (Iowa)
Jeff Rawlinson, Co-Chair (Nebraska)

Hunter and Angler Recruitment, Retention and Reactivation Technical Working Committee Members

State/Organization	Name	Title
Illinois DNR	Jared Duquette	R3 Coordinator
Illinois Natural History Survey	Dan Stephens	Hunter R3
Indiana DNR	Clint Kowalik	Angler R3 Lead
Iowa DNR	Barb Gigar	Angler R3 Coordinator
Iowa DNR	Megan Wisecup	Hunter Education Administrator/R3 Coordinator
Iowa PF	Jamie Cook	Iowa State Coordinator
Kansas DWPT	Tanna Fanshier	R3 Program Coordinator
Kentucky DFWR	Oliva Dangler	R3 Coordinator
Michigan DNR	Dennis Fox	Recruitment and Retention Section Manager
Minnesota DNR	James Burnham	R3 Coordinator
Missouri DOC	Eric Edwards	Education Outreach Coordinator
Nebraska GPC	Jeff Rawlinson	Education Manager
Nebraska NWTF	Michaela Rahe	R3 Coordinator
North Dakota GFD	Brian Schaeffer	Outdoor Education Project Administrator
Ohio DNR	Eric Postell	Program Manager
Ohio NWTF	Johanna Dart	Hunter R3 Coordinator
Pass it On Outdoor Mentors	Brittany Waldman	Director of Field Operations
South Dakota GFPC	Taniya Bethke	Wildlife Division Education Specialist
Wisconsin BHA	Joe Steffen	R3 Coordinator
Wisconsin BOW	Peggy Ferrell	R3 Coordinator
Wisconsin DNR	Emily lehl	Hunting and Shooting Sports R3 Coordinator
Wisconsin DNR	Theresa Stabo	Angler R3 Coordinator
Wisconsin NWTF	John Motoviloff	R3 Coordinator
Wisconsin PF	Marty Moses	R3 Coordinator
USFWS	Kyle Daly	Region 3 Fish and Wildlife Biologist
USFWS	Fabian Romero	Region 3 WSFR Grant Administrator

Hunter and Angler Recruitment, Retention and Reactivation Committee Year in Review

January 2019:

Joint MAFWA/WAFWA R3 Workshop was held January 5-6 in Tucson, AZ. This meeting drew state coordinators, NGOs, and industry representatives from both regions together to discuss regional and national R3 efforts. There were 21 state R3 coordinators and 12 state NGO R3 coordinators in attendance along with other supporting and/or programmatic staff from the various entities. Key meeting objectives included building a regional R3 framework, the status of the R3 movement following the inaugural National R3 Symposium held in 2018, evaluation of our collective efforts, and engagement strategies.

March 2019:

Keith Warnke (WI), Jeff Rawlinson (NE) and Megan Wisecup (IA) met with many of the Midwest Directors during the North American Wildlife and Natural Resources Conference in Denver, CO to discuss the regions R3 efforts and how we could improve overall coordination and communication across the member states. Outcomes of this discussion included the development of a quarterly regional R3 newsletter that would be distributed to Directors and state R3 leads, an opportunity for the chair and co-chair to provide a committee update along with discussion on key R3 focus areas and regional needs with Director's during the annual summer meetings, and a consensus on pursuing potential collaborative state funded efforts (combining WSFR dollars similar to SWIG) on key areas of need that would benefit the greater region related to R3. These project areas included evaluation, data dashboards, mentor outreach, and consistent messaging and imagery for a regional outreach initiative.

April 2019:

Fabian Romero (USFWS), Kyle Daly (USFWS), and Megan Wisecup (IA) discussed the potential four project areas that states could combine funding and resources on for regional R3 work with hunter education administrators and related staff at the USFWS Region 3 Hunter Education Meeting held April 10-11 at the August A. Memorial Shooting Range in Defiance, MO. Administrators were most supportive of doing evaluation and data collection type of projects. Other areas of interest for potential R3/Hunter Education work included the development of species specific online courses that the states could share and customize along with doing some BMPs and/or case studies on current programmatic efforts that included Learn to Hunt, Field to Fork, etc. type of efforts. It was also discussed that there is a significant need to improve communication among the individual Midwestern states R3 coordinators and hunter education administrators. It appears in many of our states these individuals work in different sections or even divisions of their respective agencies, so they are not communicating or working together on a regular basis.

June 2019:

Keith Warnke (WI) and Jeff Rawlinson (NE) presented to Midwest Directors on behalf of then MAFWA Hunter and Angler Recruitment, Retention and Reactivation Committee at the annual summer meeting held June 23-26 at Maumee Bay Lodge and Conference Center in Oregon, OH. Information was shared on the work that the National R3 Implementation Working Group has been doing along with the key priorities that we plan on evolving into regional committee work. The Directors were supportive of these focus areas and the green light was given to continue committee work on them and potentially even flush the priority projects out into multi-state grant and/or state funded efforts as previously discussed.

July 2019:

First edition of the Midwest R3 Newsletter was distributed to Midwest Directors, R3 agency staff, and partners.

September-December 2019:

Several calls were held to continue to flush out and put more substance to the key potential regional project areas that were discussed with the Midwest Directors at the summer meeting. A team of ten was assembled to work on this effort in addition to planning the next in-person meeting at the Midwest Fish and Wildlife Conference in January 2020 where these potential projects would be discussed with the full committee and prioritized. Team members included: Keith Warnke (WI), Jeff Rawlinson (NE), Megan Wisecup (IA), Fabian Romero (USFWS), Kyle Daly (USFWS), Dennis Fox (MI), Kyle Lairmore (MO), Colin Berg (OK), Otto Jose (USFWS), and Dan Stephens (IL Natural History Survey).

Hunter and Angler Recruitment, Retention and Reactivation Committee 2020 Annual Meeting Recap

Approximately 25 agency R3 staff, NGO, and industry partners were in attendance for our half day in-person meeting held in conjunction with the Midwest Fish and Wildlife Conference on January 26 in Springfield, IL.

Meeting Agenda:

1:00PM – Welcome, Introductions, and Agenda Review

1:10PM – National R3 Implementation Update

1:25PM – MAFWA Directors Meeting Update

1:45PM – Workgroup Session – Regional R3 Initiatives

Regional Evaluation Efforts

Regional Outreach and Communication Campaign

Regional Standardization of Data and Collection

Regional Mentoring Outreach and Communication Effort

4:15PM – Workgroup Report Outs

4:45PM – Moving Forward

5:00PM – Adjourn

In addition to the topics listed above an update was provided by USFWS staff on the PR Modernization and Target Marksmanship Acts. A lengthy discussion was also had on the concept of a Midwest Regional R3 Coordinator Position. A small workgroup was formed to continue to discuss this need for the region and to come up with a job description for what the position would entail.

Moving forward, it was decided to continue to work as small groups on the four key project areas. Committee members would meet via conference call or continue to collaborate over email. Regarding the evaluation project, a call will be set up between key regional staff from all four AFWA regions along with Matt Dunfee from WMI to discuss what initiatives constitute a national concerted (multi-state grant) effort and what elements can continue to be flushed out and developed at the regional working group level. Regarding the mentoring project, additional calls will be set up between the regional working group members to begin crafting a multi-state project on mentor communication and outreach. Preliminary research is showing there is still a need for a mechanism to pair up mentors and mentees (brokerage) so that element will continue to be explored further as well. Regarding the regional outreach and communication project, additional calls will be set up between the regional working group members to begin crafting a multi-state project focusing on small game, diversity, and inclusion. Regarding the standardization of data and collection, there appears to be significant focus on this area already happening at the national level. There also were issues with multiple states within the region and sharing data due to existing laws/policies that prohibit the agency from doing so and participating in a regional or national project like a data dashboard. The regional working group will continue to meet and discuss issues surrounding data standardization and collection and what that could look like for the region and bring back to the full committee the next time we meet.

An organized R3 Symposia was also held in conjunction to the Midwest Fish and Wildlife Conference this year on January 28. This symposium served as a venue for R3 professionals to provide updates on individual and collaborative R3 projects in the Midwest. Several staff and a few partners presented during this symposia on efforts such as mentoring, research, women-focused efforts, and learn to hunt for food initiatives.



2020 MAFWA R3 Workshop State/Partner Report

State:	Archery Trade Association
R3 Lead:	Josh Gold; Senior Manager of R3 and State Relations joshgold@archerytrade.org; 321-537-3140

Significant R3 Effort #1: ATA’s Consumer Marketing Campaign: The Thrill is Nocking

The goal of the ad campaign is to increase participation and send new customers to ATA-member retail shops through the store locator. The campaign’s landing page, thethrillisnocking.com offers 101 information to get new participants interested in the sports of archery and bowhunting. This campaign includes five videos playing as non-skippable ads on digital, video and radio platforms nationwide Aug. 1 to Oct. 31, 2019. In total, ads are expected to receive over 37.5 million impressions and boost foot traffic in ATA-member stores. The campaign is targeting 25-44-year-old outdoorsmen and outdoorswomen that have not tried archery before. The ATA will be using content tracking, behavioral tracking, lookalike audiences, and geo-fencing to reach the target audience. Full results and toolkit will be available following the campaign.

Significant R3 Effort #2: Archery Range and Program Grant

The Archery Range and Program Grant arose from the ATA’s Strategic Planning process in 2018. ATA staff and their Board of Directors recognized the nation’s continuing need for more archery ranges and programs. These facilities increase recreational opportunities, generate sales and income for businesses, boost archery and bowhunting participation, and promote partnerships with outdoor-related organizations. The grants will help recipients create or expand archery-related projects or programs, including parks, ranges, mentoring programs, archery academies, college clubs or teams, and similar efforts. Any person, company, organization or state agency that wants funding to create archery programs or build or maintain ranges can apply. Applicants can be nonprofit or for-profit groups.

Mentor Guide and Field to Fork, Lapsed Bowhunter Reactivation Campaign, Partnerships, Bowhunting Regulations and Standards

- A Mentor Guide and Field to Fork curriculum has been designed with several partners. The guide, curriculum, case studies, and additional materials is available to members and partners to provide resources and tools to promote mentoring, in a program or individual setting.
- Increase lapsed bowhunters through an email reactivation campaign. Archery Trade Association and Responsive Management wanted to identify the specific tactics, methods, images and themes that could be used to reduce bowhunter churn and increase participation. Results are provided in a toolkit of marketing materials for use by states and organizations.
- Forming and expanding partnerships to create pathways for archery and bowhunting participation.
- Working with state partners to reduce barriers and provide clear regulations for new and existing bowhunters.

Barriers to R3 Efforts

- Connecting industry members to state and NGO efforts



2020 MAFWA R3 Workshop State/Partner Report

State:	Illinois Department of Natural Resources
R3 Lead:	Jared Duquette; Wildlife and Hunter Heritage Program Manager jared.duquette@illinois.gov; 217-714-7645

Significant R3 Effort #1: Develop statewide R3 strategy

Following an R3 conclave with partners in March 2019, a statewide R3 strategy is being developed by the IDNR Hunter Heritage Program with partner input. The strategy will be vetted and improved over a three-year period, after which a formalized R3 plan will be developed for long-term use. The R3 strategy is being developed using a data-driven business model in which hunters are consumers of services.

Significant R3 Effort #2: Increase hunting access/opportunities

One goal is to identify and open access to hunting opportunities at existing IDNR sites. Another goal is to increase hunting access on IDNR sites through purchase of new land. A third goal is to work with private land owners to provide hunting access through the Illinois IRAP program.

Other R3 Efforts of Interest

- Identify and develop state wildlife and land policies that bolster hunting access and reduce constraints
- Develop contemporary digital resources for hunters
- Develop and improve shooting ranges, particularly near metropolitan areas

Barriers to R3 Efforts

- Lack of R3 staff and resources
- Recovering from ~3-year state budget impasse
- Mixed support internally and externally for contemporary approaches to R3
- Poor overall support from many NGOs



2020 MAFWA R3 Workshop

State/Partner Report

State: Indiana Department of Natural Resources

R3 Lead: Jack Basiger: Hunting, Trapping, and Shooting R3 Specialist
jbasiger@dnr.in.gov; 317-233-9382
Clint Kowalik: Angler R3 Specialist
ckowalik@dnr.in.gov; 317-234-8441

Significant R3 Effort #1: Annual R3 Workshop Calendar

The Division of Fish & Wildlife released their first R3 workshop calendar with the goal of increasing public awareness of R3 events to help us better reach our target audiences (families, females, adults, & locavores) in targeted urban areas. This new approach allowed R3 staff to take a more focused approach to the events being conducted by:

- Increasing the number of multi-day workshops
- Linking single-day events run by DFW and partners
- Reducing event overlap (same date, area, focus, etc.)
- Maximizing attendance
- Creating a more balanced schedule that offers events throughout the year

Significant R3 Effort #2: Statewide R3 Summit

Indiana held its first Statewide R3 Summit in March 2019. It was attended by 53 internal and external partners, representing fishing, hunting, trapping, sport shooting, and outdoor recreation.

The Goals of the Summit:

1. Increase awareness and understanding of the importance of focused R3 efforts needed to reverse negative trends of participation in hunting and angling in Indiana.
2. Create motivation to engage with new and existing partners and communities to address R3 needs together.
3. Increase openness to address current challenges/barriers to R3 efforts as a community
4. Create a better understanding the importance of evaluation of current and future R3 efforts
5. Through common goals, develop a state R3 plan which builds capacity, communicates the relevancy and importance for active sportspeople to mentor, and increases opportunity for novices and semi-skilled participants to advance.

Other R3 Efforts of Interest

- 60 Learn To workshops were run in Indiana by DFW and its partners; participants received a pre-workshop and post-workshop survey – this data is being analyzed.
- Indiana was one of 5 states selected to receive a \$20,000 grant to pilot AFWA's Making It Last marketing toolkit. The campaign has three main goals: 1) connect agency work to the target audience's (or audiences') shared values and day-to-day lives, 2) increase awareness of the agency's role in caring for and managing wildlife and habitats, and 3) build understanding of the value and importance of fish, wildlife, and natural resources. Indiana DNR will run these ads on social media (Facebook, Instagram, YouTube) and google through December. The message of

“Helping You Enjoy Indiana is the Nature of Our Work” appeared with pictures like hunting, fish tagging, and bird banding.

- The Indiana Divisions of Fish & Wildlife and Forestry teamed up to launch a new access and mentoring program support the development of novice hunters. To be eligible for the program, hunters must complete the Division of Fish & Wildlife’s Learn to Hunt workshops in order to participate. Once completed, students can apply for exclusive access to specified hunting areas on select State Forests. Hunting areas are assigned to participants based on a preseason draw. Students will have a mentor in the field with them during all hunts.

Barriers to R3 Efforts

- Staffing- the R3 program current staffs two full-time employees tasked with coordinating all hunting, fishing, trapping, and shooting sports R3 activities for, not only the division, but for the department and external partners. The coordinators also work on program design, workshop curriculum, and program evaluation.
- Funding- the R3 program current operates on an annual budget of ~\$325,000 (~\$225,000 with the contract R3 position removed). Sport Fishing Ed is \$210,000/year for next two years.
- Program Coordination- Example: Hunter Education program and R3 program share many of the same things (funding, participants, and volunteers) but are housed in different divisions.



2020 MAFWA R3 Workshop

State/Partner Report

State: Iowa Department of Natural Resources
R3 Lead: Megan Wisecup; Hunter Education Administrator/R3 Coordinator
Megan.Wisecup@dnr.iowa.gov; 515-238-4968

Significant R3 Effort #1: New License System – Go Outdoors Iowa (Brandt Information Services)

- The Iowa DNR launched a new license system - Go Outdoors Iowa in February 2019.
- Public User Benefits
 - log-in to their customer profile from anywhere with a cellular/internet connection
 - edit customer details
 - Purchase new licenses
 - Reprint licenses
 - Set up license auto-renew
 - Report a harvest
 - Submit quota hunt applications
 - Go Outdoors Iowa app
 - Free
 - View hunting regulations
 - View current sunrise/sunset times.
 - Collectible hard card available for purchase
- DNR Benefits
 - More robust licensing system with customer management integrations.
 - Opportunity to set up API transfers between the agencies event management system and online hunter education courses to automatically add certifications to the customer record.
 - Dollars from hard card sales to utilize towards marketing efforts.
 - Ability to create license bundles for anglers and hunters. I.E. Waterfowl Package
 - License sales dashboards showing top sales of the day, week, month, etc.
 - Triggered email automation such as reminders for when licenses go on sale or to renew.



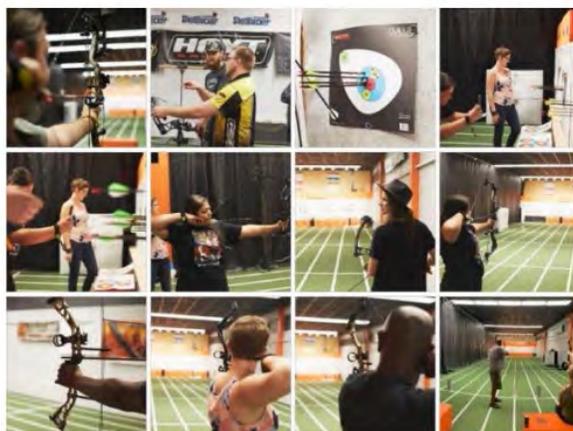
Significant R3 Effort #2: Development of a R3 Task Force

After a couple of years of collaborating statewide on R3 efforts in Iowa, it became apparent that there was a need to pull together and team of both internal and external stakeholders to work on various aspects of R3 in Iowa on a more regular basis vs. just once a year at our annual summit. Even though the agency would continue to remain the primary driving force behind R3 efforts in Iowa, there still was a need for fresh eyes, different perspectives, and outside experts in our various topic areas to bring continuity and provide us with a broader more diverse reach. Each core team member oversees a Task Force Subcommittee and leads work and discussions primarily via calls and emails on various priorities related to access (land and water), shooting sports & ranges, marketing & communications, education and outreach, and research and evaluation. The entire task force meets annually to provide updates, collaborate, and discuss and set priorities for the following year. The annual summit is still a viable tool in our toolbox in regards to generating interest, excitement, and sharing of ideas and resources but the

task force has allowed us to be more successful with the execution of our efforts. Thus, allowing us to provide deliverables and other direct outputs.

Other R3 Efforts of Interest

- R3 Integration into Iowa's Statewide Comprehensive Outdoor Recreation Plan (SCORP).
- Iowa DNR, Edible Outdoors, Woods and Waters Project, Turkeyfoot Folk School, and Fin and Feather hosted a Field to Fork course in Iowa City with 10 new archery deer hunters. Mentors and staff from Fin & Feather provided seven weeks of archery instruction and practice opportunities to participants. The Archery Trade Association donated several bows to be fitted and loaned out to the participants and for use in future programs. The October 4th-6th Field to Fork Workshop Weekend/Mentored Hunt (stressing food) included topics such as deer hunting 101, field dressing, butchering, and cooking demonstrations. The hands-on instruction was followed by a controlled hunt at Maquoketa Caves State Park. The participant's tags were valid until November 30th, allowing mentors and mentees ample time to continue to hunt at the state park throughout the fall. Additionally, a closed Facebook group was created to promote the sharing of tips, tricks, words of encouragement, videos, etc. between participants and mentors. The group meet weekly (on their own) after archery instruction and practice for a social gathering to reflect on the night's lessons and experiences as a group.



- Iowa DNR held an 8-week "Lunch & Lures" course in Des Moines this spring for DNR employees with little to no fishing experience (pilot). The class consisted of 40 participants, with two classes of 20 held every Friday. The schedule is below.
 - Week 1: Intro to Lures & Lunch
 - Week 2: Tackle Box Basics
 - Week 3: Different Types of Rods and Reels
 - Week 4: Fishing Laws and Regs. with a Conservation Officer
 - Week 5: Fishing Knots and Lines
 - Week 6: Casting Basics
 - Week 7: How to choose a location to fish, and what spot to fish
 - Week 8: Fish Cleaning and cooking at Terra Park, Johnston

Fish identification was included at the start of class during weeks 2-5. After the 8-week series, a comprehensive post-event survey was deployed and yielded an 82% response rate. The survey included barriers to participation and suggestions for future classes. The goal is to expand the

“Lunch & Lures” program to businesses and corporations such as Wells Fargo, Nationwide Insurance, and Pioneer Hi-Bred to continue to foster the much needed social support for continued participation.

- Public Access Highlights –
 - An additional 400 acres in Harrison and Cass Counties were enrolled in to IHAP as part of the Southwest Iowa Communities for Pheasants and Farming Initiative. Bringing the total acres enrolled to over 1500 acres since March of 2018.
 - Iowa Natural Heritage Foundation is working with other partners (DNR, NGOs) to secure over 5000 acres across the state over the next several months.
 - U.S. Department of Interior recently announced a historic, 1.4 million acre expansion of hunting and fishing opportunities across the country. (Iowa National Wildlife Refuges: Union Slough, Desoto, Boyer Chute, Neil Smith, Driftless Area, Upper Mississippi River and Port Louisa). Neil Smith and Union Slough both offered mentored hunt experiences in 2019 targeting new, adult hunters.
- Worked with local area Iowa schools to create Google Classroom and Canvas Hunter Education Courses. When our online course vendor went to pay up front, we needed to find a way to still offer online learning opportunities for Iowa schools holding hunter education as part of the regular school day. We were able to work with two school IT staff members to create Google Classroom and Canvas integrations with the online study guide and chapter quizzes.
- Received a \$15,000 grant from Iowa Safari Club International to pool together with hunter education funds to film twenty, engaging, 5 to 10-minute videos to become a part of a free online video course for hunter education graduates and novice hunters. Topics for the videos included: understanding funding for conservation, how to purchase your license and tags, where to hunt, turkey calling basics, fur handling, wildlife diseases, and much more. Most of the videos were filmed in December 2019. We will film the turkey and fur handling related videos in the spring and then launch the new self-guided learning tool in Fall 2020.
- Vamos a Pescar efforts continued in Iowa in 2019. Focus areas were in Central Iowa and Cedar Valley. Partnerships were developed in these areas with local Hispanic communities. Resources and communications specific to Spanish-speakers were developed and/or improved upon from previous years efforts. Urban lakes and sporting goods stores were geofenced and served digital ads. Interviews were also conducted on Spanish radio outlets.

Barriers to R3 Efforts

- Lack of diverse funding sources for general gateway activities key to recruitment efforts.
- Limited staffing resources dedicated to R3 efforts in the state.

Clearinghouse Report Form Characteristics

One of the tasks identified by both the AFWA President's Task Force on Angler R3 & the Council's for the National Implementation Workgroup is to develop a clearinghouse where information can be easily shared and accessed by R3 professionals nationwide. As part of that effort, changes to the "State/Partner Report" is being proposed as part of the clearinghouse development process. MAFWA members have been asked to identify characteristics that we would prefer to see in the annual report form. Please list any characteristics you would like to see in the space provided below.

Please note: This topic will also be discussed at our November meeting.

Report Form Questions:

- Like having stakeholders feature 1 or 2 of their most notable R3 related efforts for the previous calendar year.
- Instead of barriers, which tends to remain the same for most of the stakeholders each year, maybe look at asking for lessons learned on a particular R3 topic area that is relevant to the reporting period. Or maybe ask what needs does the particular stakeholder have to overcome barriers to R3? Try to make the responses more solution orientated.
- Look at having each stakeholder that has piloted a new effort or has had the opportunity to evaluate something they have tried over a period of time do a Case Study that then can be shared in the Clearinghouse.

Report Form Design:

Design is OK, but would like to see this translated into a digital form for ease of access and to eliminate duplicative efforts by stakeholders that participate in multiple regions and/or national organizations that are requesting the same types of information annually.

Additional Comments:



2020 MAFWA R3 Workshop

Target Audience Questionnaire

Please answer the questions below to help us our region better identify target audiences for R3. A tallied report will be available to all committee members following the meeting.

Organization Name: Iowa DNR

Does your state or organization currently target specific audiences? Yes No

If you marked "Yes", please answer the questions below.

Which Hunting audience segments has your state targeted for R3 (check all that apply):

- Youth Families Suburban/Urban residents
- Adult Millennials Locavores/foodies
- Women Minorities Lapsed hunters
- Other(please describe):

Which Fishing audience segments has your state targeted for R3 (check all that apply):

- Youth Families Suburban/Urban residents
- Adult Millennials Locavores/foodies
- Women Minorities Lapsed anglers
- Other(please describe):

Which Shooting audience segments has your state targeted for R3 (check all that apply):

- Youth Families Suburban/Urban residents
- Adult Millennials Locavores/foodies
- Women Minorities Lapsed shooting sports participants
- Other (please describe):

Please briefly describe the PROGRAMS your state is using to target specific audiences:

(e.g. programs, events, workshops, clinics, mentoring, marketing campaigns, etc.)

Fish Local Marketing Campaign, Let's Go Hunting Marketing Campaign, Species/Discipline Specific - Learn to Hunt/Shoot Workshops, Wingshooting Workshops, Hunt Social, Fish Iowa, Field to Fork Program, Lunch and Lures Program, Becoming an Outdoors Woman/Beyond BOW Workshops, Vamos a Pescar, Edible Outdoors Workshops, Scholastic Clay Target Program (Trap/Skeet/Sporting Clays/International Trap/International Skeet), Scholastic Action Shooting Program (Rifle/Pistol), National Archery in the Schools Program, First Shots Program

Which method(s) of communication are being used to target these audiences (check all that apply):

- Social media Direct mail Communications sent by partners
- Emails Texts Other (please describe):
- Paid advertisements. Please specify what type: Banner ads, Video pre-roll, geofencing, television, radio

Are you evaluating to determine if you are reaching the desired audiences listed above? If so, how?

Pre, Post, and Follow-up Surveys, Focus Groups, CTR, VTR, Open Rates, etc.

Please list any identified barriers for identifying or targeting specific audiences in your state:

Lack of funding Time/Staff resources Not having contacts for target audience

Lack of knowledge on: identifying best audience segment identifying audience motivations

the best method to reach specific audiences how specific to be when targeting

Other:



2020 MAFWA R3 Workshop

State/Partner Report

State:	Kansas Department of Wildlife, Parks & Tourism (KDWPT)
R3 Lead:	Tanna Fanshier; R3 Program Coordinator Tanna.Fanshier@ks.gov; (620) 672-0722

Significant R3 Effort #1: Spanish Translation

The Kansas Department of Wildlife, Parks & Tourism is excited to announce its partnership with the Kansas Wildlife Federation (KWF) to facilitate the translation the state’s hunting and fishing regulations to Spanish. KWF was able to secure the services of a local law firm that has graciously agreed to aid in language and legal translation pro bono. Kansas has seen a 23.4% increase in its Hispanic population. The United States Census Bureau reports that of Spanish-speaking households, approximately 38% speak English “less than ‘very well.’” KDWPT recognizes this translation effort as an exciting step toward a more diverse future of outreach and inclusion.

Significant R3 Effort #2: Woman-Only Hunter Education

KDWPT held its first Ladies-Only Hunter Education class in the fall of 2019. The course consisted of an internet portion (to be completed prior to the date of the class), and a field day. All participants AND instructors identified as women. A short, open-ended survey was conducted to determine the success of the class and improve programming for future women’s outreach efforts. Participants reported that the main motivators for signing up for the course (outside of obtaining HE certification) were the female participants, and the female instructors. In this small sample size (~20), most women reported already having an area to hunt, and having social support in place, typically in the form of male significant others or sons. KDWPT is excited to continue offering women-only hunter education and will further refine its survey and increase its sample size to better understand the barriers and motivations of this target demographic.

Other R3 Efforts of Interest

- Digital Marketing Techniques to Increase Angler Participation: Grant awarded by RBFF to retain and reactivate anglers via digital marketing techniques, awarded in 2019, efforts begin in 2020
- Make It Last: Grant awarded by AFWA to showcase the ways that state agencies “Make It Last.” Messages mainly distributed over social media, interactions and impressions recorded, ongoing
- Squirrel Hunts: Guided squirrel hunts, social groups (families/friends) assigned to a guide, provided a firearm upon request, cooking and cleaning instruction included after hunt
- Farmers Market Partnerships: Continuing to explore partnership with local farmers markets to promote agency work and connect potential participants to programs and events
- HESP: ~65 schools currently enrolled in the Hunter Education in our Schools Program
- NASP: ~215 schools actively participating in the National Archery in the Schools Program
- SAR: New partnership with the Student Air Rifle Program (SAR), not-for-profit corporation, aims to “facilitate an introduction to the lifetime sport of target shooting to school-aged youth in grades 4-12.”

Barriers to R3 Efforts

- No dedicated marketing team/section
- Reliance on non-resident hunting license sales continues to skew trends
- Minimal public land results in universal access challenges for both hunters and program organizers
- Failure to reach target audiences with current messaging and marketing tactics
- One human dimensions specialist shared across agency
- Lack of diverse mentor/instructor representation



2020 MAFWA R3 Workshop State/Partner Report

State:	Michigan Department of Natural Resources
R3 Lead:	Dennis Fox; Recruitment and Retention Section Manager Foxd3@michigan.gov; (517) 284-6042

Significant R3 Effort #1: Non-Resident Hunting and Fishing Initiative

A new marketing initiative to increase nonresident participation in hunting and fishing was launched in 2019. The campaign was developed using research including analysis of customer data and market research through a targeted digital survey. Digital communication (targeted social media and GovDelivery electronic messages) and a customized DNR website landing page was developed highlighting specific activities/species identified in customer data and survey analysis. Through December 2019, nonresident license sales have increased by:

- Spring turkey 31.8%
- Fishing 4.05%
- Waterfowl 19.02%
- Woodcock 21.90%

Other significant campaign statistics include:

- 32,000 Facebook link clicks
- 303,000 people reached on Facebook
- 1 million impressions on Facebook
- 81,661 landing page views
- \$5,400 spent January 1-December 12, 2019
- \$15,966.50 total sales directly from pages

Significant R3 Effort #2: Michigan Pheasant Hunting Initiative

In 2018, a grassroots coalition, the Michigan Pheasant Hunting Initiative, advocated for legislation that would increase pheasant hunting opportunities in the state. As a result of their efforts, Public Act 618 passed through the Michigan Legislature in 2018, which appropriated \$260,000 from the general fund to the Michigan Department of Natural Resources for a pheasant release program during fall 2019 and 2020. Eleven state game areas across southwest and southeast Michigan were selected as release sites for rooster pheasants. In partnership with the Michigan Association of Game Breeders and Hunting Preserves, roosters were released weekly throughout the October and December seasons. In addition to the releases, two Learn To Hunt Pheasant hunting events were held at the Allegan State Game Area and the Shiawassee State Game Area. These events geared toward hunter recruitment, retention, and reactivation provided over 80 participants a memorable day of mentorship and pheasant hunting. New and novice hunters of all ages came out for a day of learning and fellowship. The Learn to Hunt events offered firearm safety courses, target practice, and field dressing lessons. Small groups of hunters were paired with a mentor, dog, and dog handler before embarking on a guided hunt.

In order to track participation in these hunts, the Department created a Pheasant Hunting Endorsement. The Endorsement was free and combined with the Sharp-tailed Grouse Endorsement.

As a comparison, below are the number of people selecting the endorsement over the last four years:

- | | | | | |
|---|------|-----|------------------------------|---------|
| • | 2016 | 006 | Sharp Tailed Grouse | 105,371 |
| • | 2017 | 006 | Sharp Tailed Grouse | 125,822 |
| • | 2018 | 006 | Sharp Tailed Grouse | 131,165 |
| • | 2019 | 006 | Pheasant/Sharp-tailed Grouse | 216,935 |

In 2017, an estimated 16,443 people hunted wild pheasants statewide. Efforts to evaluate the program will be on-going and will include electronic surveys.

Other R3 Efforts of Interest

- License Sales System – the DNR is replacing its technology system that sells hunting/fishing licenses, special hunt applications and ORV/snowmobile permits online and through 1,500 retail locations. Benefits for license sales agents and customers include a more streamlined buying and selling process, fewer license tags for customers to carry due to the consolidation of item purchases on printed licenses, new sales equipment for agents including a touch-screen monitor and a barcode gun to scan driver’s licenses for faster service, and expanded help desk hours for agents. After a year of development and testing the enhanced system goes live in mid-February
- Advanced Archers – Two Michigan schools are participating in the new Advanced Archers program and are reporting that it is has been very positively received. The transition from NASP to the Advanced Archery program has increased the student’s accuracy by utilizing the Individual Code Shooting System. The schools anticipate the archers maintaining the shooting skill well beyond their school years. The Advanced Archers pilot program is offered in partnership with Archers USA. The Advanced Archers I.S.C program focuses on a R3 mentoring plan, Recruitment (One Kid), Retention (One Bow), and Reactivation (One Hunt). This program is geared to recruit and retain young adults by advancing their archery skills and introducing them to today’s more advanced archery equipment.
- Angler R3 Plan – Michigan DNR was been awarded a grant through the Recreational Boating and Fishing Foundation to develop an Angler R3 Plan for Michigan. The DNR held meetings with internal staff and partners to develop the Plan. The Plan is currently being drafted based upon input from these meetings and is expected to be completed in 2020.
- Learn to Hunt/Shoot – Michigan continues to offer Learn to Hunt/Shoot programs through the leadership of partner groups such as NWTF, PF, MUCC, QDMA, and BHA.
- Turkey/Pheasant Days - NWTF and Pheasants Forever will again be offering Turkey/Pheasant Days in State Parks. These programs allow campers/state park visitors to shoot BB guns and learn more about turkey and pheasant hunting and habitat. These programs will be offered in approximately 25 state parks during the summer and fall months. As this program continues, the staff are better learning the days and times that are most attractive to the campers.
- Shooting Ranges – Renovations to the Dansville, Ortonville and Sharonville shooting ranges to make them more accessible were completed. Improvements included adding concrete sidewalks and pathways to the targets, restrooms and between ranges and adding concrete accessible parking spaces.

Barriers to R3 Efforts

- Lack of time to hunt and fish
- Aging hunting and fishing population
- Adequate number of mentors
- Social support for participants



2020 MAFWA R3 Workshop State/Partner Report

State:	Missouri
R3 Lead:	Eric Edwards; Education Outreach Coordinator Eric.edwards@mdc.mo.gov; 573-522-4115 ext. 3295

Significant R3 Effort #1: Lapsed Turkey Hunter email campaign

Contacting all lapsed hunters who had purchased a Spring Turkey Hunting permit in years 16, 17, and 18 but not 19 to remind them and/or entice them to purchase a spring turkey hunting permit for 20.

Significant R3 Effort #2: [Insert name of effort]

[Provide detailed description of effort]

Other R3 Efforts of Interest

- [Provide bulleted list of any other R3 effort that may be of interest]

Barriers to R3 Efforts

- [Provide bulleted list of any significant R3 barriers in your state]]

Clearinghouse Report Form Characteristics

One of the tasks identified by both the AFWA President's Task Force on Angler R3 & the Council's for the National Implementation Workgroup is to develop a clearinghouse where information can be easily shared and accessed by R3 professionals nationwide. As part of that effort, changes to the "State/Partner Report" is being proposed as part of the clearinghouse development process. MAFWA members have been asked to identify characteristics that we would prefer to see in the annual report form. Please list any characteristics you would like to see in the space provided below.

Please note: This topic will also be discussed at our November meeting.

Report Form Questions:

[Please list any questions, or specific information, you would like to see collected on this form]

Report Form Design:

[Please list what format or features would make the annual submission process easy and efficient for users (I.e. online submission, question layout, etc.)]

Additional Comments:

[Please list any additional comments/preferences]



2020 MAFWA R3 Workshop

Target Audience Questionnaire

Please answer the questions below to help us our region better identify target audiences for R3. A tallied report will be available to all committee members following the meeting.

Organization Name: Missouri Dept of Conservation

Does your state or organization currently target specific audiences? Yes No

If you marked "Yes", please answer the questions below.

Which Hunting audience segments has your state targeted for R3 (check all that apply):

- Youth
- Adult
- Women
- Other(please describe):
- Families
- Millennials
- Minorities
- Suburban/Urban residents
- Locavores/foodies
- Lapsed hunters

Which Fishing audience segments has your state targeted for R3 (check all that apply):

- Youth
- Adult
- Women
- Other(please describe):
- Families
- Millennials
- Minorities
- Suburban/Urban residents
- Locavores/foodies
- Lapsed anglers

Which Shooting audience segments has your state targeted for R3 (check all that apply):

- Youth
- Adult
- Women
- Other (please describe):
- Families
- Millennials
- Minorities
- Suburban/Urban residents
- Locavores/foodies
- Lapsed shooting sports participants

Please briefly describe the PROGRAMS your state is using to target specific audiences:
(e.g. programs, events, workshops, clinics, mentoring, marketing campaigns, etc.)

[Breif Description]

Which method(s) of communication are being used to target these audiences (check all that apply):

- Social media
- Emails
- Paid advertisements. Please specify what type:
- Direct mail
- Texts
- Communications sent by partners
- Other (please describe):

Are you evaluating to determine if you are reaching the desired audiences listed above? If so, how?

Wide arrey pf hunting and shooting programs, hunting and fishing programs.

Please list any identified barriers for identifying or targeting specific audiences in your state:

- Lack of funding
- Time/Staff resources
- Not having contacts for target audience

Lack of knowledge on: identifying best audience segment identifying audience motivations
 the best method to reach specific audiences how specific to be when targeting
 Other:



2020 MAFWA R3 Workshop State/Partner Report

State:	Nebraska Game and Parks Commission
R3 Lead:	Micaela Rahe; R3 Coordinator for Hunting and Shooting Sports Mrahe@nwtf.net; 402-471-2517

Significant R3 Effort #1: Modeling Our Programs after the Outdoor Recreation Adoption Model

Over the last year, Nebraska has gone through a significant transition, in making sure the majority of our programs fit in the Outdoor Recreation Adoption Model (ORAM). This means that we want to limit the number of “one and done” programs and expand on offerings that take people from the interest to the continuation phases. Here are the places that we saw the most transition, in terms of intentionally moving new hunters through the ORAM.

1. The Nebraska Game and Parks offers a Learn to Hunt summer camp, at one of their Outdoor Education facilities. Survey efforts done before and after the camp, showed that the youth participating, come to camp but then rarely use the hunting skills they have learned. Because of this research, Nebraska Game and Parks (NGPC) and its partners (National Wild Turkey Federation, Pheasants Forever, and Big Game Conservation Association) have coordinated five follow-up hunting opportunities, after the conclusion of the camp. The opportunities are giving youth the chance to use their newly learned skills, show their accompanying guardian their new skills, and build some social support from the other youth and their guardians who attend the hunts. The hunts offered in 2019/2020 are/were early season teal, pheasant, muzzleloader deer, shed hunt, and a turkey hunt. This is an example of no longer hosting a one and done camp but offering continued follow-up opportunities.
2. The National Archery in the Schools (NASP) program in Nebraska, is continuing to grow. Youth are wanting to expand their archery skills outside of school and put them to use in the wild. Because of this demand, Nebraska NASP is now offering additional shooting tournaments and providing the youth with an opportunity to go bow fishing, which was a highly sought-after opportunity, found through multiple years of survey work.
3. In the past, a majority of the women’s hunting and shooting programs offered in Nebraska, were single attendance programs. Participants came to learn one skill and then didn’t return to build upon their skills. Through a partnership between the Nebraska Becoming an Outdoors Woman program and then NWTf Women in the Outdoors program, ladies’ courses are now offered in “parts”. The classes build upon each other and allow ladies to see the programs in a series, which builds their skills over time. For example, a women’s turkey hunting series would include a class on biology and habitat, another course on learning to shoot a shotgun, and a turkey hunt.

We will continue to move forward in placing all of our programs on the ORAM and keeping the ORAM top of mind when we develop new workshops and hunting opportunities.

Significant R3 Effort #2: Expanding and Improving Communication Efforts

Communication has been a top R3 priority in 2019. Nebraska has implemented numerous new projects that increase our contact points with new and existing hunters, shooters, and anglers. Here are several of the projects that happened over the past year:

1. The Take Em’ Hunting campaign started on September 1, 2019 and will run through May 31,

2020. The purpose behind this project was to encourage the current hunter base to take someone new into the field with them. Hunters can go online and pledge to take someone new into the field. Once they head into the field, they can take a picture and upload it to an NGPC webpage. Prizes are then drawn every month and given to those that submit pictures. Results of the campaign are not complete, since we are in the middle of project. But there will be more to come in 2021.

2. In mid-2019, NGPC and NWTf started a lady hunting podcast, called She Goes Outdoors. This podcast was created as a place for two novice female hunters (Julia Plugge and Micaela Rahe) to share about their hunting adventures. This includes things leading up to the hunt, during the hunt and after. We also focus on the trials of being a mother and hunting and how we make time to get into the field. There are currently 9 published episodes and listeners are growing each week.
3. For the last 8 years, the Nebraska Outdoor Radio show has been going strong. Jeff Rawlinson and Aaron Hershberger sign on twice each week, to talk about hunting and the great outdoors. They bring in guests, who “specialize” in different topics each week. Listeners have soared above 10,000, each month, totaling over 120,000 listeners each year. They also have a 60 second radio spot, each Monday morning, which has been airing for three years and gets several thousand listens, each week.
4. In fall 2019, we piloted an email, text message, and postcard communication effort. We were aiming to get last year’s first-time license buyers in the fall turkey and waterfowl hunting groups, to purchase a license for the second time in 2019/2020. We targeted this group, as they had the highest rate of lapse in Nebraska. The permit buyers were broken down into three groups, where 1/3 received nothing, 1/3 received a postcard, and 1/3 received a postcard, email, and text message. We sent communication to over 8,000 hunters and are wrapping up our analysis of this effort now. Hopefully we will have more to report on, when we are at the WAFWA Winter Meeting.
5. The Take Em’ Fishing Campaign in Nebraska ran April 15, 2019 to September 15, 2019. Similar to the Take Em’ Hunting campaign, current anglers were encouraged to take someone new fishing, between the designated dates. They could upload pictures of their fishing trips online and then be entered into a weekly prize drawing. Upon completion of this campaign, we learned that 2,072 new anglers were made! Over 3,000 people took the pledge and over 4,000 submitted a photo. 44% of the entries reported that it was their guest’s first-time fishing. Promotion was done through social media, PSA’s, TV, Radio, email, news coverage, and special events.

Significant R3 Effort #3: R3 Partner Engagement

For the past four years, Nebraska has had an R3 Task Force, which was made up of close to 20 individuals, representing agency, industry, and NGO’s. This group met on a quarterly basis and covered ideas for areas of opportunity in Nebraska. This group prioritized the National R3 Plan recommendations and spent several years working on projects to tackle our top threats. After operating this way for some time, we decided to pare down the group, to gain more steady attendance, include those that are decision makers, and ensure we have people who can dedicate time to R3 efforts, so that we don’t spend every meeting only providing updates and getting more “working time”. Our new “R3 Executive Committee” is made of 10 people and had the first task, of planning an R3 Summit.

On Saturday, August 17, 2019, over 120 individuals gathered, to talk about the future of hunting, angling, and shooting sports in Nebraska. NGPC held their second Hunter-Angler R3 (recruitment,

retention, and reactivation) Summit, to bring together interested volunteers, industry leaders, agency staff, and conservation organizations. Attendees had the opportunity to hear from national leaders on the R3 front, learn about what Nebraska has done to help the problem up until this point, and they had a chance to meet with each other and start to talk about potential solutions for the decline of hunters, anglers, and shooters. After several hours of discussion, five committees were formed, to help brainstorm new ideas. The five committees are:

1. Communicating R3 Needs to Partners
2. Land/Water Access
3. Filling the Gaps in our New Hunter Programs
4. Targeting New Audiences
5. Creating Mentor Tools

Now, in late 2019, we are working on prioritizing the ideas that came out of each committee and are in the beginning implementation stages of numerous ideas. A second summit, to continue to inform volunteers and industry leaders, grow our working groups, and brainstorm new ideas, is being planned for August 2020, in central Nebraska.

Barriers to R3 Efforts

- Increased enhancement for license sale, event tracking, and communication databases
- More acceptance of the ORAM, to reduce the number of random acts of R3
- Continued recruitment of mentors, in all capacities, to teach new hunters
- Targeting and accurately reaching new demographics, to promote hunting, shooting and angling opportunities



2020 MAFWA R3 Workshop State/Partner Report

State:	Ohio
R3 Lead:	Johanna Dart; R3 Coordinator. jdart@nwtf.net ; 614-639-1434 Eric Postell; Outdoor Education Supervisor. eric.postell@dnr.state.oh.us ; 614-265-6322

Significant R3 Effort #1: Wild Ohio Harvest Community

As part of efforts to reach a broader constituency, the Division of Wildlife and R3 Coordinator have developed the Wild Ohio Harvest Community to provide a lifestyle brand where audiences of all kinds can feel comfortable choosing a path to learning new skills and exploring their personal connection to the outdoors (<http://wildlife.ohiodnr.gov/education-and-outdoor-discovery/wild-ohio-harvest-community>). A 'Mobile Kitchen' has been created for outreach efforts and groundwork is in development.

Significant R3 Effort #2: Fish and Wildlife Agency Relevancy Roadmap

Customer Engagement has become a focus in the Division of Wildlife as the state strives to adopt the recommendations in the Fish and Wildlife Relevancy Roadmap. The Division is reviewing the roadmap and a Customer Engagement Direction has been created and presented, emphasizing a shift in mindset, approaching new audiences, and groundwork initiatives as the Division works toward increased relevancy with a broader constituency.

Other R3 Efforts of Interest

- Developing goals and plans for Wild Ohio Harvest Community in future
- Developing goals and plans for human dimensions data and research
- Angling Coordinator working on implementation plan for property acquired from American Electric Power in southeastern Ohio

Barriers to R3 Efforts

- Limited in-person opportunities in health pandemic
-

Clearinghouse Report Form Characteristics

One of the tasks identified by both the AFWA President's Task Force on Angler R3 & the Council's for the National Implementation Workgroup is to develop a clearinghouse where information can be easily shared and accessed by R3 professionals nationwide. As part of that effort, changes to the "State/Partner Report" is being proposed as part of the clearinghouse development process. MAFWA members have been asked to identify characteristics that we would prefer to see in the annual report form. Please list any characteristics you would like to see in the space provided below.
Please note: This topic will also be discussed at our November meeting.

Report Form Questions:

[Please list any questions, or specific information, you would like to see collected on this form]

Report Form Design:

[Please list what format or features would make the annual submission process easy and efficient for users (I.e. online submission, question layout, etc.)]

Additional Comments:

[Please list any additional comments/preferences]



2020 MAFWA R3 Workshop State/Partner Report

State: South Dakota

R3 Lead: Taniya Bethke ; Division Staff Specialist- Education and R3 Coordinator.
Taniya.Bethke@state.sd.us ; 605-223-7666

Significant R3 Effort #1: 2-Tier Waterfowl Initiative

In order to address the rapidly declining number of participants involved in waterfowl hunting, South Dakota has partnered with Nebraska to pursue a 2-tiered waterfowl hunting license option. If approved by both the Central Flyway and South Dakota and Nebraska Game and Fish Commissions, this opportunity would provide two licensing options:

1. The first option would be the traditional waterfowl license with the traditional bag limits.
2. The second option would allow a waterfowl hunter to harvest any 3 ducks of any species and any gender.

The second option would allow a more lenient environment, with a more restrictive bag limit, for novice hunters, mentor hunters, and hunters who are just starting to learn duck identification skills, to engage in waterfowl hunting without the added fear of penalty if they misidentify a bird on the wing or in hand.

A case study will accompany the new licensing options for the next four years to measure the impact on waterfowl and hunter populations.

Significant R3 Effort #2: Email Campaign Return on Investment Programming

Historically we have not been able to track whether our email campaigns to lapsed or novice hunters/anglers were resulting in a licensing purchase. That means we were not able to measure efficacy/return on investment of any of our digital marketing efforts. We could see if those customers clicked on a link in the email that took them to our website, but the minute they followed the website link to our licensing system, we completely lost them.

This winter, our IT programmers finally wrote the code that allows us to track customer engagement from receiving an email, to clicking a link, all the way through to making a license purchase. So, for the first time in recorded history, we can finally say “The Small Game Recruitment Email Campaign of 2020 resulted in \$X00,000 in revenue”

Other R3 Efforts of Interest

- Cooperative Pheasant Marketing Team with Tourism- and development of Marketing Strategic Plan
- RFP Events Management System
- Research for a future RFP Licensing System
- R3 Plan- on hold
- Mentor Training

Barriers to R3 Efforts

- Budget- with declining license sales our budget picture has gotten dire. Being able to spend money on large purchases such as licensing systems and CRM's/events management systems would help move our state R3 efforts forward.
- Capacity- I am the R3 coordinator. I have one Aquatic Education staff member and one Hunter Education staff member. In order to accomplish all that needs to be done to move our state in a certain direction, we often lack the personnel/time/capacity to be able to do it all at once.
- Staff perception- as much education we have provided, and engagement in staff conversations, there are still staff who perceive that R3 is an effort that takes opportunity away from them in the field, and that competition isn't welcome.
- Relevancy/R3 discussion- the field of R3 I feel has some grey area around how R3 and Relevancy tie together. This potentially translates to a "watering down" of R3 efforts in the state in favor of more traditional environmental education etc..
- Mentor training resources- currently without an additional contract with a partner who already has this resource developed, we would need to recreate the wheel on mentor training resources to develop a curriculum and tracking system to manage state-trained hunting and fishing mentors for adults and families.

Clearinghouse Report Form Characteristics

One of the tasks identified by both the AFWA President's Task Force on Angler R3 & the Council's for the National Implementation Workgroup is to develop a clearinghouse where information can be easily shared and accessed by R3 professionals nationwide. As part of that effort, changes to the "State/Partner Report" is being proposed as part of the clearinghouse development process. MAFWA members have been asked to identify characteristics that we would prefer to see in the annual report form. Please list any characteristics you would like to see in the space provided below.

Please note: This topic will also be discussed at our November meeting.

Report Form Questions:

I would like to see some of the following information based on AFWA's best practices recommendations:

1. Does a state have a CRM?
2. Does a state have marketing staff?
3. Does a state have an R3 plan on regular stakeholder meetings?
4. Mentor training program?
5. Number of R3 staff and perhaps their organizational structure?

Report Form Design:

This format works beautifully, but could easily be translated into a digital form for ease of access.

Additional Comments:

[Please list any additional comments/preferences]



2020 MAFWA R3 Workshop

Target Audience Questionnaire

Please answer the questions below to help us our region better identify target audiences for R3. A tallied report will be available to all committee members following the meeting.

Organization Name: South Dakota Game, Fish, and Parks

Does your state or organization currently target specific audiences? Yes No

If you marked "Yes", please answer the questions below.

Which Hunting audience segments has your state targeted for R3 (check all that apply):

- | | | |
|--|---|--|
| <input checked="" type="checkbox"/> Youth | <input checked="" type="checkbox"/> Families | <input checked="" type="checkbox"/> Suburban/Urban residents |
| <input checked="" type="checkbox"/> Adult | <input checked="" type="checkbox"/> Millennials | <input checked="" type="checkbox"/> Locavores/foodies |
| <input checked="" type="checkbox"/> Women | <input type="checkbox"/> Minorities | <input checked="" type="checkbox"/> Lapsed hunters |
| <input type="checkbox"/> Other(please describe): | | |

Which Fishing audience segments has your state targeted for R3 (check all that apply):

- | | | |
|--|---|--|
| <input checked="" type="checkbox"/> Youth | <input checked="" type="checkbox"/> Families | <input checked="" type="checkbox"/> Suburban/Urban residents |
| <input checked="" type="checkbox"/> Adult | <input checked="" type="checkbox"/> Millennials | <input type="checkbox"/> Locavores/foodies |
| <input type="checkbox"/> Women | <input type="checkbox"/> Minorities | <input checked="" type="checkbox"/> Lapsed anglers |
| <input type="checkbox"/> Other(please describe): | | |

Which Shooting audience segments has your state targeted for R3 (check all that apply):

- | | | |
|---|--------------------------------------|--|
| <input checked="" type="checkbox"/> Youth | <input type="checkbox"/> Families | <input type="checkbox"/> Suburban/Urban residents |
| <input type="checkbox"/> Adult | <input type="checkbox"/> Millennials | <input type="checkbox"/> Locavores/foodies |
| <input type="checkbox"/> Women | <input type="checkbox"/> Minorities | <input type="checkbox"/> Lapsed shooting sports participants |
| <input type="checkbox"/> Other (please describe): | | |

Please briefly describe the PROGRAMS your state is using to target specific audiences:

(e.g. programs, events, workshops, clinics, mentoring, marketing campaigns, etc.)

- Our lapsed hunter and angler efforts revolve around target email marketing campaigns.
- Youth have targeted through every effort our staff performs, and we're evolving to shift some of that focus to other target populations. Efforts here include clinics, events, school outreach, campus programs, mini-grants for school shooting sports, NASP, Youth Conservation Camp, supported hunts, youth fishing derbies etc..
- We have made a concerted effort to shift all youth-specific programming (aside from school-based programs) to be whole-family programs. Fishing events, supported hunts, shooting clinics, trapper education etc.. have all shifted to require parental involvement.
- Adult-specific programs have been an emphasis in recent years. Becoming an Outdoor Woman, Harvest SD (learn to hunt class), fishing clinics, mentoring efforts, and marketing campaigns focus heavily on adults.
- Both outdoor campuses are located in urban/suburban areas, so all outdoor campus programs focus on that population. Programs, events, workshops, clinics, mentoring and supported hunts/fishing events all hit this population.
- Foodies are focused on through our outreach for Harvest SD classes and all wild game processing clinics and events. Before COVID, we started an initiative to set up booths at Farmer's Markets in summer of 2020.

Which method(s) of communication are being used to target these audiences (check all that apply):

- | | | |
|--|--------------------------------------|--|
| <input checked="" type="checkbox"/> Social media | <input type="checkbox"/> Direct mail | <input type="checkbox"/> Communications sent by partners |
| <input checked="" type="checkbox"/> Emails | <input type="checkbox"/> Texts | <input type="checkbox"/> Other (please describe): |
| <input checked="" type="checkbox"/> Paid advertisements. Please specify what type: Facebook paid ads | | |

Are you evaluating to determine if you are reaching the desired audiences listed above? If so, how?

We started tracking adult vs. youth, location, and program topic information three years ago. We track that data from year to year to see if we are specifically seeing lift in our adult population.

We are looking at how best to incorporate gender and ethnic demographic information in our events management system moving forward.

Please list any identified barriers for identifying or targeting specific audiences in your state:

- Many staff members and community partners are emotionally attached to youth-only events. Some staff has struggled with transitioning those events over to whole family events, or event to begin hosting adult-only events, because they are tied to the way things have always been done here and only see value in providing opportunity for youth (regardless of whether it is having a positive impact on the future of hunting and fishing in our state or not).

Lack of funding Time/Staff resources Not having contacts for target audience

Lack of knowledge on: identifying best audience segment identifying audience motivations

the best method to reach specific audiences how specific to be when targeting

Other:



2020 MAFWA R3 Workshop

State/Partner Report

State:	Wisconsin Department of Natural Resources
R3 Lead:	Keith Warnke; R3 Team Supervisor; keith.warnke@wisconsin.gov ; 608-576-5243 Theresa Stabo; R3 Coordinator; Theresa.Stabo@wisconsin.gov ; 608-577-6332 Emily Iehl; R3 Coordinator; emily.iehl@wisconsin.gov ; 608-445-8168

Significant R3 Effort #1: Expansion of Instructor/Mentor Training Programs

Angling Instructor/Hunter Mentor Training Workshops – We’re using the train-the-trainer model to increase the number of skilled instructors and mentors who can coordinate and/or help deliver classes. We developed an instructor training guide and provide support to instructors with classroom materials and loaner gear. Participants are usually drawn into these trainings with the offer of state liability insurance coverage upon completion of the training. During the training, information about Fishing for Dinner/Hunt for Food programs is delivered, in addition to a schedule of upcoming programs at which they can assist as instructors and mentors.

Significant R3 Effort #2: Increase R3 Team Efficacy & Integration

The WDNR R3 Team became fully staffed in Summer 2018. Now that the team has had time to meld, we are strategizing to increase efficiency by integrating angling and hunting programs (and shooting sports to an extent), pre-planning our annual offerings, and in general working to get one step ahead in order to tackle new projects and ideas. Much of this has involved pre-planning and integrating:

- Fishing for Dinner classes – Host in-depth training classes for adults who never learned how to fish. Some of these adult classes have morphed into family classes when people bring their children.
- Hunt for Food classes
- Team goals for the next 1-5 years

Other R3 Efforts of Interest

- Marketing efforts: podcasts, radio, Facebook, Instagram
- Angler and Hunter R3 Grant programs foster external partnerships
- Presence at conferences and outreach events to connect with new audiences and continue to share our mission and plans
- Re-booting our school-based Angler Education program through teacher training workshops.
- WDNR Leadership continues to support R3 efforts and expansion of programs and outreach efforts

Barriers to R3 Efforts

- Available staff time
- Meager allocation of state’s SFR apportionment to Angler R3

Law Enforcement



**ASSOCIATION OF MIDWEST FISH &
GAME LAW ENFORCEMENT OFFICERS**

EST. 1944

ANNUAL AGENCY REPORTS 2019

ASSOCIATION OF MIDWEST FISH & GAME LAW ENFORCEMENT OFFICERS

ALBERTA
COLORADO
INDIANA
IOWA
MICHIGAN
MINNESOTA
MISSOURI
NORTH DAKOTA
OHIO
OKLAHOMA
SASKATCHEWAN
SOUTH DAKOTA
TEXAS
WISCONSIN

Association of Midwest Fish and Game Law Enforcement Officers
2020 Agency Report
State/Province: Alberta Fish and Wildlife Enforcement Branch
Submitted by: Supt. Miles Grove
Date: May 15, 2020

Training Issues

Describe any new or innovative training programs or techniques which have been recently developed, implemented or are now required.

The branch has postponed mandatory re-certifications and in-service training due to COVID-19 restrictions. In Alberta, we now have the go ahead to resume some training with strict protocols in accordance to Alberta Health Services. The Western Conservation Law Enforcement Academy is postponed until September 2020 and may be differed to May 2021 based on the lack of recruitment in western Canada. The Government of Alberta has announced that fish and wildlife officers will be assisting the RCMP (Provincial Police) with response to priority one and two emergencies in rural areas. Training courses based on a gap analysis are to start for in-service officers soon in order for the branch to begin its expanded role by fall 2020.

Funding and Staffing Issues

Identify any recent developments in funding, staffing, and diversity in employment issues and describe what prompted these developments and how improvements in funding, staffing and diversity in employment were accomplished.

The branch is currently required to vacancy manage its vacant positions that would be available for external hires due to budget restrictions. Internal promotions and transfers are still occurring based on priorities.

Major Conservation Law Enforcement Trends

Identify any major cooperative, interstate, reciprocal or other cross jurisdictional law enforcement trends (e.g. including community policing, operator under the influence (QUI) initiatives, or other issues which fall outside traditional fish and wildlife enforcement functions).

As above, the branch will be involved in all aspects of policing in rural Alberta when requested to assist the provincial police during 911 emergency calls. The intent is to increase response and response times

based on a 'closest car' policy. Once the emergency is handled and the police are able to

assume total control, fish and wildlife officers will revert to core mandated conservation enforcement duties.

Unique Cross Boundary or Cooperative, Enforcement Efforts

Describe any Interagency, interstate, international, state/tribal, or other cross jurisdictional enforcement efforts (e.g. major Lacey Act investigations, progress with Wildlife Violator Compacts, improvements in interagency communication (WCIS), etc.)

Special Investigations Section – Major Investigations and Intelligence Unit (MIIU)

The Special Investigations Section is the designated liaison for the sharing of intelligence and the facilitation of wildlife and fisheries investigations that transcend provincial or international boundaries. To accomplish this function, the Major Investigations and Intelligence Unit (MIIU) has established formal information sharing agreements with over 30 state and federal resource law enforcement agencies in the U.S. and regularly participates in cooperative enforcement efforts with resource agencies in all provinces and territories in Canada. These interprovincial and international investigations present very unique challenges for evidence collection, the ability to compel individuals to respond to charges (accused and witnesses), and the coordination and presentation of evidence within court systems in multiple jurisdictions. Successful investigation and prosecution of investigations of this type often requires the formal invocation of procedures that are defined within Mutual Legal Assistance Treaties that exist between Canada and many other countries.

New Innovations in Conservation Law Enforcement –

Describe any innovations in equipment, enforcement techniques, forensics, etc.

The branch continues to utilize UAVs and has demonstrated success with officer safety issues and evidence gathering for prosecutions. The forensic lab has been ISO accredited and continues to operate under that criteria.

State, Regional and National Issues, Legislation, Legal Challenges and Court Decisions Impacting Natural Resources Law Enforcement

Describe issues which impact or challenge law enforcement authority.

Triaging of files by Crown Prosecutors remains an issue. The Government of Alberta is in the process of hiring and deploying more prosecutors. In addition the government is proposing to streamline processes to reduce physical court time by staff and public.

Cost Savings Initiatives

Identify initiatives in any area which contributed to improvements in work effectiveness and fiscal efficiency.

Computer Aided Dispatch tied to RMS will be implemented for officer staff by fall 2020. This initiative will enable more effective dispatching from a closest

unit prospective and assist police dispatching to fish and wildlife officer for rural crime emergencies. The branch is underway to reduce many of its land telephone lines with reliance on cell phones and computer instant messaging and Skype. During the COVID-19 emergency, all meetings have been conducted remotely through SKYPE or Webex which has greatly reduced physical travel.

Other Special Law Enforcement Issues.

Nothing further.

Association of Midwest Fish and Game Law Enforcement Officers

2020 Agency Report

State/Province: Colorado

Submitted by: Bob Thompson

Date: May 8, 2020

Training Issues

In the 2020 POST Academy there are currently eleven-wildlife officer and nine park ranger recruits attending the POST academy through the middle of May. With the COVID-19 pandemic, it has led to a lot of the academy taught virtually. The eleven wildlife officer trainees will spend the remainder of the calendar year in specialized training to become wildlife officers. The nine park officer recruits (one is already POST certified) will spend the next six months in specialized training to become parks officers.

Funding and Staffing Issues

The economic return on investment of activities supported by Colorado Parks and Wildlife is massive. The agency's annual budget is about \$190 million, which supports activities that result in over \$6 billion in total economic effects (including state park visitation, hunting, fishing and wildlife watching), spread throughout Colorado, from metro areas to rural communities.

CPW receives very little general fund or citizen's tax dollars to support wildlife management, state parks or outdoor recreation programs. As an 'enterprise' agency mandated in statute, CPW relies primarily on license sales, state parks fees or registration fees to support programs. CPW funding streams are required by law to be separate and CPW does not inter-mingle wildlife and parks funding. Wildlife funding is spent on wildlife programs and activities. State Park funding is spent on state parks operations and programs.

Looking to the future, CPW is extremely thankful for the public support of *The Hunting, Fishing and Parks for Future Generations Act*. Passed in May 2018, the bill provides the agency with several opportunities to continue working toward our mission, and to address some of the specific challenges that CPW has over years of stagnant funding. The bill holds CPW accountable to 10 key goals we plan to work toward addressing by 2025. These goals build off the agency's Strategic Plan and long-term vision for wildlife and natural resource management. CPW embraces the goal of stemming the decline of sportsmen and women in Colorado. Also to improve and increase big game populations through investing in habitat and conservation. CPW is beginning to plan the next Colorado State Park for our residents and visitors. CPW needs to continue recruiting and to retain highly qualified employees to carry out our mission. CPW strives to engage all outdoor recreationists to responsibly maintain and manage the natural resources that make up the very heart of Colorado. All 10 goals and the 2019 report are on the CPW website ([2019 Future Generation Act Report](#)). CPW will report the annual progress to the legislature through 2025. While they are large, these goals are important to CPW and we know they are important to all Coloradans. CPW is grateful every day for the opportunity to work with, play in and protect the natural resources of Colorado. It takes a lot of hard work to maintain and improve habitat, conserve over 960 species, and manage 41 state parks. Nonetheless, the

lands, waters and wildlife that our residents and visitors cherish are equally loved by the hundreds of dedicated CPW professionals that work to ensure the health and prosperity of these resources every day.

In summary CPW's current funding model makes us reliant on user fees to support our programs. Our agency is streamlined and committed to providing the public with a high level of service. Financial sustainability for CPW is a key for maintaining our wildlife and outdoor heritage. CPW is currently in the process of implementing our strategic plan and exploring all options to achieve the goal of financial sustainability into the future.

Major Conservation Law Enforcement Trends

Colorado is a destination state for the hunting of mule deer and elk. Colorado has some of the largest populations and largest antlered of these two species in the nation. Unfortunately, wildlife are often taken illegally and transported across state lines to the state where these subjects that poach reside. Colorado currently works closely with the USFWS and other states where poached Colorado wildlife are taken in a cooperative law enforcement effort to bring these poachers to justice. Colorado also relies heavily on the Interstate Wildlife Violator compact, especially the failure to comply with the provisions of a citation, to assist in these law enforcement efforts.

Unique Cross Boundary or Cooperative, Enforcement Efforts - Colorado works cooperatively with many state agencies, federal agencies and other law enforcement/judicial entities across the U.S. and Canada.

New Innovations in Conservation Law Enforcement - Colorado continues to update and enhance the electronic forensics capabilities as "internet wildlife" crimes with all the social media outlets are ever increasing. The Law Enforcement Investigation Unit conducts all cell phone and computer forensics for parks and wildlife officers. There is a trend of doing more-and-more forensics analysis on smart phones and less-and-less on computers. Colorado contracts with the Wyoming Game and Fish Department for wildlife/DNA forensics. In addition, the Law Enforcement Investigations Unit is in the process of purchasing and outfitting a van as a mobile surveillance/forensics unit.

State, Regional and National Issues, Legislation, Legal Challenges and Court Decisions Impacting Natural Resources Law Enforcement

In the 2019 and 2020 legislative session many of the fines for violations were increased since many had not been increased for years. For example, the fine for no fishing license used to be \$50 and it is now a \$100 fine. Below is a summary of changes.

SUMMARY OF CHANGES

- Increases the fine amount for most wildlife regulation violations to \$100
- Directs that the majority of fines collected from violations of Articles 1-6 be credited to the wildlife cash fund
- Increases the fine amount for procuring more than one license of a certain type in a calendar year to \$100
- Increases the fine amount for no fishing license to \$100
- Increases the over bag limit fine for fish, etc., to \$35 per animal
- Increases the fine amount refusing to permit license inspection to \$150
- Increases the fine for failure to void a carcass tag to \$100
- Increases the fine for release of native wildlife to \$200
- Increases the fine for trespass to \$200
- Increases the fine for failure to attempt to locate wounded big game to \$200
- Increases the fine for use of bait to \$200
- Increases the fine for failure to wear fluorescent orange or pink to \$100
- Increases the fine for loaded firearm in a motor vehicle to \$100
- Increases the fine for shooting from a public road to \$100
- Increases the fine for damage to a wildlife property to \$100
- Increases the fine for luring bears to \$200 for a first offense, \$1000 for a second offense and \$2000 for a third or subsequent offense
- Makes exceptions for CPW staff, as authorized by Commission rule, too legally possess aquatic nuisance species
- Refines when a park pass may be transferred
- Increases the fine for no boat registration to \$100
- Increases the fine for boating equipment violations to \$100
- Increases the fine for underage motorboat operation to \$100
- Increases the fine for prohibited vessel operation (wakeless, PWC operation sunset to sunrise) to \$100
- Increases the fine for careless vessel operation to \$200
- Increases the fine for causing water skis, etc., to collide with a person or object to \$200
- Requires a person on a stand-up paddleboard to have a PFD readily accessible
- Increases the fine for no snowmobile registration to \$100
- Directs that money from snowmobile fines be credited to the snowmobile recreation fund
- Increases the fine for underage snowmobile operation to \$100

- Increases the fine for unlawful operation of a snowmobile on roadways to \$100
- Increases the fine for unlawful snowmobile road, highway or railroad crossing to \$100
- Increases the fine for snowmobile equipment violations to \$100
- Increases the fine for careless snowmobile operation to \$200
- Increases the fine for hunting from a snowmobile to \$100
- Increases the fine for no OHV registration to \$100
- Directs money from OHV fines be credited to the off-highway vehicle recreation fund
- Increases the fine for unlawful OHV road, highway or railroad crossing to \$100
- Increases the fine for nor OHV permit to \$100
- Directs that the majority of fines collected from violations of Articles 10-13, 15 and 32 to be directed to the outdoor recreation cash fund
- Increases the fine for camping in an undesignated area to \$100
- Increases the fine for camping without a permit to five times the cost of the permit
- Increases the fines for prohibited vehicle operation (off road, excess of posted speed, no pass, etc.) to \$100

Cost Savings Initiatives

Since 2009, CPW has cut or defunded 50 positions and reduced \$40 million from its annual wildlife budget.

Other Special Law Enforcement Issues

Since the start of the COVID-19 pandemic, there has been an up-tick in poaching. Most of the poaching has been mule deer but there is a least one reported instant of a Rocky Mountain bighorn sheep that was poached. With the increasing shortage of domestic meat supplies, it is expected that the poaching will continue to increase.

Association of Midwest Fish and Game Law Enforcement Officers
2020 Agency Report
State/Province: Indiana
Submitted by: Colonel Steve Hunter
Date: 5/12/2020

Training Issues

Describe any new or innovative training programs or techniques which have been recently developed, implemented or are now required.

We have been capitalizing on programs like teams or zoom or even FaceTime to keep officers engaged and to build connections. We have been able to develop, implement and evaluate training plans for new officers struggling in various tasks in the Field Training Program. These web based programs allow the connection and communication while engaging the officers involved much more than a phone conversation or email. We have been able to create and share ideas while displaying the information for all to have accurate and real time input.

Through the COVID-19 pandemic we have noticed that now more than ever it is important for us to be involved to maintain a level of connection to the officers we are training, while striving to keep them healthy. We are finding alternative ways to train, our hope is to keep officers from feeling disconnected, which has been a trend nation- wide through this pandemic. Districts are still training with smaller groups, this has given more one-on-one attention to the skills and progress through district training.

These same ideas have crossed over to various trainings we provide to other state agencies. Working on creative interactive solutions to their training needs. Most ideas allow for us to be live in a conversation or teaching virtually receiving real time feedback and answering concerns and questions.

Funding and Staffing Issues

Identify any recent developments in funding, staffing, and diversity in employment issues and describe what prompted these developments and how improvements in funding, staffing and diversity in employment were accomplished.

Our budget has not increased in recent years and as a result our equipment replacement has fallen behind. We have been much more aggressive in pursuing grants of various types to meet our equipment needs. Doing so has allowed us to replace outdated portable radios, enhance our sonar program, and to replace boats for patrolling and emergency responses. Staffing levels are down but we were able to add ten recruits during 2019. Another class was planned for 2020 but given the

recent developments due to COVID-19 the upcoming class has been postponed.

Major Conservation Law Enforcement Trends

Identify any major cooperative, interstate, reciprocal or other cross jurisdictional law enforcement trends (e.g. including community policing, operator under the influence (QUI) initiatives, or other issues which fall outside traditional fish and wildlife enforcement functions).

N/A

Unique Cross Boundary or Cooperative, Enforcement Efforts

Describe any Interagency, interstate, international, state/tribal, or other cross jurisdictional enforcement efforts (e.g. major Lacey Act investigations, progress with Wildlife Violator Compacts, improvements in interagency communication (WCIS), etc.)

Investigators with the DNR Division of Law Enforcement were recently recognized as sharing a Team Excellence Award by the U.S. Fish and Wildlife Service (USFWS) for their work during a lengthy multi-agency investigation focusing on illegal commercial fishing.

Per USFWS, Team Excellence Award recipients excel in tackling tough issues and work together to craft creative solutions. Team excellence occurs when the sum of the collective efforts is greater than an individual's efforts. For 2018, the USFWS awarded three teams from its Midwest region.

The awarded team that included Indiana Conservation Officers conducted Operation Charlie, a USFWS-led comprehensive joint investigation that also included members of the Ohio, Illinois and Kentucky DNRs. Because their work was done undercover, their names are not being released.

The investigation required exceptional teamwork and communication to document potential violations of illegal commercial fishing activities related to sturgeon, paddlefish and other species of concern within the Ohio River basin. USFWS special agents worked with state counterparts from Indiana and Ohio in various roles that ranged from fishing with subjects, to buying/transporting illegal fish and roe from fishers and wholesalers in Indiana, Kentucky and Illinois.

During the investigation, the team documented 60 potential Lacey Act and 90 state violations related to illegal fish and roe/caviar with a potential retail value of at least \$1 million. On Nov. 27, 2018, one of the subjects pleaded guilty to one count of violating the Lacey Act for wildlife trafficking and one count of possession of a firearm. The subject was sentenced to 24 months in federal prison, and was ordered to forfeit all paddlefish caviar and meat, as well as his trailer and boat. Multiple other subjects are being prosecuted.

The award was presented in late May at the ninth annual Employee Excellence Awards Ceremony at the USFWS Midwest Regional Office in Bloomington, Minnesota.

New Innovations in Conservation Law Enforcement

Describe any innovations in equipment, enforcement techniques, forensics, etc.

N/A

State, Regional and National Issues, Legislation, Legal Challenges and Court Decisions Impacting Natural Resources Law Enforcement

Describe issues which impact or challenge law enforcement authority.

N/A

Cost Savings Initiatives

Identify initiatives in any area which contributed to improvements in work effectiveness and fiscal efficiency.

We reviewed summer boating overtime policies and practices redefining the criteria for what was necessary and useful patrols. Doing this allowed us to save considerable money that went to refurbish and replace equipment.

Other Special Law Enforcement Issues

N/A

IOWA DNR LE BUREAU 2019 INFORMATION

Training

We have begun updates to our firearms training program. We will hire some outside training companies to meet with our firearms instructors. The current program is adequate, but we want to make sure that our Conservation Officers are receiving the best firearms training possible. Along with the training updates, we have also upped our ammunition purchasing to facilitate more training. We have also updated our search warrant training program. A program by an Iowa Assistant County Attorney was conducted at our annual statewide training in February 2020. We also had a bureau wide online training for officers as well.

Funding and Staffing

Funding is stable for FY19/20. FY20/21 will be finalized in the next few weeks, but it is anticipated to be status quo. We are behind on staffing. There are plans to hire at least 3 Conservation Officers in calendar year 2020. A Support Services Captain was added at our main office in April 2020. This position handles training, fleet and oversees Hunter's Education and Shooting Sports. We have 5 Field Captains. These positions each supervise a geographical district of the state. We now have a total of 6 Captains.

Major Conservation Law Enforcement Trends

The Iowa Department of Natural Resources Law Enforcement

Bureau Iowa DNR State Conservation Officers continue to work side by side with other state, county and municipal law enforcement partner agencies to not only ensure compliance with fish & wildlife laws, but also laws relating to impaired boating, ATV use and snowmobiling. Districts have conducted several projects using the Iowa State Patrol's air wing to use trained spotters in planes to locate ATVs & snowmobiles operating on remote trails & frozen rivers and relay their locations to officers from multiple agencies on the ground. This has also given the ability to follow & track down those machines that choose not to stop or decide to flee without unnecessarily jeopardizing officer safety during a pursuit. State Conservation Officers have also recently been called upon to work in conjunction with state and local tactical teams during high risk situations acting as spotters and containing situations. Conservation officers' unique knowledge of local territories and terrain has enabled them to add additional sets of eyes to tactical situations in locations with typically few available manpower assets and traditionally difficult to reach areas. From what started as several conservation officers near a scene willing to help has developed into our officers being regularly called to play an integral part in containing and relaying real-time information in high-risk situations.

State, Regional and National Issues, Legislation, Legal Challenges and Court Decisions Impacting Natural Resources Law Enforcement

The Iowa Department of Natural Resources Law Enforcement Bureau struggles with new technology and equipment on the market manufactured for the modern hunter. This equipment may not be legal by definition, however, political pressure from large companies has resulted in a change of interpretation which does not fit nicely into Iowa Code. Examples being laser range finder sights, broad head arrow tips with GPS receivers attached, nitro stick muzzleloaders, AR-15 pistols approved as pistols by the ATF, but do not meet the traditional accepted definition of a pistol. The past concerns with fair chase do not hold the same weight they did 10 years ago. These are the issues we are facing as we move into the future.

New Innovations in Conservation Law Enforcement

New innovations with the current radio system has been partnered with other state and county agencies for better communication. State dispatch has led the training and has spent time with conservation officers training the system and working to create project groups that can be set up on the fly. When a group of officers are working a project state dispatchers create a patch for the officers in that group to communicate. The patch works that multiple agencies can be on the same talk group and not interfere with other radio operations. Training will commence on allowing conservation officers to create self-initiated calls for service through TraCS. Officers will be able to place details of a stop or investigation with time started, GPS coordination, classification, notes, subjects and articles involved and other officers assigned to the case. Included can be subjects based off of subject descriptors, driver license information, and vehicle (recreational vehicles) information. If an officer is not able to input the information, state dispatch can take over the self-dispatch to provide radio broadcast notes and or assign a case to a state officer. Further training and purchasing of side scan sonar is still a need and useful function for investigation of illegal fish nets, found articles and body recovery. The state is working to have many of the flat bottoms and all patrol boats equipped and officers trained in the use of side scan sonar. Iowa Conservation officers are testing body worn cameras. The state did not have a required wear policy and many officers were utilizing donated or self-purchased cameras for the enforcement interactions. With varying terrain and connectivity across the state needs of officers and the ability to connect has been an issue that no one solution has been determined. In 2019 a testing of multiple brands was conducted. The state is still testing brands and has hired a consultant to work with management staff to get the best product for

reliability, storage, functionality and cost.

Cost Savings Initiatives

The Iowa DNR Law Enforcement Bureau has initiated a potential cost saving measure with our fleet vehicles. The Bureau is analyzing the cost per mile over the life of the vehicle vs. the current lowest initial cost to determine which is more efficient. The Bureau continues to contend with officer shortages that are necessary to balance budgets. Officers are allowed to work a very flexible schedule to maximize their ability to choose when they are needed to cover

calls or work problem areas. This strategy has allowed us to provide a good level of service with a small number of officers.

Association of Midwest Fish and Game Law Enforcement Officers 2020 Agency Report Michigan Submitted by Chief Gary Hagler May 8th, 2020

Training Issues

Speed Measurement Training: The Law Enforcement Division (LED) has recently expanded its efforts in the realm of speed measurement. The program has been around for years; however, due to budget constraints and staff changes, efforts had stalled over time. In 2018, two conservation officers attended training to become speed measurement instructors. In turn, they conducted training sessions to certify numerous conservation officers across the state in basic speed measurement. This will greatly improve the division's capability to utilize RADAR/LIDAR and other speed measurement tools to enforce safety concerns related to ORV, snowmobile, and watercraft use.

Poverty Training: Conservation officers across the state attended a class on poverty training. The session illustrated the values of different economical levels within society. It covered the research behind how individuals differ based on the environment they grew up in (i.e. generational poverty, situational poverty, middle class, etc.). This training will be beneficial by giving conservation officers additional insight when interviewing subjects during law enforcement situations.

Online Training System: During the fall of 2019, the LED contracted with a private vendor for an online training system that offers pre-recorded videos and vignettes that include assessments and tracking training records. This system also provides the LED with the ability to create proprietary videos and written training course materials that reflect the specific needs of the conservation officers and staff. We have used this system to schedule a pertinent training curriculum like Michigan Legal Update and to present training on newly implemented programs like air-purifying respirators and the statewide mandated e-Crash Reporting system. We were able to use our Michigan Commission on Law Enforcement Standards (MCOLES) funding for this project and the full-length training video viewings are recorded in the MCOLES system for each officer's license history. We anticipate using this system to a greater extent in 2020.

Boating Accident Investigation and Boating Under the Influence Training: In May 2019, the LED held a National Association of State Boating Law Administrators (NASBLA) boating accident investigation class for 22 LED officers and three other agency officers (Coast Guard Investigative



Services and US DHS/Air and Marine Ops). The class consisted of four hours of online training and 36 hours of classroom training. Two conservation officers were also sent to the NASBLA Boating Under the Influence Train-the-Trainer three-day course in New Hampshire.

Department-wide Conference and Legal Update Training: Every other year the Michigan Department of Natural Resources (DNR) holds a department-wide all-employee conference at various locations in the state. This conference allows the entire department to hear from the department's leadership on emerging policies, goals, and programs along with an opportunity to ask questions and give recognition to long-term employees. Each division then breaks out into separate meetings for engagement and training purposes targeting each division's specific mission. The LED conducted a Legal Refresher session for its training program that covered numerous basic constitutional issues and unique Michigan and DNR statutory enforcement issues. A contracted Michigan attorney presented the course and engaged the officers and staff with a question and answer period.

Funding and Staffing Issues

Staffing: After the graduation of Recruit School #9, staffing is at an all-time high in the DNR Law Enforcement Division. This is a huge testament to the work our conservation officers do. Whether it is protecting the natural resources of Michigan or the health and safety of the public, our conservation officers are more visible than they ever have been. This provides increased opportunity for county coverage, assistance to other agencies and divisions, meeting with constituents, and public outreach. With this increased funding, we have shown that our conservation officers are a good investment.

New Equipment: LED has been able to purchase new equipment that has greatly increased response to emergencies and decreased maintenance costs. Having new equipment such as ORVs, side-by-sides, snowmobiles, etc. has made the DNR Law Enforcement Division an asset to many agencies who

need specialized assistance. This equipment has been used in many rescues and further promotes our mission as a natural resource and public safety protector.

Major Conservation Law Enforcement Trends

Agency Assistance: Michigan DNR conservation officers continue to expand their relationships with local and state law enforcement agencies – particularly in northern Michigan where many law enforcement agencies are struggling to find qualified applicants and experiencing decreased funding. Because LED is currently funded to staff an all-time high amount of conservation officers with new equipment, our officers have been able to help assist other agencies. This has expanded the division's mission to focus on general criminal situations in addition to the traditional natural resource work that we do.

Unique Cross-Boundary or Cooperative, Enforcement Efforts

Emergency Management: The Great Lakes are at their highest levels in more than 30 years, and that means people need to be aware of greater risk to personal safety, potential property damage along shorelines, and the effects on fish and wildlife. Michigan is experiencing the wettest one-, three- and five-year periods since data recording started 120 years ago. High-water problems include erosion, flooding, increased river flows, submerged docks, and boat ramps, property damage, swimming and boating hazards, and damage to wildlife habitat. LED Emergency Management staff are actively collaborating with state, local, and non-governmental organizations through the Michigan High Water Action Team. This team provides mitigation strategies and tactics to address the impacts of this natural event.

Special Investigations Unit (SIU): The Special Investigations Unit (SIU) has been working with the US Fish and Wildlife Service (USFWS) and several states regarding investigations involving herptiles and reptiles that are being harvested and traded illegally.

SIU is working with USFWS and looks forward to working with the State of California regarding a Michigan suspect who is trafficking bear galls from Michigan to California.

SIU is working with Wisconsin and Illinois to identify and infiltrate suspects from the Chicago area who are illegally harvesting fish and transporting them to Illinois for sale.

SIU detectives have assisted smaller local law enforcement agencies with cell phone call data analysis and forensic extraction of cell phone data. This is a great way to assist smaller law enforcement agencies that do not have the budget for some of these programs and who do not have the time to wait for State Police Crime Lab resources to assist in their investigation.

US Forest Service Cooperation: In northern Michigan conservation officers continue to work very closely with the US Forest Service law (USFS) enforcement officers. Our missions are closely related, and they are often our nearest backup in the vast national forests of northern Michigan. The USFS also has similar specialized equipment (e.g., side-by-sides, snowmobiles, off-road patrol trucks) and the outdoor knowledge to be a vital partner in the cooperative effort to protect the state and national forest lands.

Conservation officers are also continuing to play a critical role in assisting with multi-agency law enforcement events such as TorchFest (4th of July on Torch Lake), Bud Bash, Tip-Up-Town, Gambler 500, Higgins Lake 4th of July, and Mud Jam.

2019 Operation Stone Garden: Conservation officers in southern Michigan were once again proud to be

able to support and work with the Macomb County Sheriff Department's Grant on U.S. Border Patrol Federal Funds called "Operation Stone Garden". The grant which is

federally funded allows our department to work seamlessly with U.S. Border Patrol to help protect the international border on the water from illegal smuggling operations, illegal entry, and other enforcement and safety-related issues.

Conservation officers worked on patrol boats during October and early November 2019, helping to secure a safe border between the U.S. and Canada in Macomb County. Conservation officers logged 136 cumulative hours on the water, stopped 71 vessels, and issued three citations for misdemeanor violations.



New Innovations in Conservation Law Enforcement

Special Investigations: The SIU is continuing to use cell phone forensics and tracking suspects via cell phone user data to identify suspects in wildlife crimes. Google geofence warrants have proven useful, but the time for returns is a factor in using them.

MiConnect Outdoors Development: The department has been working with Sovereign Sportsman Solutions (S3) to develop a new outdoor licensing system in Michigan. Part

of this contract includes the development of a mobile application that conservation officers can use on their smartphones when afield.

This new app will allow quick reference to the licensee's personal information, active and past licenses, special permits, and many other helpful tools. It is still in the development phase, but we are



excited about the potential it will have to put data at the conservation officer's fingertips when away from his or her patrol truck.

Remotely Operated Underwater Vehicle (ROV): Cpl. Sean Kehoe of the Great Lakes Enforcement Unit (GLEU) and Conservation Officer Justin Vanderlinde assisted the Michigan State Police Dive Team with the recovery of a body from a recent plane crash. After picking up the dive team in Frankfort, they responded to the scene approximately 5 miles out into Lake Michigan. The body was located on the bottom, in 523 feet of water. The staff from Northwestern Michigan College assisted conservation officers with an ROV and were able to locate and bring the deceased to within 30 feet of the surface before divers were able to grab onto the body. The body was recovered and placed on the deck of the commercial fish patrol vessel, "Rick Asher", and transported to the medical examiner who was waiting onshore. The MSP Dive Team was very pleased to be able to work from the deck of the "Asher" which provided a lot more room and comfort than their patrol boat. The ROV was an essential tool for the success of such an operation.

Cpl. Marvin Gerlach of the GLEU along with the Department of Energy, Great Lakes, and Environment (EGLE) Det. Trey Luce and CO David Miller deployed one of GLEU's ROV on an abandoned, sunken sailboat off Manitou Island near the tip of the Keweenaw Peninsula in Lake Superior. During the fall of 2018, the owner of the sailboat ran it aground on a shoal near Manitou Island. The US Coast Guard had to rescue the owner from the vessel using a helicopter and a rescue lift. The owner of the vessel returned to his home in Delaware and has refused to cooperate with Det. Luce in his investigation. Det. Luce requested GLEU's assistance with obtaining a video of the wreck to verify the vessel's identity with GLEU's ROV. The officers located the wreckage of the sailboat that had dispersed over a large area near the lighthouse on Manitou Island. Winter conditions and Lake Superior ice appeared to have torn the sailboat apart. The officer was able to video various parts and pieces of the sailboat with the ROV. Charges against the owner of the vessel will be sought by Det. Luce for a variety of violations.

Cradlepoint Modems: LED began installing new Cradlepoint IBR900 modems in patrol trucks in the fall of 2019. To date, 213 patrol trucks and Great Lake enforcement vessels have been outfitted with modems. The vehicles and vessels were also fitted with the latest roof-mounted antennas which contain five antennas versus the traditional single antenna associated with our previous USB air-cards. This upgrade provides two antennas for a cellular signal, two antennas for WiFi, and the fifth antenna is for GPS. The increase in cellular antennas drastically improves connectivity to nearly 100%. The addition of two WiFi antennas also allows the modem to distribute wireless signals over a greater area, again, increasing connectivity area and enhancing the effectiveness of conservation officers in the field.

State, Regional and National Issues, Legislation, Legal Challenges and Court Decisions Impacting Natural Resources Law Enforcement

PFAS Concerns: In October of 2018, the Michigan Department of Health and Human Services (DHHS) and the DNR issued a "Do Not Eat" advisory for deer harvested within a 5-mile radius of Clark's Marsh. This area included the former Wurtsmith Air Force Base. The advisory was due to high levels of per- and polyfluoroalkyl substances (PFAS) detected in one whitetail deer that was part of a test sampling. Although this has not impacted law enforcement activities in the area, it has increased fear in and around that local area about hunting.

Side by Side ORVs: Public Act 680 of 2018 (effective March 28th, 2019) allows side-by-side ORVs to obtain license plates through the Michigan Secretary of State if they meet certain requirements for lights, mirrors, braking, etc. This change will allow increased access for these ORVs, which have exponentially increased in popularity in recent years. Combined with Public Act 288 of 2016, which opened access to hundreds of miles of state forest roads, this change may require increased patrols in sensitive areas to address environmental degradation.

Slow No Wake Boating Initiative: Due to increasingly high-water levels in the St. Clair River and St. Clair Flats, conservation officers conducted slow no-wake patrols in St. Clair County to assist local agencies with concerns over damages from vessel wakes due to already flooded properties. During the period from May through



October 2019, 55 patrols were conducted, the officers logged 399 on water hours, contacted 1,289 citizens, stopped 252 vessels, gave 194 warnings, and issued 94 citations. Due to the officer's efforts, boaters were educated, and private property loss due to motorized vessel wake was minimized. Legislators have indicated that they intend to introduce bills to provide for temporary emergency watercraft controls to address the issue. (Note: In 2020, two bills were enacted into law allowing local units of government to establish a 14-day or a 6-month emergency watercraft control).

Great Lakes Enforcement Unit (GLEU): The GLEU continues to assist with the creation of a new state commercial fish statute to replace the current act from 1929. In support of this effort, Lt. Terry Short testified in front of the House Natural Resource Committee on the House version of the law. Currently, the House version has passed and is now forwarded to the Senate.

Cpl. Marvin Gerlach of the GLEU contacted the Fisheries Division regarding a state commercial fisher that had overharvested approximately 80,000 lbs. of Whitefish between two of his licenses. The fisher had been cited by Cpl. Gerlach for the violations. The fisher pled guilty and paid a total of \$620 in fines and court costs under the "current" 1929 commercial fishing statute. Since the 1929 commercial fishing statute does not provide for restitution on the illegal Whitefish catch and the fisher was able to market the catch and received substantial financial gain before the violation was discovered. This case disposition is being used as an example of the need to update the state of Michigan's commercial fish statute and penalty section.

Cost Savings Initiatives

Nothing to Report

Other Special Law Enforcement Issues

Sergeant Santa (Belle Isle): Michigan Department of Natural Resources conservation officers that patrol Detroit and the surrounding communities hosted their first "Stuff a Truck" to support the Detroit Police Department's Sergeant Santa event. Sergeant Santa is an annual holiday program sponsored by WWJ News Radio 950 and the Detroit Police Department that collects toys and delivers them to Detroit families in need. Toys are collected and given to families in need throughout the City of Detroit. The goal was to collect enough toys to stuff one DNR patrol truck. Collection boxes were distributed at the DNR Outdoor Adventure Center (OAC) to collect donations. Conservation officers joined the Detroit Police Department on December 18 to personally deliver the toys to 50 families – twice the amount of families that received toys in 2018.

Roscommon Youth Police Academy: In the past 2-3 years, we have been assisting other law enforcement agencies in Roscommon County (mainly MSP, Roscommon County Sheriff Dept, Gerrish Township Police) with a summer youth academy for kids. This gets local kids (ages 10-16 years old) exposed to different levels and divisions of law enforcement for potential career options later in life. One full day is given to District 5 conservation officers to teach these young recruits about our specialized law enforcement by exposing them to presentations, scenarios, and other conservation-related functions.

Off-trail Snowmobiling: Off-trail riding is becoming more and more popular each year and with the growth of this sport, there has been an increased need for specialized LED equipment. Off-trail riders are purchasing long track snowmobiles that can reach very remote areas where short track snowmobiles are not able to access. When these people need help, emergency responders and law enforcement officers must have an equally capable

machine to assist. Another issue off-trail riders face is riding legally. Many of the riders are calling DNR offices asking where they can off-trail ride legally. The riders that don't do their research and only chase snowfall, unfortunately, end up riding on private property which generates trespassing complaints.

Abandoned Vessel Wreckage: Members of the GLEU had received information from a local dive shop owner in Menominee of a gill net hooked on the shipwreck "Home" which is a schooner that sank off the coast of the UP near Seul Choix Point in the 1800s. Efforts were coordinated with the divers to remove the net. Cpl. Mike Hammill, Cpl. Kevin Postma, Cpl. Nick Torsky and Lt. Terry Short conducted a net removing effort with divers utilizing the 30' PACIFIC patrol vessel. The divers ran a line from the net to the officers and then cut the net free of the wreck. The officers were then able to pull 2,000 feet of lost gill net. The Wardens Show filmed the operation for a future episode. Approximately 200 pounds (66 fish) of Whitefish, Lake Trout, and Burbot were removed from the net. The GLEU removed 5,000 feet of gill net and two trap nets that were either lost or abandoned in the Great Lakes.



Association of Midwest Fish and Game Law Enforcement Officers
2020 Agency Report
State/Province: Minnesota
Submitted by: Lt. Col. Greg Salo
Date: May 14, 2020

Training Issues

We provided all officers with new foam and inflatable PFDs, along with new guidance about when to wear inflatables (only when the water temperature is higher than 50 degrees). We also had a training on the use of PFDs and man-overboard devices for all conservation officers.

Funding and Staffing Issues

We continue to receive funding to diversify our conservation officer corps and continue recruiting officers with varying backgrounds and experience. Last spring, we held a diversity job fair in St. Paul, which was well attended and resulted in a number of applications.

Major Conservation Law Enforcement Trends –

Minnesota DNR Enforcement continues pushing for changes in state laws regarding driving under the influence across the spectrum of motor vehicles and recreational vehicles. We also have been working with other agencies to slow the spread of chronic wasting disease in our wild deer herd and have been directing enforcement efforts at the commercialization of wild game.

Unique Cross Boundary or Cooperative, Enforcement Efforts

We continue working with our tribal law enforcement partners in the state. This past year, for example, our officers worked with Red Lake Nation officers to apprehend a man who's accused of killing a 700-pound bear on reservation land.

New Innovations in Conservation Law Enforcement

We added to our staff an investigator who focuses on social media and electronic forensics. He will be on scene when some search warrants are executed, for example, and will provide support to officers throughout the state.

State, Regional and National Issues, Legislation, Legal Challenges and Court Decisions Impacting Natural Resources Law Enforcement

Nothing of note.

Cost Savings Initiatives

Our officers continue to use apps such as Skype to conduct meetings when possible, and also have been more active in using social media as part of their jobs.

Other Special Law Enforcement Issues

We anticipate in the future we will be working on situations related to the exercise of First Amendment rights.

Association of Midwest Fish and Game Law Enforcement Officers
2020 Agency Report
State/Province: Missouri
Submitted by: Randy Doman
Date: May 12, 2020

Training Issues

The Missouri Department of Conservation (MDC) graduated a class of 11 Conservation Agents in October of 2019 from our Agent Training Academy (which initially started with 12 trainees). For the second time within the last five years, MDC will not be conducting an Agent Training Academy in 2020. The nine-month hiring process will soon begin (July 2020) for the 2021 Agent Training Academy. The Academy is Peace Officer Standards and Training (POST) certified, and consists of constitutional law, conservation law, defensive tactics, emergency vehicle operations, boating operations, waterfowl school, firearms training, land management practices, trapping, hunting incident investigations, fish kills, etc.

Due to the ongoing COVID-19 pandemic, all group related spring training and qualifications (i.e., firearms, defensive tactics, CPR/First Aid, etc.), meetings, conferences, physical fitness testing, etc., have been postponed until later dates yet to be determined.

Funding and Staffing Issues

The Fiscal Year (FY) 2020 budget for MDC continues to represent less than one percent of the total state government budget in Missouri. The primary sources of revenue are the one-eighth of one percent Conservation Sales Tax, at about \$121 million, and permit sales and federal reimbursements, at about \$64 million. Total receipts for FY 2019 were \$196.7 million.

In Missouri, conservation pays by enriching our economy and quality of life. In Missouri each year, more than 1 million individuals fish, 576,000 hunt, and 1.7 million view wildlife. Hunting, fishing, and wildlife recreation generate \$5.2 billion in economic impacts, and there is an additional \$10 billion in economic impacts from the forest products industry, for a total of \$15.2 billion in economic impacts. This economic activity supports 111,000 jobs. Conservation makes Missouri a great place to live, work, fish, hunt, view wildlife, and be outdoors.

In 2019, MDC welcomed three new commissioners to our four-person Conservation Commission – Barry Orscheln of Columbia, Mo.; Dr. Steven Harrison of Rolla, Mo.; and Mark McHenry of Kansas City, Mo.

The Conservation Commission approved a multi-year market-based pay plan and performance management system which uses a 'Pay for Performance' approach which is directly tied to

available funding. This new system is based on three annual criteria:

- 1).Market-based salary comparisons / adjustments,
- 2). Tenure/longevity with the MDC, and
- 3). Performance pay based on set performance measures (i.e., agreed upon goals and objectives).

MDC has a priority-based budgeting program specifically tied to the Department's Strategic Plan: *Design for the Future*. This plan identifies three goals (listed below) to direct the efforts associated with specific FY20-21 Department priorities.

- *MDC Takes Care of Nature*
- *MDC Connects People with Nature*
- *MDC Maintains Public Trust*

With input from the public and conservation partners, MDC has identified six desired outcomes, 17 strategies, more than 150 specific actions, and 42 measures that will help track our progress. The Protection Branch is well represented in all three goals, as well as the current agency priorities which include: Chronic Wasting Disease (CWD) Management, Feral Hog Elimination, Asset Management Inventory, and Priority Geography Management.

The Department reorganization has switched from an initial planning phase to an implementation phase which has resulted in some extensive restructuring (e.g., divisions changing to branches; regional administrators appointed to all eight regions to place local coordination and decision-making authority at the regional level, etc.).

The Protection Branch currently has 188 full-time employees, which is currently down 12 positions due to retirements, resignations, and terminations. In order to provide superior customer service, while addressing emerging priorities such as disease management and wildlife trafficking, the Protection Branch occasionally reclassifies existing positions to better accomplish our mission. Two examples include: returning a temporary field agent position into the Special Investigations Unit (SIU) to serve in a technical investigator (Sergeant Detective) role and reclassifying a clerical position to a supervisor (Captain) position for our Commercial Wildlife Unit.

At the present time, a little more than one quarter of commissioned law enforcement staff are eligible for retirement within the next five years. This appears to be a consistent dilemma within the entire Department as well.

Effective May 1, 2020 the Protection Branch adopted a law enforcement ranking system to emphasize a statewide chain of command, increase accountability for a statewide program, facilitate more accurate market value comparisons, increase cross-communication/parity with LE peers, enhance succession planning while developing bench strength for future leadership roles, ensure that training and leadership is everyone's responsibility, and that the best trainers are providing instruction, no matter the rank.

- Structure is made up of the following - Branch Chief > Deputy Chief(s) > Major > Captain(s) > Lieutenant(s) > Sergeant Detective(s) > Corporal(s) > Conservation Agent(s) > Agent Trainee(s).

We are still looking to also add a Sergeant level to take some of the duties off the plates of our Lieutenants.

Major Conservation Law Enforcement Trends

During the 2019 deer season, 5,700 hunters donated 282,935 pounds of venison to Missouri's Share the Harvest program. This was an increase over last year (4,956 hunters donating 259,414 pounds). Conservation staff, in addition to our program partner, the Conservation Federation of Missouri (CFM), are continually working on raising awareness and securing funding for this extremely valuable program.

Operation Game Thief (OGT), is a hotline sponsored by the Department and the Conservation Federation of Missouri. In 2019, Missouri's OGT program received 760 violation reports (an increase over last year), which resulted in 297 convictions and \$8,800 in rewards paid to 45 callers. Our OGT exhibit trailer was used in six events for multiple programs. The Protection Branch actively promotes the OGT program through a variety of media outlets, including our Department's social media page. These efforts resulted in several great cases being made.

One such call to the OGT hotline last year led to the following noteworthy case: On 11/01/2019 Agent Eric Swainston and Lt. Mike Jones received information from two anonymous sources that Harold Piatt was in possession of two fresh questionable deer heads at his residence. Agents Tyler Brown, Swainston and Lt. Jones, with the assistance of the Miller County Sheriff's Office, conducted an interview and interrogation at the Harold Piatt residence which resulted in solving various cases in both Miller and Shannon Counties.

Piatt admitted to shooting multiple deer at night, from the roadway, and taking the antlers as trophies. In most instances, he left the meat to rot, while just enjoying the thrill of the kill. During the course of the interview, and with consent from Piatt, they looked through the photos on his cell phone. Piatt identified each photo, the deer in each photo, approximately

where each deer was killed, approximately what time and date they were killed, and the manner in which they were killed. Piatt identified photos of four deer that he killed in Shannon County and three more deer that he killed in Miller County. He also received multiple drug charges in Miller County. Below is a list of the charges that were filed on Piatt along with evidence photos of illegal wildlife parts seized.

For the violations committed in Shannon County, Agent Brown filed the following charges with the prosecuting attorney:

- Take Deer in Closed Season (x3)
- Take Deer with Aid of Artificial Light (x3)
- Possession of a Controlled Substance Except less than 35 Grams Marijuana
- Unlawful Possession of Drug Paraphernalia-Methamphetamine
- Possession of Less than 10 Grams Marijuana
- Unlawful Possession of Drug Paraphernalia

For the violations committed in Miller County, Agent Swainston filed the following charges:

- Take Deer with the Aid of Artificial Light (x3)
- Take Deer in Closed Season (x3)
- Take Raccoon in Closed Season by Hunting Methods.
- Illegally Possess Deer or Parts Thereof (x2)



Illegal Antlers



Illegal Deer and Antlers

Timber theft also continued to be an issue in 2018-2019 across the state with numerous investigations resulting in successful prosecution (e.g., 29 felonies and 11 misdemeanors, which resulted in \$61,803.63 in fines and restitution for the Kansas City Region). Specific examples from St. Clair County are included below:



ST CLAIR COUNTY – 10/16/2018

- 2 Search Warrants Served (Roscoe and Eldorado Springs)
- Conservation Agents noted over 180 violations. Conservation related cases filed or pending by Conservation Agents include:
 - Polk County – 2 Felonies – Stealing (Chainsaw - \$810 value)
 - St Clair County – 3 Felonies – Stealing (Walnut Logs)
 - 3 Felonies – Property damage (cutting Walnut trees)
 - 2 Felonies – Property damage (vandalizing 2 MDC Forestry Dozers)
 - 2 Felonies – Stealing (Batteries from 2 MDC Dozers)
 - 2 Felonies – Stealing (Commercial winch - \$6300 value)
 - 8 Misdemeanors – Operate motor vehicle in unauthorized area
 - 1 Misdemeanor – Being on special mgmt area during restricted hours
 - 1 Misdemeanor – Fail to register motor vehicle

ST CLAIR COUNTY

ST CLAIR COUNTY

- Pending Cases Filed by Cooperating Agencies
 - St Clair County Sheriff's Office – 1 Felony – Possession of controlled substance (methamphetamine)
 - 1 Felony – Possession of stolen property (flat bed trailer)
 - Cedar County Sheriff's Office – 1 Felony – Possession of controlled substance (methamphetamine)
 - Eldorado Spring Police Department – 1 Felony – Possession of stolen property (Dodge truck tailgate)

ST CLAIR COUNTY

Area	Volume (Doyle)	Value	Tree Count
Birdsong CA	2581	\$6,531.04	10
Blackjack Access CA	408	\$1,067.94	3
Gallinipper WMA	526	\$1,439.87	2
Salt Creek WMA	3812	\$10,443.85	28
Linscomb CA	3019	\$8,270.86	7
Kings Prairie CA	5257	\$14,208.18	17
Schell-Osage CA	1389	\$3,806.55	5
Wah Kon Tah CA	740	\$2,027.28	4
Total	17732	\$47,795.55	76

TACTICS UTILIZED BY SUSPECTS

- Battery operated chainsaws
- Both daytime and nighttime activity
- Stolen equipment (Chainsaws, trailers, winches, etc.)
- Cut trees, leave for several days to a couple of months, return to remove logs
 - Using game cameras to monitor the cut trees to see if they are discovered
 - Cell phone app (iRHiddenCamera) available that will detect infrared game cameras
- Multiple locations vs. a single area
- Selling logs at multiple sawmills

COOPERATION

- Intra-Departmental
 - Cooperation with Forestry, Wildlife, and Resource Science
 - Tree / log values
 - Locate cut trees on areas managed
 - Map building
 - Provide equipment
- Inter-Agency
 - US Army Corp of Engineers
 - US Fish & Wildlife
 - County Sheriff's Offices and local Police Departments
 - In other areas of the state – US Forest Service and National Park Service



Unique Cross Boundary or Cooperative, Enforcement Efforts

See aforementioned Timber Case Information.

Missouri's Special Investigations Unit (SIU) continues to remain active as a contributing member of the multi-state Aquatic Resources Task Force comprised of their counterpart investigators from Arkansas, Illinois, Indiana, Ohio, and Tennessee.

Missouri SIU staff also remain actively involved in various capacities with the Wildlife Investigators Covert Academy (WICA) training held annually across the country (Missouri hosted this training in 2019).

New Innovations in Conservation Law Enforcement

The Protection Branch continues to embrace technology to better protect Missouri's fish, forest and

wildlife resources. Department Administration has tentatively approved and allocated funding to outfit Protection vehicles as mobile workstations. (i.e., laptop mounting system with separate adjustable screen and keyboard, mobile modem, printers, etc.)

The Protection Branch instituted an Incident Reporting System to comply with state crime reporting laws. This system has been designed to be fully integrated with our current Arrest Records and Warnings System, Telecheck System, Permit Sales System, and Accomplishment Reporting System (new this year as well, to track agent daily activities and accomplishments). This allows for a very efficient user experience by eliminating duplicative entry of information that has already been collected in other databases. (e.g., identifying information of suspects, victims, witnesses, or charges pursued.) It also allows us to identify locations with higher public service demands and enable us to allocate resources more effectively. These efficiency and process improvement procedures save staff time and improve both the internal and external customer experience.

The Protection Branch continues to make great cases utilizing game cameras and remote surveillance cameras that send photos to agent's smartphones when activity is detected. Several of our successful 2019 timber theft cases were discovered and effectively documented using this technology, as well as detecting the presence the feral hogs in staged corral traps. Our SIU continues to successfully use Cellebrite in conducting cell phone data extraction and transfer analysis, and ZetX to map and analyze huge sets of phone record data quickly and efficiently while meeting scientific standards (TRAX mapping - tower dumps, exigent pings, etc.).

Protection Branch also enhanced the law enforcement markings on our 2019 and newer vehicles over the past year. The increased visibility is part of a deliberate community policing strategy and an effort to maintain relevance in a changing society...





State, Regional and National Issues, Legislation, Legal Challenges and Court Decisions Impacting Natural Resources Law Enforcement

Legislative Session - the Department is engaging in discussions with legislators regarding budget allocations, feral hog elimination efforts, night vision and thermal imagery use for predator hunting and wildlife/feral hog damage control, the definition of 'handgun', and a Landowner Registry, etc.

In 2019, the Missouri Legislature and Governor passed a "Poaching Bill" which provided an optional restitution penalty for poaching Missouri game animals and other native wildlife species -

- Elk and Bear - \$10,000 - \$15,000
- Whitetail Buck - \$1,000 - \$5,000
- Turkey - \$500 - \$1,000
- Paddlefish - \$500 - \$1,000

In addition to the Poaching Bill, effective February 1, 2020 the state Uniform Fine Schedule Committee, in cooperation with Protection Branch, also implemented a revised conservation fine schedule. As part of our strategy to increase voluntary compliance with the *Wildlife Code* and further deter poachers, the conservation fines for more egregious, fraudulent permit, and commercial wildlife violations increased appropriately.

Unfortunately, for the second year in a row, the Missouri Legislature essentially shut down wildlife check points on public roadways (not to include MDC roads on MDC lands) by implementing restrictive language and only allocating \$1 to be spent on such road checks.

Missouri courts discovered several years ago that the previously utilized mail-in ticket Fine Collection Center (FCC) process may have been unconstitutional since prosecuting attorneys were not signing off on tickets issued by law enforcement with the option to plead guilty and pay the fine via the mail. Therefore, the state supreme court has implemented a prosecutor portal in which all tickets are sent directly to local prosecutors who then must decide if they want a personal appearance in court, or to allow for the fine to be paid through the mail. An unforeseen problem is that most of our prosecutors do not want to personally handle all of the paper tickets issued, so

they are requesting an electronic filing system in which law enforcement will need to find a way to electronically file their tickets with the prosecutor. This has unfortunately led to some county prosecutors choosing not to accept and file submitted handwritten citations from our conservation agents. Consequently, MDC is currently in the process of expeditiously creating such an electronic filing system since several prosecutors across the state have refused to accept and file paper tickets.

Cost Savings Initiatives

The Protection Branch continues to utilize a very active and successful Protection Volunteer Program consisting of approximately 132 volunteers spread across the state. These volunteers assist conservation agents and other MDC staff with projects including enforcement patrols, outreach and education programs, training scenarios and wildlife surveys. This volunteer program has also proven to be a valuable recruitment tool.

MDC Administration approved and appropriated \$100,000 for the Protection Branch to institute a K-9 program which will consist of four agent handler/canine teams. California Department of Fish and Wildlife states that one well trained dog can save approximately 800 personnel hours per year. Based on this information our figures show that if each of our future canines save us 800 hours of labor each year, at an annual cost of \$1,050 dollars per canine, that's \$1.31 per hour in labor, or a total savings of \$15,760 annually per dog. Total annual cost for our K-9 Program is estimated to be \$4,200 with a total labor savings gained annually of \$63,000.

In 2019, MDC launched a permit auto renewal system to allow customers to enroll eligible permits in a service that automatically renews their permits prior to the start of the next season or permit year. More than 22,000 individuals enrolled prior to the beginning of the 2021 hunting and fishing permit season. In addition, our Permits Branch has also reached out to previous permit holders, who have not purchased permits in a few years, and have been successful in encouraging them to remain active in annual hunting, fishing, and trapping seasons with additional permits being purchased.

Other Special Law Enforcement Issues

MDC is part of a very productive network of federal, state, and private agencies (Missouri Department of Agriculture, US Department of Agriculture, Missouri Farm Bureau, United States Army (Fort Leonard Wood), Missouri Corn Growers Association, National Wild Turkey Federation, Missouri Agribusiness Association, and countless others) called the Missouri Feral Hog Elimination Partnership. All members of the partnership are dedicated to total elimination of feral hogs from the state, and have worked together to successfully remove 10,495 hogs from Missouri's landscape in 2019.

With the U.S. Forest Service's order to prohibit feral hog hunting in the Mark Twain National Forest, the

Partnership implemented an aggressive Statewide Strategic Feral Hog Elimination Plan. The Partnership set up the first Incident Command Structure (ICS) in 2020 for an increased unified removal effort. As of March, this effort, combined with the continued normally scheduled feral hog removal efforts, culminated in 340 landowners assisted, 2,904 feral hogs removed, and nearly 669,000 acres scouted for signs of feral hog activity. The

Protection Branch continues to play a vital role in all aspects and scope of the Partnership's established feral hog elimination plan. Corral trapping and aerial gunning continues to be our most effective control measures at this point in time.

With the official closing of hog hunting on U.S. Forest Service land in Missouri, the Protection Branch was tasked with providing increased law enforcement patrols and maintaining a physical presence to deter potential public unrest, and to provide protection for staff on the ground conducting scouting and trapping operations. Conservation agents also remained actively involved in the trapping efforts while continuing to enforce the state statutes prohibiting the transportation and release of feral hogs, as well as enforcing regulations prohibiting feral hog hunting on MDC lands.

The restoration of elk in Missouri is supported and appreciated by many people and organizations, and elk tourism has proven to be a benefit to local communities. The elk herd continues to grow and in 2020 the Department will hold its first elk hunting season using a lottery system with only five Elk Hunting Permits to be issued this year.

Unfortunately, we continue to investigate poaching activities that have resulted in the illegal killing of six elk over the last couple of years. Working with our partners at the Conservation Federation of Missouri (CFM), Missouri's OGT program offered a \$20,000

reward in late 2019 for information leading to the conviction of those responsible for killing these Missouri elk over the past several years. However, this large reward amount has not proven to be successful in garnering the information needed to make any arrests, so our investigations continue without having received much credible information or assistance from the public.

After numerous years of documented abuse, the Department has established regulations to address a significant level of fraud with our landowner permitting system. A statewide review in 2018 by conservation agents found over 30 percent misuse of no-cost landowner permit privileges (i.e., landowner fraud). Based on this information, the Conservation Commission instituted a landowner registry system to ensure no-cost permits are only being issued to qualifying landowners, and the Commission increased the qualifying land acreage from five to 20 acres.

Lastly, our conservation agents also conducted a very successful statewide covert operation involving pet stores possessing and selling illegal wildlife (e.g., focusing primarily on illegal invasive crayfish). Appropriate charges are pending and soon to be filed in the local courts.

Association of Midwest Fish and Game Law Enforcement Officers
2020 Agency Report
State/Province: North Dakota
Submitted by: Robert Timian
Date: May 1, 2020

Training Issues

We continue to deal with issues regarding the training of new wardens. Current POST Board rules cause problems with the timeline between the field training program and the basic law enforcement academy. New hires who are not POST certified must attend the state basic LE academy. Due to POST Board rules, a new officer cannot be registered for the academy until they have a limited peace officer license. To be issued a limited license an officer must be employed by a LE agency, qualify with their duty weapon, and pass the written use of force exam. This means we must hire and begin training new officers before they can be registered for the basic academy. The problem arises here, because there are only three basic classes a year and there are more students than seats available. Our new hires are finishing their 16-week field training program before they have been to the basic academy, causing numerous issues.

We have been utilizing technology for training more frequently with numerous trainings now held via webinars. While this is not a solution for all required training, it is an effective method of training for certain topics.

Funding and Staffing Issues

We have seen a large reduction in the number of applicants for warden positions. We are increasing our recruitment efforts by better using social media, video, and university engagement. We are planning for several open positions in the next 1-4 years due to retirements and are hoping to keep two full time temporary positions staffed so we will have trained officers ready to fill in as districts open. We are beginning work on the 2021-2023 biennium budget.

Major Conservation Law Enforcement Trends

With the continued effort towards reducing the spread of CWD we are also reviewing our regulations and how hunters are impacted by CWD regulations. We are proposing a change to the tagging and transportation requirements

to try and simplify the regulations for the hunters while still achieving the agency goals and making enforcement of the rules possible.

Unique Cross Boundary or Cooperative, Enforcement Efforts

We continue to utilize our Joint Powers Agreements with other states and work on large, multiple state investigations. The wardens are utilizing our agreement with the Wyoming Game and Fish Department forensics lab and have sent numerous samples to them for DNA analysis.

New Innovations in Conservation Law Enforcement

We are currently researching new patrol rifles with the goal of finding an AR-10 (.308) platform rifle that is vastly improved from our current rifles. We are focusing on the weight, balance, and overall reliability. So far, we are finding that technology has improved since we last purchased rifles. We continue to research and have purchased several apps for our smartphones that we hope will improve officer safety, efficiency, and success.

State, Regional and National Issues, Legislation, Legal Challenges and Court Decisions Impacting Natural Resources Law Enforcement

As always, we continue to monitor legislation, legal challenges and court decisions to determine how they would affect us. Our legislature meets bi-annually, and this year is an off year, so we will begin working on new legislation for the 2021 session later this year.

Cost Savings Initiatives

We continue to aggressively review applications for gratis bis game licenses for false information. New screening reports have been developed using new technology which have decreased the amount of time it takes to review the applications. We are also researching ways to decrease the amount spent on vehicle changeouts. Our new officer report and incident management system is nearing completion and it appears that building our own

will save us money over buying a commercial product.

Other Special Law Enforcement Issues

Like every other State we are now dealing with how we will adjust to continue operations in response to COVID-19, and in future what funding issues made be coming.

Association of Midwest Fish and Game Law Enforcement Officers
2020 Agency Report
State/Province: Ohio
Submitted by: Ken Fitz, Executive Administrator of Law Enforcement
Date: 5/5/2020

Training Issues

Describe any new or innovative training programs or techniques which have been recently developed, implemented or are now required.

No new developments on the training front, although we have as a Department moved from each Division (Wildlife or Parks and Watercraft) running their own training program to a centralized cooperative approach blending both divisions for in-service training. This has continued to be a work in progress, with some differences in the needs of the division coming forward resulting in changes in how the trainings are done. A state-wide training was held featuring Brian Willis with "What's Important Now," Kent Williams is scheduled for June 2020, however this training is up in the air due to Covid 19.

Recent developments with Covid 19 resulted in our cadets that are enrolled in the Basic Peace Officer Academy to be sent home. They are receiving remote instructions for half of their time in the day to fulfill their basic peace officer training requirements, the rest of the time is covered by remote learning from Division of Wildlife staff to fulfill wildlife academy topics not covered in basic training.

The Ohio Division of Wildlife has seen the benefits of conducting trainings for other law enforcement agencies, the public, conservation groups, and our own officers concerning ginseng. The training covers identification, life history, Ohio's management program, regulations, and enforcement techniques.

Funding and Staffing Issues

Identify any recent developments in funding, staffing, and diversity in employment issues and describe what prompted these developments and how improvements in funding, staffing and diversity in employment were accomplished.

For the first time in approximately fifteen years, a fee increase was put in place, raising the cost of deer permits, turkey permits and fishing licenses. Resident hunting license fees, and multi-year license packages did not increase. Previously fees for nonresident hunting license and permits had increased.

Ten cadets completed training and graduated from the academy in early 2019, followed by

another hiring in July 2019. Recruiting efforts on social media were greatly increased and resulted in a more diverse group of applicants. Over 900 applications were received for fifteen positions. At the same time the Division of Wildlife was hiring, the Division of Parks and Watercraft hired cadets, which caused some confusion among applicants. Ultimately, two of the diverse wildlife cadet candidates went to the Division of Parks and Watercraft. Thirteen cadets began the wildlife academy training process during the first week of February. As of late April, twelve remain in training. This hiring includes several "nontraditional" candidates that while active in the outdoors and various outdoor sports, are not necessarily the traditional "hook and bullet" sport participants. These cadets are reflective of society and further our goal of increasing relevance to the public.

Major Conservation Law Enforcement Trends

Identify any major cooperative, interstate, reciprocal or other cross jurisdictional law enforcement trends (e.g. including community policing, operator under the influence (QUI) initiatives, or other issues which fall outside traditional fish and wildlife enforcement functions).

The authority for Ohio Wildlife Officers is restricted to traditional "game warden" work throughout most of Ohio, however, we also have full police powers on ODNR property. Over the last few years we have seen an increase in drug abuse and accompanying overdoses on our areas. We have also seen a correlation between poaching complaints, and sales of wild animal parts and meat to support drug habits.

Deer Processor Investigation - Ohio wildlife officers executed search warrants in Gallia County Ohio on Tuesday, Feb. 11, 2020 concluding a several months long investigation of alleged wildlife violations concerning illegal take and tagging of white-tailed deer and records violations at a deer processor.

Five search warrants were conducted by Ohio Division of Wildlife officers and investigators, with an additional search warrant conducted in Pennsylvania by the Pennsylvania Game Commission. Wildlife officers and investigators conducted 22 interviews in Ohio and three in Pennsylvania to verify all alleged violations.

During the search warrant, more than 1,000 items of evidence were seized, including venison processing equipment, processor records, deer mounts and antlers, venison, and hunting implements. A stolen rifle, illegally possessed firearm suppressors, and a moonshine still were also discovered during the searches. This case is still under investigation, and additional information will be released later.

The Division of Wildlife thanks all the law enforcement agencies involved, including the Pennsylvania Game Commission which conducted interviews and a search warrant concurrent with the Ohio Division of Wildlife, as well as assistance from the Ohio Department of Public Safety, Ohio Investigative Unit.

Canine use - A Division of Wildlife canine officer assisted in a murder investigation, finding the firearm, allegedly used in the crime, hidden under a rock in the woods for two weeks. Our canines have been frequently used by other agencies to find evidence, including assisting with a serial rapist arrest, and by finding personal belongings of a victim in a fatal motorcycle crash, helping bring peace to the family. Changes in hunter behavior – There has been a marked change in hunter behavior in Ohio, with less pressure during the firearms season for deer and more pressure in the archery season. In addition, more firearm hunters have been using the same tactics they would for archery hunting, and there is a decrease in deer drives. This has caused us to look at our scheduling decisions and how we apply our manpower throughout the fall as well as how our officers work to find hunters.

Unique Cross Boundary or Cooperative, Enforcement Efforts –

Describe any Interagency, interstate, international, state/tribal, or other cross jurisdictional enforcement efforts (e.g. major Lacey Act investigations, progress with Wildlife Violator Compacts, improvements in interagency communication (WCIS), etc.)

Ohio continues to participate in several multi-agency task force groups, including the Twelve Party Agreement, regional in-state Environmental Crimes Task Force groups, the Aquatic Resources Task Force on the Ohio River, and the Great Lakes Fishery Commission Law Enforcement Committee.

New Innovations in Conservation Law Enforcement

Describe any innovations in equipment, enforcement techniques, forensics, etc.

Officers and investigators have utilized a number of commercially available tools, including remote access trail cameras with tremendous success. In addition, cell phone tracking software had generated valuable data that has been used to put the suspect at the scene of the violation. While this is not new technology, software developers are constantly developing new products that can be utilized to build stronger cases.

State, Regional and National Issues, Legislation, Legal Challenges and Court Decisions Impacting Natural Resources Law Enforcement

Describe issues which impact or challenge law enforcement authority.

Bills have been introduced in the current session of the General Assembly that could impact the ability of the agency to: regulate the hunting and trapping of coyotes, disqualify applicants for a commercial fishing license, or would expand exemptions for hunting and fishing license. The agency is assessing the impacts of these proposals.

Cost Savings Initiatives

Identify initiatives in any area which contributed to improvements in work effectiveness and fiscal efficiency.

While we have not taken any new initiatives for work effectiveness and fiscal efficiency, as an agency that is funded primarily by license dollars, we are constantly working to be fiscally responsible. To do this we utilize complaint data and public input to determine scheduling and manpower needs.

As an agency, because we see a need to engage segments of the public that have not traditionally funded our efforts, we have directed our officers to engage other segments of the public. Officers have been encouraged to participate in birding groups, garden clubs and others that have an interest in the outdoors, as well as reaching out to others to develop an interest in the outdoors. While we have a legislative mandate to serve all Ohioans, many are not aware of our agency and the work that we do.

Other Special Law Enforcement Issues

Nothing to note.

Association of Midwest Fish and Game Law Enforcement Officers 2019

Agency Report

State: OKLAHOMA

Col. Nathan Erdman Prepared by: Capt. Marni Loftis

Date: April 07, 2020

The following report covers the period July 1, 2019 through June 30, 2020 (FY2020) for the Oklahoma Department of Wildlife Conservation, Law Enforcement Division.

AGENCY OVERVIEW

The Oklahoma Department of Wildlife Conservation is comprised of 6 divisions which include: a Law Enforcement Division, Wildlife Division, Fisheries Division, Information and Education Division, Administration Division, and a Federal Aid Division.

The Law Enforcement Division consists of a Colonel/Chief of Enforcement, Lt. Colonel/Asst. Chief of Enforcement, Captain/Operations Manager, and a Secretary located at our headquarters in Oklahoma City. There are approximately 117 field employees which include: Game Wardens who are divided into 8 districts, with each district containing two Lieutenants and a Captain. A game warden's primary responsibility in Oklahoma is to enforce the state's wildlife laws. However, game wardens also have the jurisdiction to enforce all other state laws when necessary. Beyond law enforcement, game wardens are responsible for conducting public outreach programs as well as assisting other divisions with research and other projects. Game wardens are often involved in assisting with spotlight counts, controlled burns, fisheries research assistance, and other Department programs and projects.

In addition, the agency has a reserve force consisting of 13 reserve officers. These reserves are agency employees assigned to various divisions whose primary duties are other than law enforcement. This program has been dwindling as employees retire and we are not actively enlisting new reserves at this time.

The division operates with a straight-line chain of command.

Our upper level positions have all changed hands. Promotions in the upper level include: Nathan Erdman – Colonel/Chief of Enforcement, Wade Farrar – Lt. Colonel/Asst. Chief of Enforcement, and Marni Loftis Captain/Operations Manager.

TRAINING ISSUES

Previously, new Game wardens attended 4 weeks of unstructured "training" at headquarters, followed by 10 weeks with an FTO, and attendance at the state law enforcement academy, CLEET. The training at headquarters included self-guided study of Title 29 and Title 800 (Oklahoma's wildlife statutes), a couple of one day classes, ordering and issuing equipment, 4 days of firearms training, and 2 days of defensive tactics.

Captain Marni Loftis was promoted in September 2019. She completely restructured and rebuilt the new warden training program by organizing the first Oklahoma Game Warden

Training Academy. Her first class consisted of 6 new game wardens (Probationary Game Wardens - "PGW's"), which were hired on February 18, 2020. These consisted of 5 males and 1 female. Before employment the 6 PGW's completed a pre-hire physical fitness test and their aptitude was recorded for future comparison. Those times etc. were then used to develop a final physical fitness test to be administered at the end of the academy. The PGW's were advised that if they did not meet the improvement requirements they would not continue on past the academy. They were also advised that there would be a final comprehensive knowledge exam and failure of that exam would also result in termination.

The Academy was 6 weeks in length which included 1 week in Oklahoma City for new hire orientation, issuing equipment, and instruction on basic Department functions. The next 5 weeks were spent at Camp Gruber (a National Guard training facility in Eastern Oklahoma). Those 5 weeks were divided into the following classes: Introduction to Title 29 and 800, Application of Title 29 and 800, Citation Writing, Computer/License System Training, Ethics, Federal Training, Waterfowl Enforcement Techniques, Introduction to Investigations (including basics on Hunter Incident Investigation, Wildlife-Human Attack Response Training, Man-tracking, Blood-tracking, and Wildlife Forensics), Trauma/First Aid, Firearms Training, Precision Driving, Defensive Tactics, Report Writing, Officer Involved Shootings, Simulations, GPS Skills for Law Enforcement, Precision Boat Driving, Search and Seizure/Probable Cause, Writing Search Warrants, and Interview and Interrogations as well as a daily PT schedule.

Game Warden CLEET certified instructors from across the state stepped up to volunteer to teach these classes. They organized PowerPoints, scenarios, etc. Defensive Tactics instructors proposed the purchase of a new HighGear Suit and it was approved and purchased. This suit was used during Defensive Tactics and Simulations for actual hand to hand combat as well as training on the progression of use of force with the Simulations training. Capt. Loftis was able to get over 50 of the class hours approved for CLEET credit.

Along the way, one PGW turned in their resignation. It was apparent they were not going to pass the PT test and after 3 weeks of training they decided that they had not understood what being a Game Warden entailed. So they turned in a resignation and did not complete the last two weeks of the academy. The other 5 PGW's all passed their final PT test and the Comprehensive Knowledge Exam. Currently PGW's will continue with the previous 10 week FTO program, and PGW's who are not already CLEET certified will continue on to the 14 ½ week state CLEET Academy.

The Academy will be held once a year between February and March. Plans are already being made to extend the Academy by 2 weeks. This will allow the addition of 2 days for Officer Water Survival Training (if we can get 2-3 instructors through the NASBLA school), 1 day for Water Enforcement Techniques, 3 days for Boat Training, 2 extra days for Defensive tactics, and the expansion of the Investigation and Report Writing classes.

The Academy was a huge success thanks to the team work between instructors and Capt. Loftis, as well as the major role which upper administration played. New Colonel Nathan Erdman and Lt. Colonel Wade Farrar were vital in the approval and implementation of The Academy every step of the way. They not only supported the organization of the academy but they assisted when they could. Their contribution and support, in conjunction with the overall approval by Director JD Strong, were tantamount to the success of The Academy.

Capt. Loftis now has plans to ensure all classes are CLEET accredited at future academy's. She also plans to begin rebuilding and restructuring the Field Training Officer program.

Other aspects of training require that all game wardens complete twenty-five hours of certified law enforcement training with two hours of mental health training each calendar year. The Division has 57 CLEET certified instructors. These instructors wrote 25 classes which were CLEET certified. Unfortunately, for the most part, they only had access to teach the classes they wrote. Capt. Loftis set up a google drive where all presentations and class forms can be shared. She also applied to have multiple other classes obtain CLEET certification. We know have approximately 35 CLEET accredited continuing education courses that most all of our instructors can teach. This assists with wardens not needing to rely on outside sources or agencies to complete their mandated training.

All commissioned wardens and reserve wardens are required to train and qualify annually with pistols per CLEET mandates. In addition, game wardens and reserves must qualify with shotguns and carbines and must also attend a certified annual 8-hour defensive tactics refresher course per department policy.

FUNDING AND STAFFING ISSUES

Funding remains unchanged from the previous year. We are fortunate that we are a revenue-based agency and not experiencing any funding shortfalls.

We currently have four warden vacancies. The open positions are a result of retirements and one resignation from the newly instituted Game Warden Training Academy. We have had 2 sets of new game wardens hired during this period, 5 wardens on the old training system and 5 wardens on the new training system.

We were able to purchase 19 Dodge four-wheel drive extended cab pickups and 4 crew cab pickup all with the Dodge cargo management system. The equipment installed on this years trucks include LED light bars, locking double gun racks, and grill guards. We purchased two eighteen foot jet boats with 110-80 horsepower motors and one sixteen foot flat bottom boat equipped

with a 25 horsepower outboard jet prop motor. We purchased fifteen radios, ten digital high-band and five 800 megahertz radios to replace aging equipment. We have added a Streamlight TLR flashlight to the duty handgun and replaced all holsters to accommodate the added light.

We are currently pursuing the purchase of body worn cameras to document contacts with the public and critical incidents. We have field tested a body worn camera system by Visual Labs which will provide download of video via a cell phone at a much lower cost than current Law Enforcement camera companies. We have written policy in regards to the body cameras and are currently working our way through the state purchasing procedures.

MAJOR CONSERVATION LAW ENFORCEMENT TRENDS

Hunting guides are continuously increasing and with that increase, competition for clients is increasing. This, in conjunction with weather, significantly increased the number of cases being made for baiting migratory birds. Our hunting and fishing culture among constituents is changing and the use of guides is growing. Our busy way of life leaves little time to manage a plot of land for deer or scout for turkeys, etc. That in combination with fewer and fewer available leases will likely lead to a continued increase in guided hunts and new areas of illegal activity that will result from such.

UNIQUE CROSS BOUNDARY OR COOPERATIVE ENFORCEMENT EFFORTS

The Pensacola, FL shooter obtained his gun with a hunting license. There is a unique loop hole in Florida law which considers hunting and fishing licenses as official state documents which can be used to purchase guns. Oklahoma has this same loop hole, so we brought this to the attention of an FBI and OSBI joint task force on terrorism. We started working with them to look up flagged foreign nationals in our license system to determine if they had purchased hunting/fishing licenses. That work became extensive quickly with over 1000 new Saudi foreign nationals a year entering Oklahoma. So we used our new license system to develop a report on foreign nationals who have obtained hunting/fishing licenses. This report is now being shared with the FBI/OSBI joint task force.

NEW INNOVATIONS IN CONSERVATION LAW ENFORCEMENT

Several districts have purchased or are in the process of purchasing thermal imaging devices which attach to phones. We are also looking at other thermal devices for consideration.

STATE, REGIONAL, AND NATIONAL ISSUES, LEGISLATION, LEGAL CHALLENGES AND COURT DECISIONS IMPACTING NATURAL RESOURCES LAW ENFORCEMENT

New legislation and administrative rules:

New and additional counties were opened to the harvest of bears. Raccoon season was extended to a year round season.

Record of Game is no longer required to be filled out on paper licenses due to the new license system. Sportsmen still have to field tag the animal.

Rifle and handguns no longer have cartridge length or caliber restrictions as long as they fire at least a 55 grain bullet. Shotguns are no longer restricted to 20 gauge or larger.

New constitutional carry rules took effect in November 2019. People can now carry loaded firearms in vehicles, including on our WMA's and PHA's, etc.

New laws allowing the use of ATV's on county roads took effect in November 2019 as well. This has caused issues on our WMA's and PHA's.

COST SAVING INITIATIVES

Fuel costs continue to be a concern in Oklahoma. Game wardens are encouraged to use time management and to work wisely while conducting their patrols. We have discontinued the installation of CNG on vehicles due to repair and maintenance costs.

The continued rising cost of vehicles, boats and general safety equipment is a major concern with a small reduction in the number of licenses and also the decrease in the stock market. This means smaller budgets with the

same amount of expenses going out. We are trying to save some money by switching to Dodge trucks, which have the same fleet warranty as Chevy does. Also we are looking at buying fewer boats and UTVs to save other money. Once the stock market picks back up we should be in a better position to replace the reduced equipment purchases.

OTHER SPECIAL LAW ENFORCEMENT ISSUES

The invention of the Livescope for fishing has caused quite a stir from wardens, biologists and even sportsmen. Right now it is a legal device. However, it is being scrutinized and analyzed do to targeted snagging of paddlefish. Enforcement of the illegal harvest and sale of paddlefish eggs for caviar continues to be a major enforcement issue. Game wardens maintain an increased enforcement emphasis during the annual spring spawn to help curtail the illegal activities associated with the illegal caviar trade.

**ASSOCIATION OF MIDWEST FISH AND GAME
LAW ENFORCEMENT OFFICERS
2020 AGENCY REPORT
SASKATCHEWAN
Submitted by: Glen Pranteau, Intelligence Officer
May 15th,2020**

Training Issues

New for this year is the tourniquet training module for all in-service officers. We will have everyone trained with practical application of tourniquets for injuries this year. Everyone will be issued and wearing a tourniquet kit for field use as part of their Personal Protective Equipment (PPE).

With the emergence of COVID-19, some annual training has been cancelled. The remaining training has been moved to an online format or will proceed where it can be conducted with mandatory physical distancing between trainer and trainee.

The Western Conservation Law Enforcement Academy has been delayed for new recruits this year due to COVID-19 pandemic.

Funding and Staffing Issues

Approximately half of all conservation officers in Saskatchewan are currently dedicated to COVID-19 related duties. The majority are staffing roadblocks in the northern part of the province. All duties (overtime, PPE costs, etc.) related to the pandemic are being coded to a special government COVID-related account.

Major Conservation Law Enforcement Trends

Due to the ongoing pandemic, Saskatchewan's Chief Medical Health Officer has declared a public health emergency and the government set up 10 checkpoints near locations that are COVID-19 hotspots. Conservation officers are manning each of the roadblocks and are enforcing the Public Health Order. The order deems certain areas of the province closed to travel, in and out. Fines for contravening the Public Health Order are \$2,000.00 plus court costs of \$800.00.

To date the rate of compliance has been good, with very few arrests and few people ticketed.

Conservation officers are now required to wear approved PPE when conducting vehicle stops and at checkpoints. As well, to maintain social distancing guidelines, one officer per vehicle is now the standard.

Unique Cross Boundary or Cooperative Enforcement Efforts

In October, Alberta Fish and Wildlife Enforcement Branch received a call from an area landowner on the Report a Poacher Hotline advising that he had discovered a dead bull caribou that appeared to have been shot and left on his property near Valleyview, Alberta. Woodland caribou are listed as an "endangered animal" pursuant to the *Wildlife Act* in Alberta. An investigation was initiated and revealed that the subject shot the caribou, left it and returned to Saskatchewan. Warrants, through several cell phone companies in Alberta, acquired text and call messages. The subject was interviewed by Saskatchewan conservation officers. A confession was obtained and the subject pled guilty in an Alberta court. He was given a \$6,500.00 fine and five-year hunting suspension.

An American outfitter from California was suspected of illegally outfitting migratory birds in Saskatchewan in 2018. An investigation was initiated and the illegal activity was substantiated via social media investigative tools targeting messages via Facebook and Facebook Messenger. Through cooperation with U.S. authorities, in the fall of 2019, the subject was again suspected of illegally outfitting in Saskatchewan. He was interviewed and confessed to bringing and guiding four separate groups of U.S. hunters over a four-week period. He pled guilty in December of 2019 and was assessed a \$4,900.00 fine and a three-year hunting suspension.

Conservation officers from the Investigations Unit conducted a three-year investigation into the unlawful sale of bear gall bladders and paws. During the investigation, officers learned

methods of use, consumption and shipping of the illegal bear parts directly from the targets themselves. It was clear that this type of activity had been happening for a number of years.

Undercover officers determined that bears were being shot at the landfill in the Sandy Bay area and some of the bear galls were initially purchased by a local restaurant in Sandy Bay and then were being resold to a restaurant in Saskatoon. From there, it was determined that the bear galls sold in Saskatoon were headed to another purchaser in Toronto, Ontario.

Undercover officers gained the trust of the subjects in Sandy Bay and Saskatoon, selling them numerous bear gall bladders and bear paws. Undercover officers also made contact with the recipients of the bear gall bladders in Toronto and sold one accomplice bear galls. As well, undercover officers identified the shooter of the bears at the Sandy Bay landfill and met with him numerous times during the investigation.

A total of 31 bear gall bladders and 28 bear paws were bought and sold during the investigation. The investigation was completed in April 2019 and resulted in a search of the restaurant in Sandy Bay.

The final court dates were held in December 2019. Six individuals were convicted and their fines totaled \$67,370.00. As well, they were all given five-year hunting suspension.

Bear gall bladders sold on the black market can range from \$2,000 to \$10,000 per gall bladder once it gets to its final destination. This investigation resulted in the conclusion that the trade in bear parts is still a relevant issue in Canada and that perhaps it has been driven more underground with its illegal nature. All accused were well aware of the illegal sale of bear parts and took steps to avoid being discovered.

New Innovations in Conservation Law Enforcement

The Mobile Responder App has been adopted for computer-aided dispatch (CAD). All officer's now logon and logoff through their smart phone or tablet. Officer locations are also tracked through the app. Expected results are increased data accuracy, improved officer efficiency, and extended capabilities of CAD. The Mobile Responder App is integrated with the online Versaterm Records Management System (RMS).

Saskatchewan conservation officers have now fully transitioned to the paperless RMS. All enforcement files, TIPP reports, incident reports and calls for service are recorded online.

State, Regional and National Issues, Legislation, Legal Challenges and Court Decisions Impacting Natural Resources Law Enforcement

As a result of a court case not being heard by the Supreme Court of Canada, the R v Pierone Saskatchewan Court of Appeal decision now stands. All Aboriginal hunting cases involving hunting on private land are now being reviewed before prosecution may proceed.

Cost Savings Initiatives

Other Special Law Enforcement Issues

The COVID-19 global pandemic is currently occupying a great deal of conservation officer law enforcement duties.

AMFGLEO/WAFWA Law Enforcement Annual Report

State Report – South Dakota

By: *Andy Alban*

*Law Enforcement Administrator
South Dakota Game, Fish and Parks*

This report covers the period April 1, 2019, through March 31, 2020, for the State of South Dakota, Department of Game, Fish and Parks – Law Enforcement.

AGENCY OVERVIEW

Are officers 100% Wildlife Law Enforcement or Mixed: **Mixed**

Straight Line Reporting Structure: **No** – Regional Supervisor positions are no longer required to be LE (currently two of four are LE). LE Administrator position resides within Division of Administration. Conservation Officers reside within Division of Wildlife. Park Rangers (eight total) reside within the Division of Parks & Recreation.

Officer Breakdown: **87 total officers**: 8 Park Rangers, 55 CO's, 12 District CO Supervisors, 4 Regional CO Supervisors, 1 Training Supervisor, 2 Regional Supervisors, 2 CO Specialists, 1 Investigations Supervisor, 1 Investigator, 1 LE Administrator.

TRAINING ISSUES

Civil Disturbance - Pipeline

We have acquired additional gear to better equip our officers should their assistance be needed for any protests/civil disturbance associated with the Keystone XL pipeline in the future. Every officer will be outfitted with a riot baton, gas mask, and ballistic helmet. We had to cancel some additional training due to the COVID-19 pandemic that would have been conducted by the SD Highway Patrol. This will be rescheduled for a later date. According to their LE liaison, it appears that TC Energy will not be putting pipe into the ground in South Dakota until 2021.

New Patrol Rifles

We finally replaced our old Dept. Of Defense 1033 Program M-14's (.308) with new AR-15's. We went with the Sig Sauer M400 Pro model. Familiarization training and qualifications were conducted during the fall of 2019. Going to the .223 platform should save the Department some money in ammunition costs. This weapon is certainly more versatile than our old M-14's.

FUNDING AND STAFFING ISSUES

License Sales Update

Nonresident small game licenses are a major source of revenue (almost 1/3 of the operating budget) for the Wildlife Division. Sales

usually fluctuate with the pheasant population index in the state. The decrease (17%) in pheasants in 2019 resulted in a decrease (nearly 5,000 fewer or roughly 67,000 total) in the sale of nonresident small game licenses, which correlated into a decrease in revenue exceeding \$600,000. Fishing license sales also showed a marked decline. The one bright spot was furbearer license (trapping) sales, but numbers are not appreciable to offset other losses. We anticipate strong fishing license sales in the coming year due to COVID-19 restrictions in place.

Nest Predator Bounty Program

The Department embarked upon a nest predator bounty program from April 1 – July 31, 2019, in an effort to increase nesting success for pheasants and ducks. It has been shown that intensive predator (raccoon, striped skunk, badger, opossum, and red fox) removal efforts can result in site-specific improvements in nesting success. Staff collected tails that were turned in by trappers, who received \$10 per tail for their efforts (maximum \$599 per participant). We are still assessing biological impacts. However, we have seen an increased appreciation for trapping; especially with youth who were introduced to the sport. This bounty program also coincided with a live trap giveaway program, which drew great interest and made it easy to mentor youth.

MAJOR CONSERVATION LAW ENFORCEMENT TRENDS

Operation Dry Water (ODW) Efforts

The Department participated in the nationwide ODW effort on the weekend of July 5-7, 2019, with the goal of raising awareness of the dangers of boating under the influence and removing impaired operators from our nation's waterways. Statistics include:

- 20 operations/patrols
- 70 officers involved
- 475 vessels contacted
- 26 boating citations issued (10 of which were for boating under the influence)
- 68 warnings issued

Interstate Wildlife Violator Compact (IWVC) Update

South Dakota has been a very active participant in the Compact since joining in 2004. In 2019, our state reported 369 violator names to the database. During that period, 6,095 violators were entered nationwide in the Compact. Considering those figures, South Dakota entered approximately 6% of the Compact names.

Turn In Poachers (TIPs) Program Update

The South Dakota Turn in Poachers (TIPs) program continues to be operational and callers who have knowledge of illegal hunting and fishing activity could be eligible for rewards. The program provides an important avenue for citizens to report hunting and fishing law violations, and in the process, prevents the loss of wildlife that can result from illegal actions. In the annual reporting period from July 1, 2018, through June 30, 2019, the TIPs program reported 298 investigations initiated through citizen reports, leading to 217 arrests, \$36,490 in fines and \$111,850 in civil penalties. Callers can remain anonymous, and are eligible for rewards in cases that lead to an arrest. Rewards may range up to \$300 for big game and start at \$100 for small game or fishing violations. Higher rewards may be offered in extreme cases. Last year, over \$7,025 in rewards were paid. The TIPs program has been going since 1984, and in that time citizens have generated over 12,200 investigations that have led to over 4,500 arrests. Each and every call is a vital part of the work to preserve our natural resources. Individuals may call the TIPs hotline at 1.888.OVERBAG (683-7224) to report violations, or report via the TIPs website at tips.sd.gov.

NEW INNOVATIONS IN CONSERVATION LAW ENFORCEMENT

Intrepid Response App

The Department began using the Intrepid Response app that allows those with access the ability to see officer locations in real time, share waypoints, pictures and other information. It can be accessed on officer smartphones, as well as desktop computers. We have given access to our state radio dispatch centers as an increased officer safety measure. Each officer logs in on their phone when they go on duty each day.

STATE, REGIONAL AND NATIONAL ISSUES, LEGISLATION, LEGAL CHALLENGES, AND COURT DECISIONS IMPACTING NATURAL RESOURCES LAW ENFORCEMENT

2020 Legislative Session

The 2020 Legislative Session saw a number of bills introduced that had potential effects on our agency. Notable bills that passed include:

- HB 1033, a bill to provide for the prevention of aquatic invasive species (AIS) contamination in public waters, provides the framework needed to reduce the spread of AIS. The bill gives GFP the authority to establish AIS inspection and decontamination stations. Also, the bill gives law enforcement and authorized GFP personnel authority to inspect and require decontamination of watercraft and other conveyances. Finally, the bill

categorizes the possession, shipment, importation, or transportation of AIS as a Class 2 misdemeanor and subsequent violations within one year as a Class 1 misdemeanor.

- HB 1095, revised requirements regarding hunting mentors, created greater opportunities for mentors to participate in youth/mentor hunting. Prior to the passage of this legislation, a mentor had to be a resident of South Dakota. Now an individual can be from another state and mentor resident youth. This legislation expands the pool of eligible mentors and therefore creates more opportunities for residential youth to get involved in hunting.
- HB 1257, revised certain provisions regarding hunting, fishing, or trapping on private property without permission, increased the penalty for a person who knowingly trespasses while in the act of hunting, fishing or trapping on private property. Prior to passage of this bill, the fine amount was established by the bond schedule at varying amounts between \$154.00 and \$204.00 depending on the recreation being pursued. HB 1257 enhanced the fine and made the fine equally applicable to hunting, fishing, and trapping. The fine amount is now set at \$500.00 for knowingly trespassing on private property while engaged in hunting, fishing, or trapping.
- SB 150, revised nonresident waterfowl licensure, by modifying the number of days a nonresident waterfowl license is valid. Prior to this legislation, a nonresident waterfowl license was valid for ten consecutive days. Now the ten days can be split into two periods of five consecutive days. This will allow hunters to come back to South Dakota a second time in the same year to enjoy South Dakota's abundant outdoor resources
- SB 162, a bill to provide limitations on the use of lighting equipment while hunting, cleaned up the definition of what qualified for "night-vision." The bill also exempted a person who was engaged in trapping activities from the restrictions of the statute. The old definition of "night-vision" did not account for the development of new technologies that were being utilized. As such, these technologies were not meeting the letter of the law. Since the passage, the statute now has the ability to account for development in technology as related to "night-vision." Also, now an individual can legally check and dispatch trapped animals while using artificial light without violating spotlighting laws.

2019 Legislative Session

Below is a summary of applicable legislation that was enacted in 2019.

- HB1023 – Revise certain provisions regarding the sale and purchase of big game animal parts. Repeals a provision that required velvet antlers to be tagged prior to being sold.
- HB1024 – Authorize certain species of game fish to be used as bait. Allows lake herring and sunfish of the genus *Lepomis* to be used as bait in hook and line fishing.
- HB1054 – Revise certain provisions regarding the possession of firearms on certain vehicles. Creates an exemption to the unloaded/cased firearm requirement for UTV's.
- HB1073 – Revise provisions regarding the locating and spotting of predators or varmints from a drone. Creates an exemption to the hunting with aircraft law for the spotting of predators/varmints with a drone. This can only be done on/over private land by the landowner or person with permission from the landowner and cannot occur during the period from September 1 – November 3.
- HB1159 – Repeal a provision that prohibits hunting of mourning doves on public roads or highways. Repeals a provision that previously prohibited the hunting of doves within 50 yards of a public road. Doves still cannot be hunted from the road right-of-way.
- HB1201 – Revise provisions regarding group pheasant hunts for disabled veterans. Adds Purple Heart recipients to list of those eligible for special hunts.
- HB1242 – Include opossums within the definition of predator/varmint.
- SB47 – Repeal and revise certain provisions regarding permits to carry a concealed pistol. Creates a general allowance to carry a concealed pistol without a permit, with some restrictions.
- SB63 – Increase the penalty for a subsequent conviction for trespass to hunt, fish, or trap. Establishes a two-year revocation for a second or subsequent conviction within a ten year period.
- SB115 – Authorize the conditional carrying of a concealed pistol in the state capitol by certain persons. Establishes the requirements and notification process to allow possession in the state capitol.
- SB153 – Authorize the Game, Fish and Parks Commission to provide for a special hunting license with the proceeds to be used for habitat. Establishes the framework for up to ten special big game licenses and associated application fees used to raise money for wildlife habitat.
- SB176 – Make an appropriation for the second century habitat fund. Appropriates one million dollars to be administered by the executive board of the second century habitat fund for the protection and enhancement of wildlife habitat across the state.

Association of Midwest Fish and Game Law Enforcement Officers 2020 Agency Report State/Province: Texas



Submitted by: Lieutenant Jason B Jones – Texas Parks and Wildlife Department – Law Enforcement Division

Training Issues

The Texas Parks and Wildlife Department Law Enforcement Division (TPWD-LE) continues to develop and adopt training to ensure game wardens are prepared to meet the demands of their job.

- Texas Game Wardens transitioned to new long gun and handgun platforms. Wardens moved from the Glock 22 .40 Cal to the Glock 17 9mm. Daniel Defense M4 V7 replaced the Bushmaster M4 as the patrol rifle. Transitioning 550 sworn officers offered a challenge. With the 63rd Academy in session, the Staff at GWTC along with Special Operations were able to successfully offer the training.
- 38 New Game Warden Cadets and 15 Park Peace Officers began the 63rd Academy September 2019 and completed April 2020. The trainees endured 30 weeks of extensive training in state and federal law.
- The 64th Academy will begin September 2020.

Funding and Staffing Issues

Texas Parks and Wildlife Department Law Enforcement Division maintains a force of over 550 game wardens statewide. TPWD-LE works with agency leadership, legislators, and constituents to ensure Texas Game Wardens can complete their mission. The COVID-19 pandemic has taken a toll on Texas' economy. The effects will be long term and will create a strain on funds

that are appropriated to TPWD. This will present challenges to all divisions including TPWD LE.

Major Conservation Law Enforcement Trends

Significant advances have been made by TPWD-LE in response to major conservation law enforcement trends. Texas Game Wardens continue to adapt and excel.

- Protecting the many shark species residing in and migrating through the Gulf of Mexico, as well as sharks illegally trafficked from around the world and offered for sale in Texas remain among the division's highest priorities. Texas Game Wardens continue to proactively work investigations related to illegal shark fin products and violations against the many species of wildlife found throughout the state.

Unique Cross Boundary or Cooperative, Enforcement Efforts

- Texas Game Wardens have been working alongside Texas Military Department, Texas Department of Public Safety, Texas A&M Engineering Extension Service, Texas A&M AgriLife Extension Service, and Texas Department of State Health Services at rural drive-thru Covid-19 testing sites by transporting tests to awaiting aircraft to be flown to the appropriate lab. Texas Game Wardens have been transporting

- tests by land and air.
- With a steady demand for products such as red snapper, shark fins, and other aquatic species, we continue to see the illegal fishing activities targeting US resources along the Texas/Mexico border. TPWD-LE, USCG, NOAA, CBP, USFW and the FDA continue to actively work cooperatively to address this growing trend of Illegal, Unreported, and Unregulated Fishing (IUU). This is accomplished not only by detecting and interdicting illegal fishing vessels from Mexico, but identifying illegal shipments entering through our Ports of Entry. TPWD-LE along with State and Federal partners conducted multiple border operations along the Texas/Mexico border including our Ports of Entry. These operations targeting the illegal harvest, importation, and sale of aquatic products and other wildlife resources. These week-long saturation enforcement efforts extended from Brownsville to El Paso and resulted in hundreds of inspections, several State and Federal cases filed, and the seizure of illegal fishing vessels, wildlife resources, and illegal fishing devices.

- From October 2019 through April 2020 over 300 incursions by Mexican fishing vessels have been detected along the Texas/Mexico border. This includes 88 that were interdicted by the USCG and Texas Game Wardens. This already exceeds the total number of Mexican fishing vessels seized during the previous year. In addition, the USCG and Texas Games Wardens have also confiscated a high volume of illegal fishing devices such gill nets, crab traps, hoop nets, trotlines, and illegal long lines being placed in Texas public waters as well as the Exclusive Economic Zone (EEZ) by Mexican fishing vessels.



New Innovations in Conservation Law Enforcement

- Texas Game Wardens have been provided with a new App based program to help assist with investigations, search and rescue, and other law enforcement needs. Texas' Operation Game Thief purchased a 5-year subscription to BaseMap for wardens. BaseMap is a mapping program that provides various layers of data to aid wardens in daily law enforcement activities.

- All American Marine, Inc. (AAM) has completed construction and launched an innovative aluminum catamaran. This vessel will serve an integral role in patrolling both Texas and federal waters for the law enforcement division of Texas Parks and Wildlife. The 80' x 27' (OAL)PV(?) Captain Murchison features twin CAT C18 ACERT D Engines, with Hamilton Jet HM 521 waterjets and is built to USCG Subchapter T standards.
- The state-of-the-art hydrofoil assisted vessel, from Teknicraft Design, combines innovative design features critical to modern maritime law enforcement. One revolutionary feature is the inclusion of Teknicraft's Rapid RHIB launching system. This feature integrated into the stern of the vessel, will increase safety and reduce the time and manpower required to deploy the vessels' rigid hull inflatable boat (RHIB). It will allow for deployment and retrieval in under 1 minute. The RHIB is a 20' Willard with a 170 HP Volvo Diesel Engine, and features Hamilton Jet Propulsion. The Captain Murchison is also the first vessel in North America to feature Hamilton Jet's innovative Advanced Vessel Control (AVX) system. The new AVX features include both a station keeping and a JETanchor positioning system. Additional vessel features include a DJI Mavic Drone integrated to the helm displays, as well as a FLIR M400 XR High resolution thermal imaging video with tracking to assist with patrol duties in the Gulf of Mexico.
- After identifying that patrols in the shallow bays, ponds, and estuaries of the middle coast are problematic, TPWD partnered with Flatsworthy to seek a solution. Our current patrol platform in these areas was only by airboat and that did not lend itself to the user groups that sought these areas out for the solitude and unique experience. In late summer 2019, Chuck Naiser with Flatsworthy proposed the use and acquisition of a specialized boat to accommodate this need. Flatsworthy partnered with the Texas Parks and Wildlife Foundation and received a huge amount of support for this project from many individuals, including Chairman Chuck Nash. The result was a custom, hand-made boat, by Tim Clancy of New Water Boats in San Antonio. In February 2020, TPWD took delivery of a 17-foot Curlew Skiff, the first ever of its kind in the game warden fleet. The Curlew is a center console outboard, designed and configured to handle not only the waters of the open bay but also to navigate extremely shallow water areas with little to no impact on the

environment, including seagrass. The result is that our game wardens will be able to easily and safely have a visible presence in areas they have historically been unable. This community partnership embodies TPWD's long history of community-oriented policing.

State, Regional and National Issues, Legislation, Legal Challenges and Court Decisions Impacting Natural Resources Law Enforcement

- SB 317 License exemption for feral hogs.

Purpose: Amends sections 42.002(c) and 42.005(f) of Parks and Wildlife Code to remove the requirement for a hunting license to take feral hogs.

Main Point(s):

- o Removes requirement that feral hogs be "causing depredation"
- o Removes language involving agent/lessee
- o Provides exemption from license requirements for ALL take of feral hogs on private property with landowner consent

- SB 810 Identification of breeder deer

Purpose: Amends 43.3561 of Parks and Code related to the identification of breeder deer.

Main Point(s):

- o Provides for change to five-character unique identification numbers
- o Requires use of electronic identification device (microchip or RFID button tag)
- o Requires (after phase-in period) that ID tags be commercially printed
- o Provides size and proportion requirements for text on tags
- o Requires that unique number be placed on front of tag and specifies spatial relationship to other markings
- o Provides options for replacement of lost tags (handwritten, but meeting text size and placement requirements)

Legislative Intent: To modify and refine the identification requirements for breeder deer to facilitate performance of departmental duties as they relate to facility inspections, disease monitoring, and movement of breeder deer.

- "The Migratory Bird Treaty Act Does Not Prohibit Incidental Take" (M-37050 or M-

Opinion). M-Opinion concluded that the Migratory Bird Treaty Act ("MBTA") does not criminalize the "incidental take," or unintentional killing, of migratory birds. This has led to TPWD-LE fielding many questions to address the nesting of birds on structures scheduled for construction and works with other agencies in respect to the construction of roads, bridges, and other structures and the impact to migratory bird enforcement.

Strategic Planning Initiatives

- Law Enforcement is exploring mobile solutions to help game wardens work more safely, more effectively and more efficiently with the use of new mobile technologies and applications. Game wardens and command staff continue to seek the best technologies and applications to provide staff access to real-time data and allow them to make the best decisions based on the latest situational information.

2019 Agency Report
State/Province: WI
Submitted by: Chief Casey Krueger
Date: 4-27-20

Training Issues

Describe any new or innovative training programs or techniques which have been recently developed, implemented or are now required.

- o Training at the team level took place on traffic law, motor vehicle OWI and motor vehicle accident investigation throughout the state in response to increase presence and enforcement on state owned property where we have full police authority.
- o We transitioned to a new model of field training. We completed the transition training for all of our FTO's in the Police Training Officer (PTO) course which focuses training on problem solving and community involvement. The new officer training focuses on journaling, self-reflection and narrative based evaluations. This was a multiyear effort where data was collected from other agency experiences, and surveys of DNR LE staff at all levels of the organization. This new training is self-taught and we are piloting an online version of the training during the COVID Pandemic.
- o Wellness, Swim and fitness – BLE completed officer fitness training, healthy eating and resiliency training at recertification this year. BLE no longer requires a swim assessment during our hiring process. New employees are trained in the academy to meet the minimum swim standard.

Funding and Staffing Issues

Identify any recent developments in funding, staffing, and diversity in employment issues and describe what prompted these developments and how improvements in funding, staffing and diversity in employment were accomplished.

- o More than half of our training section positions are vacant. Recruitment is underway to fill a couple of them.
- o Several upper level management positions will be vacated due to retirement and or promotions.
- o We have a new Chief Warden, Casey Krueger 608-279-0830, casey.krueger@wisconsin.gov. Casey was promoted from his Captain level position when former chief Todd Schaller retired in January 2020.

Major Conservation Law Enforcement Trends

Identify any major cooperative, interstate, reciprocal or other cross jurisdictional law enforcement trends (e.g. including community policing, operator under the influence (QUI) initiatives, or other issues which fall outside traditional fish and wildlife enforcement functions).

- o Locally we had a significant push to the SO's educating them about increasing recreational vehicle traffic. There was a trend towards opening more and more road routes between Sheboygan and Fond du Lac counties and our partnership allowed for continued education during respective in-service trainings. These training also gave us the opportunity to better clarify warden authority, discuss nuisance animal complaints, and further offer our assistance with manpower and resources.

- o Opioid addiction and response with NARCAN increasing in the Fox Valley area
- o Saw an uptick in juvenile offenders
- o Safer at Home/COVID initiatives changed the way law enforcement responds to complaints
- o An increase in internet investigations. With tags no longer an enforcement tool, a large amount of violations and interviews we have conducted resulted from registration violations, audits, and other information obtained online.
- o The Recreation Warden's teamed up with Wisconsin State Patrol, the Wisconsin ATV/UTV Association (WATVA) and Medical College of Wisconsin to conduct a controlled UTV crash to research the impacts of wearing helmets and seatbelts while operating recreational vehicles. The research was analyzed by Senior Engineers and Master Students from the college. The Recreation Wardens and State Patrol also documented the crash scene to include total station and 3D scanning to help with further investigations and data collection. The Recreation Warden team will continue to work with partners to establish more trainings and controlled crashes to collect further data to help determine what we need to do to make Wisconsin a safer place to recreate.
- o The Operation Dry Water (ODW) is a year-round boating under the influence awareness and enforcement campaign. The mission of ODW is to reduce the number of alcohol- and drug-related accidents and fatalities through increased recreational boater awareness and by fostering a stronger and more visible deterrent to alcohol use on the water. Operation Dry Water 2019 was July 5th through the 7th. Annually, Wisconsin Department of Natural Resources, local law enforcement patrols, and the U.S. Coast Guard join together in an intensified effort to provide heightened enforcement and awareness about the dangers of drinking while boating, detect intoxicated boaters and enforce boating under the influence laws in Wisconsin. The increase in law enforcement participation led to a positive increase in recreational boater outreach as well. In 2019, Wisconsin DNR officers contacted 2,410 vessels, 6,801 boaters, issued 202 boating citations and removed 25 impaired boaters from the water.
- o Wardens and local law enforcement officers worked together for several ATV/UTV and Snowmobile Group Safety Enforcement checks throughout 2019. The increase in law enforcement participation led to a positive increase in recreational vehicle outreach as well. The goal of the safety and enforcement checks is to ensure participants are following safety and operational laws, remove impaired operators from the trails, while raising awareness about the dangers that come with the decision to operate under the influence.

Unique Cross Boundary or Cooperative, Enforcement Efforts

Describe any Interagency, interstate, international, state/tribal, or other cross jurisdictional enforcement efforts (e.g. major Lacey Act investigations, progress with Wildlife Violator Compacts, improvements in interagency communication (WCIS), etc.)

- o Staff participated in a Sturgeon Roe/Caviar processing investigation with USFWS, other State Wildlife Agencies
- o Upgraded DNR Radio conversion/updates with Statewide/county by county communications. Fixed communication problems with both mobile and portable radios
- o Wisconsin Conservation Wardens assisted the US Forest Service and Bayfield Sheriff's Department during the 2019 Rainbow Family of Light Gathering which occurred on [Chequamegon-Nicolet National Forest](#) near Iron River, WI. This annual gathering had approximately 6,000 people from across the United States in attendance. Conservation Wardens encountered numerous drug violations throughout the month long event.
- o The Department was able to finalize a 10 year Lake Superior Fishing Agreement between the Red Cliff and Bad River Tribal commercial fishermen, State Commercial Fisherman and recreational anglers. This new agreement required additional state administrative code changes which were finalized in spring 2020.
- o The USFS, USFWS and Conservation Wardens in NE Wisconsin continue to investigate numerous poisoning deaths of wild animals to include coyotes and wolves but also domesticated pets. Several families have been impacted when their pet ingested poison, which were located along various roadways. Some excellent cooperation is occurring between the agencies to locate the responsible parties.

New Innovations in Conservation Law Enforcement

Describe any innovations in equipment, enforcement techniques, forensics, etc.

- o Drone Use for search and rescue has increased. Wardens have relied on local fire and police departments to assist with these types of scenarios. The DNR is has kick started its drone team but currently not in use.
- o Wardens have started to use solar powered battery cells hooked up to remote cameras now can record for extended periods of time, (a month or more) without intervention from a warden.

State, Regional and National Issues, Legislation, Legal Challenges and Court Decisions Impacting Natural Resources Law Enforcement

Describe issues which impact or challenge law enforcement authority.

- o Continued challenge creating a culture that views recreational vehicle safety, OWI, and accident issues as a serious public safety items warranting legislative action.
- o Increasing legislative focus on health and wellness of first responders. Law enforcement survivor's act will now allow surviving spouses and dependents to receive continued health insurance coverage if law enforcement officer killed in the line of duty. Additional hearings on mental health bill that would allow worker's comp to cover PTSD treatment and counseling for first responders; not enacted into law this session.
- o Continued interest in the promotion of private property rights, including restricting law enforcement access to open fields and having private property exemptions for recreational vehicle laws.
- o Body camera legislation sets forth statewide requirements for policies, records retention/release, and victim protection if an agency elects to deploy body cameras.
- o Several positive outcomes from state and federal court decisions supporting officer safety during traffic stops, OWI enforcement relating to unconscious drivers, and vehicle searches incident to arrest.
- o Reasonably anticipate the next session will present challenges associated with fiscal imbalances.

Cost Savings Initiatives

Identify initiatives in any area which contributed to improvements in work effectiveness and fiscal efficiency.

- o We initially worked on rolling a few sedans into the vehicle fleet for positions that had more administrative responsibilities. The cost per mile to operate them was cheaper, but after several years of running them and evaluating their use. They were did indeed prove to be cheaper to operate, but they were not as practical as we'd hoped. Plus, taller staff felt tactically disadvantaged. We won't likely be acquiring additional sedans.

Other Special Law Enforcement Issues

- o We increased our work to assess Aquatic Invasive species threats across the state.