

Trends

No Data Available

## Legend:

▲ Increase, 
 ▼ Decrease, 
 ↔ Steady

Key Performance Areas

No Data Available

Productivity

No Data Available

## Legend:

▲ Improving, 
 ▼ Worsening, 
 ↔ Maintaining

For more information on administrative key, and productivity measures, go to [www.vaperforms.virginia.gov/agencylevel/index.cfm](http://www.vaperforms.virginia.gov/agencylevel/index.cfm)

Background & History

The primary statutory authority for the activities of the Department of Game and Inland Fisheries is described in Title 29.1 of the Code of Virginia. The Department of Game and Inland Fisheries exists to provide public informational and educational services related to fish and wildlife and to administer and enforce the rules and regulations of the Board of Game and Inland Fisheries, Title 29 and other related legislative acts. Title 29 Chapter 3 provides the authority for the Department to collect revenue through the sale of licenses which bestow the privilege to hunt, fish or trap in Virginia. Title 29 Chapter 7 provides the authority for the Board of Game and Inland Fisheries to register and title watercraft, promulgate laws affecting watercraft use, provide educational programs for boating safety, and cause to be enforced the laws and regulations controlling boating in Virginia.

Additional funding and program authority is described in Title 58. in Chapter 3 for the non-game wildlife voluntary contributions and Chapter 6 for the watercraft sales and use tax and the allocation of the sales tax based on the U. S. Fish and Wildlife National Survey of Fishing, Hunting and Wildlife-Associated Recreation (HB38 funding.)

Primary Product & Services

The following is a list of the major products and service provided by the Department of Game and Inland Fisheries.

- Hunter Education Courses
- Boating Safety Course
- Angling Clinics, Seminars, and Home Study Kits
- Publish Virginia Wildlife, Hunting, Fishing, and Boating Guides
- Publish Wildlife Calendar and Magazine
- Process registration and titling of watercraft
- Regulate Recreational Hunting and Fishing

Customer Base

Overall number of hunters and freshwater anglers in the Commonwealth has been slowly, though gradually, in decline over recent years. The number served annually indicates the number of Department of Game and Inland Fisheries license holders. The potential number of customers is derived from the total number of individuals engaged in hunting and freshwater fishing (including both license and licensed-exempt) as indicated in the 2011 National Survey of Fishing, Hunting, and Wildlife-Associated Recreation (USFWS). These potential numbers are estimates, of course, and the number of potential customers for these categories could be higher. Likewise, the number of individuals engaged in wildlife watching is derived from the Virginia data found in the USFWS survey. However, activities engaged in by those defined as wildlife watchers vary and there is no license sales from which to draw data.

Customer Listing

No Data Available

Key Agency Statistics

The following statistics are from Fiscal Year 2013.

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### Finances

During Fiscal Year 2013 37% of the agency's funds were spent on Wildlife Resources and 30% were costs associated with Law Enforcement (regulation of recreational hunting and fishing). Infrastructure, which includes dam safety and boating access, accounted for 17% of expenses while Education and Outreach was 5 percent. The remaining 11% of funds expended in FY2013 were administrative costs.

### Fund Sources

No Data Available

### Revenue Summary Statement

DGIF's past revenue model consisting of roughly 40% from license sales, 30% from federal grants, 20% from special designated fund transfers, and 10% from boating and other funds is unsustainable. As consumptive users shrink in number, DGIF needs to find new and broader revenue streams. Working with administration, legislative, and constituent groups, DGIF will foster general public support for its mission and programs.

### Key Risk Factors

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Two major factors will have a significant impact on the agency over the next few years.

**Revenues:** Since the agency is funded from dedicated special revenues and federal grants, the expansion of the agency programs is dependent on a source of revenue to fund the activities

**Workforce:** Within the next five years, more than 33% of DGIF's workforce will be eligible to retire with unreduced benefits. In addition to serving in supervisory and management roles, these employees include those with specialized field, research and technical skills.

### Performance Highlights

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These measures are reflective of some service or product delivery areas within the agency. Land conservation is a cumulative measure.

### Performance Measures

### Management Discussion & Analysis

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#### General Information about the Ongoing Status of the Agency

The Department of Game and Inland Fisheries (DGIF) is the comprehensive wildlife and boat agency which strives to connect people to quality wildlife-related experiences through angling, boating, education, hunting, and wildlife watching. The Agency will increase access to the land and waters of the Commonwealth so more people can enjoy the full natural diversity of the state.

Customer service must be available when and where our customers need it through technology or partnership with others. The

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challenges of changing Virginia demographics, to a more urban population that is more removed from wildlife, motivates the Agency to educate all our customers so they can engage in our mission in a safe and lawful manner. Agency permitting and enforcement operations will protect the wildlife resources and habitats and will be uniform and consistent throughout the state and use the latest tools such as K9 units, geospatial information systems, tracking techniques, and thermal imaging.

The Agency's policies and regulations will be science-based to protect and improve the biological diversity of the state. This protection also requires response to threats from disease, invasive species and competing land use plans. It is imperative that DGIF monitors, anticipates, and responds to these threats.

In order to deliver on these goals, the Agency must establish a sustainable financial model. DGIF's revenue model consists of roughly 40% from license sales, 30% from federal grants, 20% from special designated-fund transfers, and 10% from boating and other funds. DGIF will explore and employ best practices to retain current customers and attract new customers. Working with administration, legislative, and constituent groups, DGIF will foster general public support for its mission and programs. DGIF will be strong and transparent financial stewards of the sportsperson's dollar. The Agency will support its high-quality workforce with the training and tools needed to get their work done.

### Information Technology

The Department of Game and Inland Fisheries is committed to providing effective and high quality technology initiatives internally and externally. DGIF constituents are increasingly tech savvy and expect to find many services online. In conjunction with its current web partner, DGIF recently released smart phone apps for the iPhone and Android that complement the agency website and allow mobile access to web features. The department's award winning license sales systems, game checking, and boat registration and titling sites are major online initiatives that reduce costs to the agency and increase exposure of agency services to the public.

Agency IT strives to implement technology processes that support the agency's geographically diverse workforce. The availability of high-speed internet connectivity often impacts regional access to agency network and database applications.

The most significant IT initiative for DGIF is the transition of agency web assets from its long-standing web partner to a new vendor. Due to state contract restructuring, DGIF must transition its website hosting, license sales systems, and boat registration and renewal programs within the next 18 months. The agency actively engaged in a services only procurement. As DGIF depends on license sales for 40% of its revenue, this project will supersede other resource requests.

Other current initiatives involve the upgrade of computer hardware and software. By the end of FY 2014, 90% of all physical assets (computers, servers) and software (operating systems) will be upgraded to VITA/NG standards.

The ability of agency IT to respond to technology needs/initiatives is hampered by the lack of staff and increased operational requirements. Operational maintenance often displaces new initiatives. In addition, many operational responsibilities originally transitioned to VITA have been returned to the agency without any increase in IT resources.

### Workforce Development

Within the next five years, more than 33% of DGIF's workforce will be eligible to retire with unreduced benefits. In addition to serving in supervisory and management roles, these employees include those with specialized field, research and technical skills. Although the agency continues to operate at reduced staffing levels, efforts are being made to ensure that the current and future workforce is able to adapt to operational and environmental changes that impact the natural resources arena. Employees currently receive cross-training that not only increases skill set, but also reduces the loss of historical agency knowledge. The agency has implemented the Leadership Development Program, a comprehensive 18-month training program designed to ensure that DGIF has the necessary leadership and management talent to achieve its mission, now and in the future. The program includes capstone projects that are designed to improve customer service as well as processes and procedures to increase efficiency. There is an increased focus on developing and increasing college and university partnerships that will ensure that potential future hires have the skills and competencies needed to be productive DGIF employees.

### Physical Plant

The Department of Game and Inland Fisheries is charged with the management of inland fisheries, wildlife and recreational boating, and with enforcement of the state game laws. The Department maintains 40 management areas totaling over 203,000 acres, 37 public fishing lakes, 64 dams and dikes, 215 public boating access sites, 9 hatcheries, 2 regional offices and the central headquarters. These lands and facilities were purchased and are maintained with funds from hunting, fishing, and access fees, boat registrations, and federal Wildlife Restoration Funds.

The Department maintains through operational and capital budgets, its infrastructure of roads, trails, parking lots, bridges, houses, buildings, dams, fishing piers, boat landings, and wildlife habitats utilizing agency staff and contractors. The Department's dam safety program includes projects to bring 38 regulated dams into compliance with the State Dam Safety Act, and has been active for the past ten years. By direction of the General Assembly utilizing bond funding, the Department will be investing 10 million dollars to bring its high hazard dams into compliance. The Department continues to address repairs and upgrades to roads and support facilities for improved access and safety. The aging fish hatcheries require continual maintenance to sustain fish production quotas. Several projects are accomplished each year to make modifications to provide full access of our facilities or functions so they meet ADA requirements. The Department's Grants to Localities program for boating access will continue to expand access to the waters of Virginia. The Department partnered with local governments to initiate projects to provide new or improved boating access with twelve

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projects to be completed in FY14.