

**Texas Parks and Wildlife Department
Self-Evaluation Report**



**August
2019**

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Texas Parks and Wildlife Department

Self-Evaluation Report

I. Agency Contact Information

A. Please fill in the following chart.

**Texas Parks and Wildlife Department
Exhibit 1: Agency Contacts**

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Table 1 Exhibit 1 Agency Contacts

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II. Key Functions and Performance

Provide the following information about the overall operations of your agency. More detailed information about individual programs will be requested in a later section.

A. Provide an overview of your agency's mission, objectives, and key functions.

The mission of the Texas Parks and Wildlife Department (TPWD or Department) is to manage and conserve the natural and cultural resources of Texas and to provide hunting, fishing, and outdoor recreation opportunities for the use and enjoyment of present and future generations.

For over 100 years, the Department has worked to ensure that present and future generations enjoy the natural and cultural heritage as well as the amazing biodiversity of nearly 800 species of fish, 425 species of butterflies, 634 species of birds, and over 4,600 species of native plants that Texas has to offer.

In fulfilling the mission, the Department's philosophy, as laid out in the [Natural Agenda](#), which serves as the Department's strategic plan, is to be a recognized national leader in implementing effective natural and cultural resources conservation and outdoor recreational programs; serve the State of Texas, its diverse citizens, its visitors, and our employees with the highest standards of service, professionalism, fairness, courtesy, inclusion and respect; rely on the best available science to guide our conservation and management decisions; responsibly manage agency finances and appropriations to ensure the most efficient and effective use of tax-payer and user fee resources; and, attract and retain the best, brightest, and most talented workforce to successfully execute the mission.

The [Land and Water Resources Conservation and Recreation Plan](#) serves as the strategic visionary document to guide the Department in achieving its mission to conserve the land and water resources and to provide outdoor recreation opportunities for all Texans. The plan was originally developed in 2002, and subsequently updated in 2005, 2010, 2013, 2015, and 2019 (currently being updated), with extensive input from constituents and partners, state leaders, and Department staff. This document guides the operational plans that the Department develops to ensure the long-term health of Texas' fish, wildlife, rivers, bays and estuaries, parks, and open spaces.

The *Land and Water Resources Conservation and Recreation Plan* is arranged into four goals:

- Practice, encourage, and enable science-based stewardship of natural and cultural resources.
 - Texans should strive to conserve, manage, and restore terrestrial and aquatic ecosystems, and to protect the rich natural and cultural legacy of Texas. Science and experiences foster understanding of natural systems and help TPWD anticipate changes and address emerging issues that impact plants, fish, and wildlife resources. Relevant science informs the TPW Commission and focuses the actions of staff, constituents, and partners.

- Increase access to and participation in the outdoors.
 - Access to a variety of outdoor experiences is critical for human health and quality of life. Since the vast majority of Texans reside in urban areas, there is a great need to ensure the availability of affordable and accessible outdoor recreational and educational opportunities. Charged with this task, TPWD must engage citizens from all places and all walks of life while maximizing the use of limited public lands and incentivizing public access to private lands.

- Educate, inform, and engage Texas citizens in support of conservation and recreation.
 - Texas has a vast diversity of ecosystems and natural resources, many of which are unique to Texas. These landscapes transcend political and ownership boundaries. As a result, wide-ranging awareness and cooperation are critical for effective stewardship of natural and cultural resources. It is essential to develop an array of public and private strategies that build broad-based support for successful and adaptive management, restoration, and conservation.

- Employ efficient, sustainable, and sound business practices.
 - Efficient and effective management of people, finances, and assets is critical for the success of any organization. Responsiveness, transparency, and accountability are cornerstones of TPWD's commitment to the public. In addition, the Department will strive to leverage its resources by employing a cross-divisional, multidisciplinary and skilled workforce.

These four goals and objectives are intended to promote stewardship on public and private lands and waters; protect the state's unique natural and cultural resources; encourage partnerships with all stakeholders; utilize science as the backbone of decision-making; promote participation in the outdoors; instill appreciation of nature in our citizens, young and old; and promote business approaches that leverage industry standards and best practices to support the Department's mission.

As a result, the Department's primary functions are the management and conservation of the state's natural and cultural resources, provision of outdoor recreational opportunities, conservation education and outreach, and cultural/historical interpretation. To this end, the Department operates and manages a system of over 1.4 million acres of public lands, including state parks, state natural areas, historic sites, fish hatcheries, and wildlife management areas; monitors, conserves, and enhances the quality of public and private lands, rivers, streams, lakes, coastal marshes, bays, beaches, and gulf waters; manages and regulates fishing, hunting, and boating activities; assists public and private entities in providing outdoor recreational opportunities; conducts education and outreach events and programs; and, cooperates with other governmental entities when needed.

The key functions, powers, and duties of the Department are contained in the Parks and Wildlife Code enacted as a part of the state's continuing statutory revision program, begun by the Texas Legislative Council in 1963 as directed by the Legislature in Chapter 488, Acts of the 58th Legislature, 1963 (Article 5429b-1, Vernon's Texas Civil Statutes). Among those of overarching significance to the Department in the conduct of its operations are:

- Parks and Wildlife Code §1.011 - establishes that all wild animals, fur-bearing animals, wild birds, and wild fowl inside the borders of the state are the property of the people of the state. In addition, all fish and other aquatic animal life contained in the freshwater rivers, creeks, and streams and in lakes or sloughs subject to overflow from rivers or other streams within the borders of the state are the property of the people of the state. Also, that the beds and bottoms and the products of the beds and bottoms of the public rivers, bayous, lagoons, creeks, lakes, bays, and inlets in this state and in that part of the Gulf of Mexico within the jurisdiction of the state are the property of the state. Finally, this section directs the Parks and Wildlife Department to regulate the taking and conservation of fish, oysters, shrimp, crabs, turtles, terrapins, mussels, oysters, all other kinds and forms of marine life, sand, gravel, marl, mud-shell, and all other kinds of shell in accordance with other provisions of the Parks and Wildlife Code.
- Parks and Wildlife Code §11.0191 - gives authority for law enforcement officers commissioned by the Parks and Wildlife Director and any other peace officer to enforce all provisions of the Parks and Wildlife Code.
- Parks and Wildlife Code §12.001 - directs the Department to administer the laws relating to game, fish, oysters, and marine life, set out in the Parks and Wildlife Code.
- Parks and Wildlife Code §12.0011 - establishes the Department as the state agency with primary responsibility for protecting the state's fish and wildlife resources. Authorizes the Department to investigate fish kills and pollution events that may cause loss of fish or wildlife resources and to seek restoration, and to provide recommendations to state, local, and federal agencies to protect fish and wildlife resources.
- Parks and Wildlife Code §12.015 - directs the Department to regulate the introduction and stocking of fish, shellfish, and aquatic plants into the public water of the state.
- Parks and Wildlife Code §12.105 - allows the Department to file complaints in the name of the State of Texas to recover fines and penalties for violations of the laws relating to game, birds, and fish.
- Parks and Wildlife Code §12.302 - requires TPWD to adopt rules to determine value of injured or destroyed fish and wildlife resources for determining damages under the Parks and Wildlife Code and the Water Code.
- Parks and Wildlife Code §13.001 - provides that unless there is a law to the contrary all recreational, natural and historical areas designated as state parks are under the control and custody of the Parks and Wildlife Department.
- Parks and Wildlife Code §13.302 - establishes the Parks and Wildlife Department as the state agency to cooperate with the federal government in the administration of federal assistance programs for the planning, acquisition, operation, and development of the outdoor recreation resources of the state, including acquisition of land and water and interests in land and water.

- Parks and Wildlife Code §13.305 - allows the Department to acquire by purchase, gift, or other manner certain historical sites.
- Parks and Wildlife Code §14.002 - directs the Department and the General Land Office to develop and adopt a State Wetlands Conservation Plan for state-owned coastal wetlands.
- Parks and Wildlife Code §24.005 - directs the Department to make grants from the Texas Recreation and Parks Account to a political subdivision to provide one-half of the costs of the planning, acquisition, or development of a park, recreational area, or open space area to be owned and operated by the political subdivision. Also directs the Department to make grants from the account to political subdivisions or nonprofits for recreation, conservation, or education programs for underserved populations.
- Parks and Wildlife Code §28.001 - establishes the Texas Trails System under the administration of the Parks and Wildlife Department.
- Parks and Wildlife Code §29.002 - establishes the off-highway vehicle trail and recreational area program under the administration of the Department.
- Parks and Wildlife Code §31.002 - establishes the duty of the Department to promote recreational water safety and promote uniformity of laws related to water safety.
- Parks and Wildlife Code §31.021 - establishes the duty of the Department to number (register and title) vessel in accordance with the Federal Boating Act of 1958 that are used on the public waters of the state.
- Parks and Wildlife Code §31.121 - establishes that the Department must certify all peace officers of the state and game wardens commissioned by the TPW Commission as marine safety enforcement officers before they can enforce Chapter 31 of the Parks and Wildlife Code known as the "Water Safety Act."
- Parks and Wildlife Code §42.010 - directs the Department to prescribe the form of and issue the licenses and tags authorized by Chapter 42 concerning "General Hunting License."
- Parks and Wildlife Code §46.0085 - directs the Department to prescribe the form of and issue the licenses and tags authorized by Chapter 46 concerning "General Fishing License."
- Parks and Wildlife Code §61.052 - directs the TPW Commission to regulate the seasons, means, methods and places in which it is lawful to hunt, take or possess game animals, game birds, or aquatic animal life in or from places covered by Chapter 61.
- Parks and Wildlife Code §64.022 - directs the TPW Commission to regulate the seasons, means, methods, and devices for hunting migratory game birds, and provides that this authority may be delegated to the executive director.
- Parks and Wildlife Code §65.003 - allows the TPW Commission to regulate the taking, possession, propagation, transportation, exportation, importation, and sale of alligators, alligator eggs, or any part of an alligator necessary to manage the species.
- Parks and Wildlife Code §67.004 - directs the TPW Commission to regulate the taking, possession, propagation, transportation, exportation, and sale of nongame fish and wildlife.
- Parks and Wildlife Code §76.301 - allows the TPW Commission to regulate the taking, possession, purchase, and sale of oysters covered by Chapter 76.
- Parks and Wildlife Code §77.007 - allows the TPW Commission to regulate the catching, possession, purchase, and sale of shrimp covered by Chapter 77.

- Parks and Wildlife Code §81.501 - allows the Department to establish a state system of scientific areas for the purposes of education, scientific research, and preservation of flora and fauna of scientific or educational value.
- Parks and Wildlife Code §81.401 - allows the Department to acquire, develop, maintain, and operate wildlife management areas and public hunting areas, and to manage, along sound biological lines, wildlife and fish found on any land the Department has or may acquire as a wildlife management area.
- Parks and Wildlife Code §83.001 - directs the Department to conduct and establish cooperative fish restoration projects under an Act of Congress entitled "An Act to provide that the United States shall aid the States in fish restoration and management projects" (P.L. 681, 81st Congress).
- Parks and Wildlife Code §83.003 - directs the Department to conduct and establish cooperative wildlife restoration projects under an Act of Congress entitled "An Act to provide that the United States shall aid the States in wildlife restoration projects" (P.L. 415, 75th Congress).
- Parks and Wildlife Code §84.003 - establishes the Texas Farms and Ranch Lands Conservation Program as a program of the Department for the purpose of administering the fund for the purchase of agricultural conservation easements.
- Parks and Wildlife Code §86.001 - establishes that the Department as regulatory authority over the disturbance or taking of substrate materials, such as marl, sand, gravel, shell and mudshell, from beds of fresh and salt water areas.
- Parks and Wildlife Code §89.002 - directs the Department to promote, develop, maintain, monitor, and enhance the artificial reef potential in water covered by Chapter 89, Parks and Wildlife Code.
- Parks and Wildlife Code §90.004 - allows the Department to approve, disapprove, or modify a local river access plan submitted by a county, municipality, or river authority.

In addition to the Parks and Wildlife Code, other statutes have been instituted that directed the Department to add key functions, duties and responsibilities, these include:

- Texas Water Code §7.109, Violation of Wastewater Discharge Permits - authorizes the Department to have a lawsuit instituted if a violation, or threat of a violation, occurs that affects aquatic life or wildlife for injunctive relief or civil penalties. It further states that the Department is entitled to recover damages for the injury.
- Texas Water Code §11.0236, Environmental Flows Advisory Group - appoints a member of the TPW Commission as a member of the Environmental Flows Advisory Group. The Environmental Flows Advisory Group shall establish an Environmental Flows Science Advisory Committee to which the Texas Commission on Environmental Quality (TCEQ), the Department, and Texas Water Development Board (TWDB) shall provide reports.
- Texas Water Code §11.02362, Development of Environmental Flow Regime Recommendations - each basin and bay stakeholders group committee and basin and bay expert science team shall set schedules with consideration of recommendations of TCEQ, the Department, and TWDB. TCEQ, the Department, and TWDB shall provide technical assistance to each basin and bay expert science team and serve as non-voting team members.

- Texas Water Code §11.147, Considerations in Water Permitting Process - requires TCEQ to consider impacts to instream uses, water quality, and fish and wildlife habitat when granting or amending water right permits. TCEQ and the Department recommend quantity and quality of flows necessary to maintain fish and shellfish productivity.
- Texas Water Code §16.012, Water Development Planning - directs TWDB to consider the advice of TPWD in determining suitable locations for water facilities, making cost estimates, examining and surveying reservoir sites, and monitoring instream flows. TCEQ must coordinate with the Department on potential impact of reuse on water rights, instream uses, and freshwater inflows.
- Texas Water Code § 16.053, Regional Water Planning - outlines the involvement of TWDB, TCEQ, and the Department in regional water planning with specific provisions for the consideration and protection of environmental water needs.
- Texas Water Code §16.059, Instream Flow - directs the Department, TCEQ, and TWDB to jointly establish and continuously maintain an instream flow data and evaluation program and to conduct priority studies.
- Texas Water Code §26.129, Duty of Parks and Wildlife Department - authorizes the Department to enforce the Water Code to the extent that any violation affects aquatic life and wildlife. TPWD's response to fish kills and pollution incidents threatening fish and wildlife is based in part upon this statutory authority. TPWD biologists have been responding to fish kills since the 1960s.
- Texas Natural Resource Code, Chapter 40, Texas Oil Spill Prevention and Response Act - addresses how state natural resource trustees (including the Department) may pursue coastal oil spill cases under the Texas Oil Spill Prevention and Response Act.
- Tax Code §160.041, Collection Procedure – directs the Department to collect sales tax on every retail sale of a taxable boat or motor sold in Texas, and directs the Department to collect a use tax on a taxable boat or motor purchased outside of Texas and used in Texas, or brought into Texas for use by a Texas resident or other person who is domiciled or doing business in Texas.

B. Do your key functions continue to serve a clear and ongoing objective? Explain why each of these functions is still needed.

Yes, the key functions of the Department support the clear and ongoing objective of the Public Trust Doctrine initiated in the common law of England and confirmed by case law whereby the fish, wildlife, and park lands are owned by the citizens of the state and held in trust by the state government for the public's benefit. Without the obligation to perform these functions, the natural and cultural resources of the state, including fish and wildlife, would suffer from overuse and over-exploitation. Local law enforcement agencies would also suffer from added responsibility to enforce water safety laws on the state's public lakes and rivers. The work of the Department is essential in responsibly managing and conserving the bountiful natural resources of Texas and providing outdoor recreation opportunities to more than 29 million Texas residents.

C. What, if any, functions does your agency perform that are no longer serving a clear and ongoing purpose? Which agency functions could be eliminated?

The Department has maintained regulatory oversight of the Coastal Floating Cabin Program (Chapter 32, Parks and Wildlife Code) since the passage of S.B. 1573 (77R). The intent of S.B. 1573 was to mitigate the impact on the state's natural resources of the Gulf coastal waters and coastal shipping and transiting lanes by creating a permitting program for floating structures intended for habitation along Texas' coastal waters. The program was created to restrict any new structures from being built and only those in existence at the time of passage of S.B. 1573 be permitted. The Texas General Land Office (GLO) has a similar cabin program (Chapter 33, Natural Resources Code) which permits cabins on coastal lands controlled by the GLO. As outlined in the Law Enforcement Division's Strategic Plan, safeguarding the state's natural resources is of the utmost importance while also administering the Coastal Floating Cabin program. As there are similarities between the Department's and GLO's cabin programs, consideration could be offered for their merger to streamline processes and create greater consistency, while also understanding that the Law Enforcement Division would still continue to play a vital role in the general enforcement of regulations and protecting the resources that are vital to our state.

D. Does your agency's enabling law continue to correctly reflect your mission, objectives, and approach to performing your functions?

The enabling law found in the Parks and Wildlife Code correctly reflects the mission, key functions, powers, and duties of the Department.

E. Have you recommended changes to the Legislature in the past to improve your agency's operations? If so, explain. Were the changes adopted?

Specific legislative changes requested and adopted include, but are not limited to the following:

2019

- Authorized a constitutional dedication, if approved by voters in November 2019, to automatically appropriate Sporting Goods Sales Tax (SGST) funds collected to finance Texas state parks and state historic sites.
- Fully allocated and appropriated the Department's share of SGST.
- Authorized the Department to enter a 99-year Memorandum of Understanding (MOU) with a non-profit regarding the operation and maintenance of the Battleship TEXAS and appropriated funds for restoration, maintenance, and operation of the ship.
- Established authority for the TPW Commission to charge a fee for enrollment in the Managed Lands Deer Program to more efficiently and effectively manage the growth in demand for services.
- Revised breeder deer identification requirements.
- Established authority for a cultivated oyster mariculture permit and program to allow for oysters to be grown, harvested, and commercially sold within and from artificial structures.

- Modified existing statutory language to expand allowable uses of funds collected from the sale of sand, shell, and gravel to include aquatic habitat restoration.
- Enhanced penalties for harvesting oysters in areas that have been closed by the Department for management reasons.

2017

- Amended the statute to grant the TPW Commission rulemaking authority to modify or eliminate requirements for carcass possession, tagging, processing, or final destination.
- Revised regulations for the commercial oyster industry, implemented an oyster license buyback program, enhanced penalties for statute violations and harvesting undersized oysters, and authorized the TPW Commission to establish a vessel monitoring system for commercial oyster boats.
- Expanded the authorized use of funds collected from the Freshwater Fishing Stamps and collectible Freshwater Fishing Stamps to support capital improvements and repairs at fisheries management and research facilities, restoration and enhancement of fish habitats, expansion of shoreline-based angler access, and operations at Texas freshwater fish hatcheries.
- Established authority to create a commercial gulf shrimp unloading license and fee to allow for the unloading of shrimp in Texas that are taken from outside state waters.
- Created one merged commercial license buyback account to buyback commercial licenses from willing license holders by merging specific license buyback accounts.
- Expanded allowable uses of Lifetime License Endowment Account.

2009-2015

- Amended the statutes governing “depredation” permits. Liberalized the standards for issuance of a permit to take protected wildlife except for mule deer, pronghorn, and bighorn sheep.
- Authorized rulemaking by the TPW Commission to require a person, leaving or approaching public water, to drain any water from a vessel or portable container that has been collected from or has come in contact with public water, and to allow game wardens to inspect vessels for the presence of water.
- Amended the statutes governing “waste of game.” Provided for a definition of “edible portions” of a carcass and reduced the penalty for waste of big game species in some instances.
- Reauthorized and approved the Freshwater Fishing Stamp as a permanent source of revenue for the Department for the repair, maintenance, renovation, or replacement of freshwater fish hatcheries and stocking fish in Texas public waters.
- Established the authority for the TPW Commission to conduct a program for the recovery and replacement of oyster shells in Texas coastal waters to maintain and enhance public oyster reefs and provided a mechanism to close areas for oyster harvest within the public season if oyster reefs are found to be overworked.
- Amended “quartering” standards for harvested deer and antelope and removed cold storage processing facility record book requirement for private non-commercial facilities.

Recent legislative changes requested and not adopted include:

2019

- H.B. 2886/S.B. 1456 – Would have amended the requirement for payment bonds from certain public work contractors and increased the threshold on a performance bond requirement from \$25,000 to \$100,000. An increased payment bond threshold would reduce red tape, increase state's bidding pool, increase opportunities for new or smaller contractors, and align the State of Texas to federal standards.
- H.B. 1811 – Would have amended the Penal Code to include boating while intoxicated (BWI) with a blood alcohol level at or above 0.15 and enhanced the criminal penalty from a Class B Misdemeanor to a Class A Misdemeanor. The bill sought to rectify the discrepancy for intoxication offenses between a Driving While Intoxicated (DWI) above a 0.15 offense and a BWI above a 0.15 offense as well as hold accountable those who put the boating public at greatest risk.

F. Do any of your agency's functions overlap or duplicate those of another state or federal agency? Explain if, and why, each of your key functions is most appropriately placed within your agency. How do you ensure against duplication with other related agencies?

The functions and responsibilities of the Department are limited to the proper management and conservation of the natural and cultural resources of Texas. Although other agencies have functions that relate to some functions within the Department, the Department's mission is uniquely accomplished at TPWD without duplication from another state agency in Texas.

The Department's activities can largely be divided into three areas: fish and wildlife management, law enforcement, and parks.

Fish and Wildlife Management

The Department's responsibilities related to fish and wildlife management are circumscribed by state and federal statutes. The Department has statutory authority for fish and wildlife resources in Texas. Similarly, management of some species (e.g. migratory game birds, endangered species, marine fisheries) and habitats is directed by federal law. Active participation and leadership on interjurisdictional committees like the Natural Resource Damage Assessment Trustees, the Central Flyway Council for migratory birds, and the Gulf of Mexico Fisheries Management Council for Gulf marine fisheries, ensures that agencies are able to carry out their respective obligations for the protection of fish and wildlife resources. On both the state and federal level, the nature of the statutory frameworks for management of fish and wildlife also ensures minimal duplication of functions.

The Department and Texas Animal Health Commission (TAHC) have some overlapping authorities as it relates to certain diseases that impact both livestock and native fish and wildlife species. TPWD works closely with TAHC to ensure that both agencies carry out their respective responsibilities while avoiding duplication. Increased collaboration and rulemaking by both agencies related to chronic wasting disease resulted in an investigation and report by the Legislative Budget Board (LBB) finalized in April 2019. LBB staff found no indications that the collaboration between TAHC and TPWD results in duplication of effort.

Law Enforcement

In general, licensed peace officers in Texas are empowered to enforce all state codes and regulations. There is no other state agency that performs an identical service or function as it relates to the criminal enforcement of state natural and wildlife resource statutes and regulations and enforcement of the Texas Water Safety Act. Certain authorities are only conveyed to peace officers commissioned by the Department to include the authority to inspect wildlife resources, access property, and confiscate aquatic products. Per its strategic plan, the Law Enforcement Division actively focuses on protecting the state's valuable natural resources, enforcing commercial and recreational fishing laws, hunting laws, water safety laws, and environmental laws. Texas game wardens also play a critical role in natural disaster response and are called upon regularly to employ their knowledge, skills, and abilities in the harshest of environments to protect the lives and property of the citizens of Texas and other states.

At the federal level, the law enforcement branches of the U.S. Fish and Wildlife Service and National Marine Fisheries Service perform similar services and functions related to the enforcement of wildlife resources regulations. The state and federal migratory bird laws are the result of the Migratory Bird Treaty Act. The original 1918 statute implemented the 1916 Convention between the U.S. and Great Britain (for Canada) for the protection of migratory birds. Later amendments implemented treaties between the U.S. and Mexico, the U.S. and Japan, and the U.S. and the Soviet Union (now Russia). Generally speaking, the federal enforcement agents enforce federal regulations while commissioned employees of the TPWD Law Enforcement Division enforce state statutes and Department regulations. Federal Agents hold a Texas deputy game warden commission and Texas game wardens hold a federal law enforcement commission. Enforcement of the Federal Endangered Species Act is another common enforcement activity. Any species native to Texas that is listed federally is automatically listed as a state endangered species. The enforcement of Turtle Excluder Device (TEDS) regulations under the Federal Endangered Species Act and enforcement of reef fish and highly migratory species regulations under the Magnuson-Stevens Fishery Conservation Management Act are examples of common enforcement. In accordance with the terms of the Cooperative Enforcement Agreement between the National Marine Fisheries Service and commissioned officers of TPWD, the Law Enforcement Division can enforce TEDS regulations. The U.S. Coast Guard also performs similar law enforcement services and functions through the enforcement of federal regulations dealing with fisheries, water safety, and port security.

Parks

Activities in state parks are limited to conserving, stewarding, operating, maintaining, and developing lands that are in the TPWD inventory. Although other entities operate parks in Texas, there is not strict duplication in these efforts as TPWD limits its activities to lands and sites within its inventory, and local, state, and federal park managing entities tend to have different areas of emphasis for their customers. As such, and recognizing those distinct areas of focus, the parks community has galvanized around promoting a seamless system of parks that seeks to connect people, wherever they are, with the outdoors.

The Department does provide grants to communities for local park acquisition and development, but the agency does not manage those parks after completion of the grants.

The Texas Historical Commission (THC) operates state historical sites, most of which were previously operated by TPWD and were transferred to THC management by legislative action. State Park sites often contain historic resources such as historic buildings and archeological sites, even though they may not be designated as “historic sites.” TPWD provides a broader overall stewardship and support operation for its sites with inclusion of natural resource management, diverse recreational activities, law enforcement, and facility management activities.

The National Park Service (NPS) provides outdoor recreation and land conservation services that are similar visitor service offerings and resource management activities but are typically located in areas further from major population centers and are therefore less accessible to most citizens. The U.S. Army Corps of Engineers also operates recreational facilities on federally constructed reservoirs but does not have a programmatic focus on conservation for its sites.

G. In general, how do other states carry out similar functions?

Certainly, other states and the federal government carry out general functions similar to the Department; however, various organizational structures are employed. For example, some states have separate and independent agencies that manage fish and wildlife resources, state parks, and historic sites, while others combine those functions within one agency such as Texas. We consider the combining of those functions in Texas to be a distinct advantage and preferred organization which allows for greater collaboration, leverage of resources, and efficient execution of the Department’s mission across all state-owned and managed lands. State park operations, for example, compliment and contribute to improved public access and opportunities in the outdoors, and recruitment of new outdoor enthusiasts. Similarly, fish, wildlife, and law enforcement functions within the Department contribute to the effective stewardship of fish, wildlife, and water resources in the expansive state park system. These combined functions on Department managed lands provide for greater efficiency and conservation of the state’s rich natural resources and cultural heritage.

H. What key obstacles impair your agency’s ability to achieve its objectives?

The demographics and natural environment of Texas have changed and will continue to change, with important ramifications for the Department, the resources it conserves, and the many audiences it serves. As more and more Texans reside in urbanized areas, many are becoming increasingly detached from any meaningful connection to nature or the outdoors. Farm, ranch, and timber land held in families for generations is being subdivided and sold in smaller parcels. The proliferation of exotic and invasive species threatens to compromise Texas’ native species and habitats, including the state’s water supplies. Working with private landowners and other partners will be essential in addressing these challenges.

The lack of adequate dedicated funding for the Department's programs has been an obstacle. We are hopeful that the passage of S.B. 26 (86R) and subsequent approval of the related constitutional amendment (S.J.R. 24 (86R)) on November 5, 2019, will automatically and fully dedicate the revenue received from the Sporting Goods Sales Tax to state and local park purposes. Dedication of this tax, which is an existing state sales and use tax attributable to the purchase of sporting goods, would provide state and local parks with the predictable and sustained funding revenue stream that is needed to meet pressing needs and to carry out the important conservation and stewardship functions that will be key to the Department's success in achieving its mission.

While the recent significant increases in capital construction funding will help address decades of necessary repairs to state park facilities, deferred maintenance challenges still exist for facilities not located in state parks, such as wildlife management areas and fish hatcheries. These challenges include a lack of adequate and sustainable capital construction authority for the Fund 9 resource division facilities (Coastal Fisheries, Inland Fisheries, Wildlife, and Law Enforcement Divisions); inadequate funding for more than 1,330 miles of road repairs, numerous bridges and boat ramps, and several aircraft runways; and necessary repairs and maintenance for the 1970s-era Department headquarters building in Austin. The deferred maintenance backlog at the Austin headquarters facility, where over 700 staff are housed, is over \$20 million.

Current capital construction funding levels include an average of \$8 million appropriated per biennium for the Fund 9 divisions. These appropriation levels for Fund 9 deferred maintenance create a significant repair backlog at the Department's wildlife management areas and fish hatcheries. Additional appropriation authority to tap unspent balances of freshwater fish stamp funds, as well as more sustainable funding to address WMA and saltwater hatchery needs, would help alleviate these issues.

While \$20 million per biennium in authority for road and bridge projects has been made available to the Department through an interagency cooperation contract with the Texas Department of Transportation (TxDOT), this amount is inadequate to effectively address TPWD needs within state parks, wildlife management areas, state natural areas, fish hatcheries, and offices around the state. Further, no funding is specifically dedicated to road needs at the Department's Austin headquarters facility. In total, the Department estimates over \$200 million in road and bridge repair needs, across the state, over the next six years.

In addition to addressing the Department's repair needs due to normal use and aging, recent history has shown that the State of Texas and the Department's facilities will continue to be impacted by significant weather emergencies or natural disasters. The Department's mission to provide outdoor recreational opportunities results in many of our facilities being in harm's way along our coasts, lakes, and riverbanks, and deep within our forests, where they are more exposed and vulnerable to damage from natural disasters. This also includes leased land from the U.S. Army Corp of Engineers adjacent to flood control reservoirs. TPWD operates 8 state parks at these sites, which are prone to flooding and repeated inundation. There is no dedicated funding source that can be quickly accessed to address costs associated with such

unforeseen damage. Handling these disaster-related costs, as they occur, diminishes the Department's operating funds or results in the cancellation of critical capital repair projects as a contingency strategy. In addition, there oftentimes can be pressure locally to rebuild significant facilities in areas known to flood. Heightened focus needs to be on limiting the rebuilding of significant infrastructure in those flood prone areas.

Another obstacle the Department is facing is that demographic trends indicate that the Department's reliance on fee revenue from hunters, anglers, and boaters into the Game, Fish, and Water Safety Fund (Fund 9) is not sustainable long-term, without adjusting fees to increase revenue streams or expanding the user-pay model to other activities. (Note: Fund 64 for state and local parks is separate from Fund 9 and cannot be used for fisheries, wildlife conservation, or enforcement.) Urbanization, an aging population, and other cultural shifts associated with the modern world raise concerns that traditional Fund 9 fee-paying constituents (hunters, anglers, and boaters) will eventually decrease in numbers. A recent study of 26 states, including Texas, forecasts that by 2025, states will see license revenue declines of at least 9 percent for resident fishing licenses, 18 percent for resident combination licenses, and 11 percent for resident hunting licenses.

Recruitment and retention challenges associated with compensation is an issue that the Department is trying to and will continue to address.

I. Discuss any changes that could impact your agency's key functions in the near future (e.g., changes in federal law or outstanding court cases).

Sporting Goods Sales Tax Constitutional Amendment

If Texas voters approve the proposed constitutional amendment on the November 5, 2019 ballot to automatically and fully dedicate the revenue received from the existing state sales and use taxes attributable to sporting goods to the Department and the Texas Historical Commission, then a sustainable and predictable funding stream will be permanently dedicated to protecting Texas' natural areas, water quality, and history by acquiring, managing, and improving state and local parks and historic sites while not increasing the rate of state sales and use taxes.

Centralized Accounting Payroll/Personnel System (CAPPS) Implementation

The Department is currently in the initial stages of planning a transition to CAPPS Financials, a change that is expected to be fully implemented by FY2021. The change will require significant Financial Resources and other division staff effort to ensure the agency is able to maintain current services while conducting research, documentation and other activities required to implement a new system and ensure a successful transition. CAPPS is expected to impact the organizational structure of Financial and Human Resources divisions and processes agency-wide, as some functional areas may merge, expand, or evolve new responsibilities in response to requirements of the new system.

Court Cases

Ken Bailey and Bradley Peterson v. Carter Smith, Executive Director; Clayton Wolf, Wildlife Division Director; Mitch Lockwood, Big Game Program Director; and Texas Parks and Wildlife Department, ___ S.W.3d ___ (Tex. App. – Austin 2019, _____) (2019 WL 2707967).

Two deer breeders sued the Department and several of its officials to establish that breeder deer held under a deer breeder's permit issued by the Department are/or become the deer breeders' private property and to invalidate the Department's rules requiring deer breeders to test for chronic wasting disease (CWD). CWD is a fatal neurodegenerative disorder that affects some cervid species, including white-tailed deer, mule deer, elk, red deer, sika, and their hybrids (susceptible species). CWD is classified as a transmissible spongiform encephalopathy (TSE), a family of diseases that includes scrapie (found in sheep), bovine spongiform encephalopathy (BSE, found in cattle and commonly known as "Mad Cow Disease"), and variant Creutzfeldt-Jakob Disease (vCJD) in humans. Although CWD remains under study, it is known to be invariably fatal to certain species of cervids (including both species of deer native to Texas), and is transmitted both directly (through animal-to-animal contact) and indirectly (through environmental contamination). If CWD is not contained and controlled, the implications of the disease for Texas and its multi-billion-dollar ranching, hunting, wildlife management, and real estate economies could be significant.

The district court granted the Department's partial plea to the jurisdiction and motion for summary judgment, denied Peterson's cross-motion, and awarded the Department its attorneys' fees. On June 28, 2019, the Third Court of Appeals affirmed the district court, thereby declaring that deer breeders have no common law property rights in the breeder deer they possess under a permit and upholding the Department's CWD rules. The deer breeders may seek to appeal the decision of the Third Court of Appeals to the Texas Supreme Court.

Chambers-Liberty Counties Navigation District, et al. v. State of Texas, In re Sustainable Texas Oyster Resource Management, LLC, 575 S.W.3d 339 (Tex. 2019).

The State of Texas sued Chambers-Liberty Counties Navigation District (District), its commissioners, and lessee of submerged land (STORM) used for oyster production, seeking to invalidate the lease arguing that the district acted *ultra vires* in entering the lease because Texas law affords to the Texas Parks and Wildlife Department (Department) the sole authority to decide who may and may not cultivate oysters on the district's submerged lands. The state also sought civil restitution for the monetary value of the oysters unlawfully possessed. The district court denied the district's plea to the jurisdiction which alleged that that the court lacked jurisdiction to decide the matter because of governmental immunity. The Third Court of Appeals affirmed, allowing the state's *ultra vires* and monetary damages to proceed. The Texas Supreme Court affirmed in part, holding that the courts have jurisdiction to decide the state's *ultra vires* claim, and reversed and rendered in part, holding that the courts lack jurisdiction over the state's claim for monetary damages against the district because of governmental immunity. In deciding the jurisdictional issue on the state's *ultra vires* claim, the Texas Supreme Court stated that, "on the record presented in this interlocutory appeal, the state has adequately alleged that the Commissioners exceeded their statutory authority

by entering into a lease that purports to grant STORM the exclusive right to cultivate and harvest oysters on the district’s submerged lands.” The case has been remanded to the district court for a full decision on the state’s *ultra vires* claims.

The rendering of the plea to the jurisdiction on the state’s civil restitution claim effectively prohibits the Department from seeking civil restitution for the monetary value of the state’s fish and wildlife resources unlawfully killed or possessed by governmental entities.

Texas Parks and Wildlife Department v. Asplundh Tree Expert Company, Master Case File No. 2012-MCF-01, Individual Cause No. 423-5475, in the District Court of Bastrop County, Texas, 21st Judicial District.

In early September 2011, a severe fire caused considerable damage to facilities and natural resources at Bastrop State Park and the surrounding area. In 2017, the Department learned private property owners affected by the fire had successfully pursued litigation and settled claims in state district court in Bastrop against Asplundh Tree Expert Company, the nation’s largest utility vegetation maintenance company. Prior to and during the time of the fire, Asplundh operated as a maintenance contractor for Bluebonnet Electric Cooperative for vegetation removal along the utility rights-of-way.

The state district court consolidated the claims against Asplundh. The plaintiffs alleged negligence, gross negligence, and trespass because Asplundh failed to properly remove vegetation near power lines at the origin points of the fire. Asplundh settled most of these claims.

The Office of Attorney General filed a petition on behalf of the Department against Asplundh on January 19, 2018 and adopted the master petition previously filed in the case. The Department’s petition alleges damages over \$1 million. The court ordered a mediation between TPWD, Asplundh, and other plaintiffs, which was held on May 3, 2019. The parties did not reach a settlement at that time and continue to engage in settlement negotiations, although the outcome of such discussions is uncertain.

The court scheduled the trial on February 24, 2020, with an estimate of 5-6 weeks for trial.

Federal Laws

The Recovering America’s Wildlife Act (H.R. 3742), if passed, would provide a reliable, but restricted, source of federal revenue for wildlife research, habitat management and protection, land acquisition, education, law enforcement, and outdoor recreation focused on Species of Greatest Conservation Need (SGCN) listed in the [Texas Conservation Action Plan](#). This legislation would have a positive effect on the Department’s ability to fulfill its mission.

The Pittman-Robertson Fund for Tomorrow’s Needs Act (H.R. 877) would increase the flexibility for state wildlife agencies by allowing the use of Pittman-Robertson funds for the recruitment of hunters and recreational shooters. This added flexibility is critical to ensuring the long-term viability of revenue sources that fund state-based fish and wildlife conservation across the country.

J. Aside from additional staff or funding, what are your agency's biggest opportunities for improvement in the future? For example, are there other programs or duties the agency could take on to better carry out its mission?

As Texas' population grows, so will the impacts and pressure on the state's lands and waters. There are a growing number of Texans and visitors seeking more outdoor experiences, aside from traditional hunting and fishing, which will call for new recreational opportunities to meet demand. State parks, as well as local parks, will help play a vital role in meeting that demand.

While the Department is faced with the challenge of stabilizing the decline of traditional users such as hunters and anglers, this also presents the Department with opportunities to more effectively recruit, retain, and engage diverse outdoor enthusiasts to carry forward Texas' rich natural and cultural heritage, all while preserving the critical revenue streams that make good stewardship of these resources possible. Although demand for some outdoor activities may be stable or in slight decline, general demand for outdoor recreation, particularly non-consumptive activities, is on the rise. Various studies have documented that Texans have a longstanding affinity for nature and the outdoors, which continues in to the modern era. Despite the state's increasingly urban population, Texans are concerned about threats to natural resources. Polls and surveys also show strong public support for increased fish and wildlife conservation and outdoor recreation funding. The 2019 report, [America's Wildlife Values/Texas State Report](#), surveyed Texans across the state and found 72 percent of respondents believe conservation funding should come from a mix of hunting and fishing license sales and public tax dollars. Another recent study reports that Texans value nature in remarkably broad and diverse ways, and they support increasing programs that focus on helping Texans enjoy nature and wildlife. With the right focus and smart investments, the Department can take advantage of this growing interest in the outdoors to help build a population committed to good and responsible stewardship of the state's resources and to promote a lifestyle in the outdoors that contributes to a healthier population and strong economy.

In addition, the Department believes that an opportunity for improvement in business modernization and customer engagement exists to properly engage and meet the growth in demand. In recent years, the Department has made significant strides in maximizing use of technology to improve the customer experience in all facets of operations; however, there are still many opportunities for improvement. Enhancing engagement with existing and potential customers and improving systems to allow customers to purchase licenses and conduct other business/financial transactions on-line, would improve our ability to meet customer needs. For example:

- Network connectivity continues to be an issue for some TPWD locations, especially in more remote areas. A statewide internet upgrade would create a multitude of opportunities for the Department to be more efficient and effective in the field, as well as enhance many areas of customer service and safety to meet modern public expectations, demands, opportunities for expanded services, and a continued focus on public safety.

- The Department also continues to evaluate various methods to allow customers to pay through electronic payment services using modern platforms and technology. Improving the ease and efficiency of customer transactions and payments can help increase customer satisfaction and revenues generated.
- The Department’s customer marketing and digital communications capabilities could be enhanced through use of a single, robust Customer Relationship Management (CRM) platform, which would allow the Department to deploy strategic communications that cost-effectively engage and activate customers and potential customers. Likewise, the capability to link customers across multiple agency systems in order to analyze customer data, more efficiently communicate, target-market, and cross-promote across various agency activities would also be beneficial. The resulting increase in communication and marketing capabilities would enhance the department’s ability to recruit, retain, and reactivate hunters and anglers; grow nature tourism programs; promote conservation of the state’s natural resources; and promote state parks and their safe and ethical use.

K. Overall, how does the agency measure its effectiveness in carrying out its objectives?

The Department maintains and reports on both key and non-key performance measures in accordance with the Legislative Budget Board (LBB), State Auditor’s Office (SAO), and the Governor’s Office requirements and guidelines. The Department works with oversight agencies each biennium to align these performance measures with TPWD objectives and key functions as identified in TPWD’s *Natural Agenda* (strategic plan) and *Land and Water Resources Conservation and Recreation Plan*.

Performance measure results are reported quarterly to agency management and oversight offices. Additionally, the Department provides the TPW Commission with routine updates on progress towards attaining goals as outlined in the agency’s *Land and Water Resources Conservation and Recreation Plan* at each scheduled TPW Commission meeting.

In the following chart, provide information regarding your agency’s key performance measures, including outcome, input, efficiency, and explanatory measures. See Exhibit 2 Example. Please provide both performance measures listed in the agency’s appropriated bill pattern and other performance indicators tracked by the agency. Please provide information regarding the methodology used to collect and report the data.

**Texas Parks and Wildlife Department
Exhibit 2: Key Performance Measures — Fiscal Year 2018**

Information on the methodology used to collect and report data for the measures below can be found in Schedule B (Performance Measure Definitions) of the TPWD FY2019-2023 Strategic Plan.

Key Performance Measures	Dataset Reference Number* (if applicable)	Calculation (if applicable)	FY2018 Target	FY2018 Actual Performance	FY2018 % of Annual Target
Percent of Total Land Acreage in Texas Managed to Enhance Wildlife through TPWD Approved Wildlife Management Plans	1	31,237,610 acres managed/167,188,480 total acres	18.54%	18.68%	100.76%
Number of Wildlife Population Surveys Conducted	2		4,238	5,440	128.36%
Number of Active TPWD-Approved Wildlife Management Plans with Private Landowners	1		9,655	7,067	73.19%
Number of Hours Spent Managing, Treating, Surveying or Providing Public Education on Aquatic Invasive Species			15,000	16,658.8	111.06%
Number of Fingerlings Stocked – Inland Fisheries (in millions)	3		15	12.41	82.74%
Percent of Fish and Wildlife Kills or Pollution Cases Resolved Successfully	4	96 cases resolved successfully/143 cases completed	70.08%	67.13%	95.79%
Number of Commercial Fishing Licenses Bought Back	5		23	13	56.52%
Number of Fingerlings Stocked – Coastal Fisheries (in millions)	6		28	16.89	60.32%
Number of Grant-Assisted Projects Completed	7		28	27	96.43%
Percent of Funded State Park Minor Repair Projects Completed	8	137 projects completed/200 projects approved and funded	75.00%	68.50%	91.33%
Percent of Public Compliance with TPWD Rules and Regulations	9	1,751,670 number of contacts not found to be non-compliant/ 1,798,973 total contacts	97.50%	97.51%	100.01%
Hours Patrolled in Boats	10		136,648	104,129.50	76.20%
Miles Patrolled in Vehicles (in millions)	11		10.88	11.75	108.00%

Key Performance Measures	Dataset Reference Number* (if applicable)	Calculation (if applicable)	FY2018 Target	FY2018 Actual Performance	FY2018 % of Annual Target
Number of Students Trained in Boater Education	12		18,000	22,625.00	125.69%
Number of Students Trained in Hunter Education	12		55,000	55,266	100.48%
Number of Combination Licenses Sold	13		634,037	617,016	97.32%
Number of Paid Park Visits (in millions)	14		4.78	4.97	103.97%
Percent of Major Repair/Construction Projects Completed	15	29 projects completed/50 scheduled projects	82.28%	58.00%	70.49%
Number of Major Repair/Construction Projects Completed	15		40	37	92.50%

Table 2 Exhibit 2 Key Performance Measures *See Exhibit 3

- L. Please list all key datasets your agency maintains. Why does the agency collect these datasets and what is the data used for? Is the agency required by any other state or federal law to collect or maintain these datasets? Please note any “high-value data” the agency collects as defined by Texas Government Code, Section 2054.1265. In addition, please note whether your agency has posted those high-value datasets on publicly available websites as required by statute.

**Texas Parks and Wildlife Department
Exhibit 3: Key Datasets**

Dataset Reference Number	Dataset Name	Description of Data	Data Maintained By	Hyperlink (if publicly available)	Legal Prohibition to Disclosure Y/N
10	Hours Patrolled in Boats	Data is collected in the CAPPs system through time coding and compiled for LBB reporting.	AC Chad Gartman (agency)		N
2	Cybertracker	Number of wildlife population and harvest surveys conducted.	Mitch Lockwood/ Shawn Gray (agency)		Y
11	Miles Patrolled in Vehicles	Data is collected in the Agency’s Fleet Management System through time coding and compiled for LBB reporting.	AC Chad Gartman (agency)		N

Dataset Reference Number	Dataset Name	Description of Data	Data Maintained By	Hyperlink (if publicly available)	Legal Prohibition to Disclosure Y/N
8a	eBuilder	Percent of funded state parks minor repair projects completed; number of funded state parks minor repair projects completed; value of labor, cash, and service contributions to state parks activities.	Brian Lofgren (agency)		N
7	Grant Assisted Projects Completed	Number of grant-assisted projects completed.	(agency)		N
3	HatchStocking Table located in the Inland Catalog of IF-Gofish SQL Server	Number of fingerlings stocked-Inland (in millions); ratio of fingerlings stocked to hatchery FTEs (Inland).	Chris Cummings/ John Taylor (agency)	https://tpwd.texas.gov/fishboat/fish/management/stocking/index.phtml	N
12	Hunter, Angler and Boater Education System - HABES	Number of students trained in hunter education; number of students trained in boater education.	Mark Miller (agency)		Y
4	KAST Investigations	Percent of fish and wildlife kills, or pollution cases resolved successfully.	Zack Thomas (agency)	https://tpwd.texas.gov/landwater/water/enviroconcerns/kills_and_spills/index.phtml	N
15a	Capital Construction Portfolio Dashboard	Percent of major repair/construction projects completed; number of major repair/construction projects completed.	Kevin Steele/ Tim Malinovsky (agency)		N
13	Monthly Cumulative Comparative Sales Report	Number of hunting licenses sold; number of fishing licenses sold; number of combination licenses sold.	Mike Hobson (agency)		N
5	Number of Commercial Fishing Licenses Bought Back	Number of commercial fishing licenses bought back.	Zack Thomas (agency)		Y

Dataset Reference Number	Dataset Name	Description of Data	Data Maintained By	Hyperlink (if publicly available)	Legal Prohibition to Disclosure Y/N
6	Number of Fingerlings Stocked - Coastal Fisheries (in millions); Ratio of Fingerlings Produced to Hatchery FTEs-Coastal	Number of fingerlings stocked - Coastal Fisheries (in millions); ratio of fingerlings produced to hatchery FTEs-Coastal Fisheries.	Zack Thomas (agency)		N
8b	Number of Funded State Parks Minor Repair Projects	Percent of funded state parks minor repair projects completed	Brian Lofgren/ Carl Orbison (interim) (agency)		N
15b	Snapshot	Percent of major repair/construction projects completed; number of major repair/construction projects completed.	Kevin Steele/ Tim Malinovsky (agency)		N
	Texas Wildlife Information Management Services (TWIMS)	Number of active TPWD approved breeder facilities, release sites, TTT, TTP, DMP, depredation and aerial wildlife management.	Chris Cerny (agency)		Y
14	State Parks Business System	Number of paid park visits (in millions); number of park visits not subject to fees (in millions); rate of reported accidents per 100,000 park visits.	Mark Ickes (agency)		Y
1	Land Management Assistance (LMA)	Number of active TPWD-approved wildlife management plans with private landowners; percent of land acreage in Texas managed to enhance wildlife through TPWD approved wildlife management plans.	Chris Cerny (agency)		Y
2	Survey 123	Number of wildlife population and harvest surveys conducted.	Mitch Lockwood/ Alan Cain (agency)		Y

Dataset Reference Number	Dataset Name	Description of Data	Data Maintained By	Hyperlink (if publicly available)	Legal Prohibition to Disclosure Y/N
	Arc Collector	Collection and monitoring of CWD surveillance and age and antler data.	Mitch Lockwood/ Alan Cain (agency)		Y
	Operation Game Thief Database	Records of OGT calls and dispositions.	Lt. Jason Jones/ AC Stormy King (agency)		Y
	Law Enforcement System (LES)	Data collected on citations issued by commission officers of the Department as well as any civil restitution placed on an offender. Used to determine, percent public compliance with agency rules and regulations; conviction rate for hunting, fishing and license violators; conviction rate for water safety violators	Irma Sanchez/ AC Jarret Barker (agency)		Y
	Contact Data	Data collected on number of field and info contacts for hunting, fishing, boating and other.	Rachel Rivera/ AC Chad Gartman (agency)		N
	Public Programs / Calls for Service Report	Data collection for the numbers of general civic, school, private, mass media or other events as well as the collection of operation outdoor events with a breakdown of genders and race of attendees. Additionally, the collection of calls for service, boat assists, SFSTs Administered, SAR cases and zebra mussel contacts. Lastly, it includes the collection of recruiting programs and the numbers by gender and race.	Rachel Rivera/ AC Cody Jones/ AC Chad Gartman (agency)		N

Dataset Reference Number	Dataset Name	Description of Data	Data Maintained By	Hyperlink (if publicly available)	Legal Prohibition to Disclosure Y/N
	Water Fatality Database	Statistical data collected on all open public water drownings in the state.	Rachel Rivera/ AC Cody Jones (agency)		N
	Boat Accident Reporting Database	Investigative and statistical data on boating accidents that meet the state reporting thresholds per TPW Code § 31.105. Accident Reports.	AC Cody Jones (U.S. Coast Guard – Third Party Vendor KnightsPoint)		Y
	Law Enforcement Advanced DWI / BWI Reporting System (LEADRS)	Reporting system for capturing of all boating while intoxicated and driving while intoxicated cases.	AC Cody Jones (Texas Municipal Police Assoc. Maintained system)		Y
	Report Management System (RMS)	Reporting system for law enforcement investigations and arrest.	AC Mike Mitchell (Harris Computer Systems)		Y

Table 3 Exhibit 3 Key Datasets

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III. History and Major Events

Provide a timeline of your agency's history and key events, including

- the date your agency was established;
- the original purpose and responsibilities of your agency; and
- major changes in responsibilities or statutory authority.

Also consider including the following information if beneficial to understanding your agency

- changes to your policymaking body's name or composition;
- significant changes in state/federal legislation, mandates, or funding;
- significant state/federal litigation that specifically affects your agency's operations; and
- key changes in your agency's organization (e.g., the major reorganization of the Health and Human Services Commission and the Department of State Health Services' divisions and program areas, or the Legislature moving the Prescription Monitoring Program from the Department of Public Safety to the Texas State Board of Pharmacy).

Synopsis: The below history reflects a parallel evolution of the "Fish Commission" established in 1879 and the "State Parks Board" established in 1923 into the "Texas Parks and Wildlife Department" which merged the two separate agencies in 1963.

1861 First game law in Texas: two-year closed season on bobwhite quail on Galveston Island.

1879 Legislature decrees ladders for fish should be constructed over mill-dams and establishes a Fish Commission to enforce the law.

1883 A total of 130 counties claim exemption from all game laws.

The State of Texas purchases the first 10 acres of the San Jacinto Battleground, setting a precedent of state preservation of properties with significant natural and cultural resources.

1885 The Office of the Fish Commissioner is abolished due to public opposition to propagation of carp and tightening of game laws.

1895 The Office of the Fish and Oyster Commissioner is established.

- Commissioner and deputies have the duty to execute fish and oyster laws and have power "given to sheriffs."

1899 The Office of the Fish and Oyster Commissioner is given jurisdiction over all public waters, including freshwater streams, lakes, and ponds.

1907 Game Department added to the Office of the Fish and Oyster Commissioner, which is renamed the Office of the Game, Fish, and Oyster (GFO) Commissioner.

- Authority to enforce wild game and bird statutes is added.

The GFO Commissioner is given charge of shell, marl, and sand management.

- 1919** First six game wardens hired to patrol the entire state.
- 1923** State Parks Board created by Governor Pat M. Neff with a six-member board.
- Legislature turns over entire game fund to the GFO Commissioner with the authority to hire any number of game wardens.
- 1929** The first overlapping, non-salaried six-member commission appointed by the governor to replace the single commissioner was authorized. The Office of the Game, Fish, and Oyster Commissioner was re-named the Game, Fish, and Oyster Commission.
- 1933** The State Parks Board received a limited two-year authority to acquire park sites by purchase, gift, or otherwise, and to develop the sites.
- The State Parks Board begins development of 31 parks with federal aid through the New Deal Program; most work carried out by the Civilian Conservation Corps, National Youth Administration, and Works Progress Administration programs.
- 1937** Coastal Division added to the Game, Fish, and Oyster Commission.
- Pittman-Robertson Act passed by U.S. Congress requires excise tax on sporting arms and ammunition. Funds are earmarked for wildlife research and management.
- 1938** Texas has first wildlife project approved under Pittman-Robertson Act.
- The Wildlife Restoration Division was created.
- 1949** Control and custody of most historic sites and parks transferred from the State Board of Control to the State Parks Board.
- The Game, Fish, and Oyster Commission joined the Gulf States Marine Fisheries Compact.
- 1951** The 52nd Legislature deleted the term "Oyster" from the Commission's name; changed to "Texas Game and Fish Commission" and increased appointed commissioners to nine.
- 1954** First drawn hunt conducted on a Wildlife Management Area (WMA). Seventy-five hunters were drawn to hunt deer on the Kerr WMA.
- 1957** First saltwater fishermen were licensed.
- 1959** First comprehensive Water Safety Act and Shrimp Conservation Act in Texas passed.

1960 Estimated value of Texas state parks shrunk by more than 50 percent, prompting the State Parks Board to contract with the Texas Research League to study the organization and operation of Texas state parks.

1961 Texas Game and Fish Commission was reorganized under a plan proposed by Texas Research League (nine-member commission, executive secretary, Austin staff, and five regional headquarters).

The Texas Legislature authorized Texas Tech University to prepare a comprehensive report on state park requirements for the future.

1963 The State Parks Board and the Texas Game and Fish Commission merged to form **Texas Parks and Wildlife Department** (TPWD or the Department) with a three-member Texas TPW Commission. The Legislature hoped the merger would allow more centralized control and effective management of the state's natural resources.

Texas Tech University released "Texas State Parks, A General Report of Functions, Space Requirements, Financial Considerations, and Policies for the Future." The report proposes expansion of the state parks system from 62,163 acres to 435,000 acres.

1965 Federal Land and Water Conservation Fund program was enacted, providing 50 percent matching monies for acquisition and development of basic outdoor recreational opportunities in all states.

1967 The Department was given responsibility for acquisition and administration of state historic sites and structures.

The Department was authorized to issue \$75 million in revenue bonds, named Texas Park Development Bonds, for the acquisition and development of state parks (known as the Connally Bonds). The bonds helped fund the growth of the state park system for more than 20 years.

1969 The Texas Conservation Foundation was established by the Legislature to acquire land.

All powers, duties, and authority of the Highway Department, under the Water Safety Act, was transferred to the Department.

The Department's Heart of the Hills Fish Hatchery, built in 1925 near Mountain Home, was renovated and renamed, Heart of the Hills Fisheries Science Center. The focus of the new facility was to conduct applied fishery research aimed at improving fishing.

1970 The Department formed the Engineering Division and implemented its own design-and-construction process separate from the Building Commission. Legislative authority was granted to purchase land and develop public use facilities. One source of funding was available through federal programs such as the Land and Water Conservation Program, which provided a foundation of the Department's facility expansion from the late 1960s into the mid-1980s. During this time, 45 state parks were expanded to 90 state parks. This was the largest period of state park expansion, acquisition, and development.

1971 The Texas Legislature created Fund 31 (now Account 064) for planning, acquisition, and development of state parks and historic sites by dedicating a one-cent tax on each pack of cigarettes sold in Texas.

The TPW Commission increased to six members.

Game wardens were formally recognized as Texas peace officers.

1972 Voluntary Hunter Education Program initiated in Texas with the assistance of the National Rifle Association (NRA).

Technical Guidance Program initiated by TPW Commission to provide dedicated staff to directly assist private landowners in wildlife and habitat management.

1974 First state list of endangered species was published. The list was comprised of five mammals, nine birds, two reptiles, five amphibians, and five fish.

1976 Passage of PL 94-265, the Fishery Conservation and Management Act of 1976. The Gulf of Mexico Fisheries Management Council, a regional council of members from the five Gulf states, was established to manage new federal zones for fisheries in the Gulf of Mexico.

1979 The Texas Legislature created the Texas Local Parks, Recreation, and Open Space Fund utilizing an additional one-cent of the state tax on each pack of cigarettes for further funding, acquisition, and development of state parks and financial assistance grants for local government parks.

1981 Operation Game Thief Program implemented by the Department, providing rewards for information leading to the arrest of game and fish law violators.

H.B. 1000 (67R) passed which prohibited the sale of red drum and spotted seatrout caught in Texas waters.

Legislation passed requiring all Texas waterfowl hunters to possess a \$5 State Waterfowl Stamp.

1983 Wildlife Conservation Act is passed by the Texas Legislature, placing authority for managing fish and wildlife resources in all Texas counties in the hands of the TPW Commission.

H.B. 1064 (68R) established a special fund to receive donations and proceeds from print and stamp sales to be used in programs for nongame and endangered species.

TPW Commission membership increased to nine commissioners.

First marine fish hatchery was built to stock red drum.

1985 The 69th Regular Session of the Texas Legislature passed the Department's Sunset Review legislation, broadening the Department's powers and designating the Department as the primary agency for protection of the state's fish and wildlife resources.

- Authorized the Department to regulate shrimp and oysters in Texas waters.
- Resource Protection Branch was elevated to full divisional status and its authority over protection of fish and wildlife resources was enhanced, particularly as it relates to water quality.
- Allowed up to 25 percent of the State Parks Fund monies to be utilized for park operations and maintenance activities.
- Required all Texas saltwater anglers to possess a \$5 Saltwater Sportfishing Stamp.
- Created the Scientific Breeder's Permit allowing permittees to breed, sell, or hold white-tailed deer in captivity.
- Authorized the Department to develop a bighorn sheep hunting, tagging, and protection program.

1987 The Wildlife Division launched the Type II Wildlife Management Area, a cooperative agreement with landowners to use private lands for public hunting opportunities.

The Natural Heritage Program was transferred to the Department from the General Land Office.

Mandatory Hunter Education Program adopted by the 70th Legislature.

1988 The TPW Commission authorized purchase of the 215,000-acre Big Bend Ranch. The ranch was the largest tract ever acquired by the Department. The acquisition, in effect, doubled state park acreage.

1989 The 71st Regular Session of the Texas Legislature took the following actions which had a significant impact on the Department.

- Transferred the principal authority for the development of aquaculture in the state from the Department to the Texas Department of Agriculture (TDA).
- Established the Texas Artificial Reef Program.

1991 A major reorganization of the Department created new divisions, including fisheries and wildlife, conservation communications, legal services, human resources and the chief financial officer.

The Parks and Wildlife Foundation of Texas, Inc., a private nonprofit organization, was created to raise private donations for Department conservation efforts.

1992 The Department staged the first Texas Wildlife Expo to celebrate the broad range of the agency's activities and mission.

1993 The 73rd Regular Session of the Texas Legislature made some significant changes to the Department's operations.

- Transferred a major source of financial support for the state and local parks system from the two-cent tax on a pack of cigarettes to a percentage of the sales tax attributed to the sale of sporting goods.
- Protected the Department against the loss of federal funds due to diversion of license sales revenue and ensured that all license fees in revenues (to include interests) would be appropriated to the Department.
- Established a "tag" program for certain fish taken from coastal waters.
- Directed classification of all lands under the Department's jurisdiction for the purpose of hunting and other uses.

1994 Geographic Information Systems Laboratory was established to provide computer-based mapping and spatial analysis support services to Department planners and biologists.

1995 The 74th Regular Session of the Texas Legislature made some significant changes to the Department's operations.

- Authorized the Department to initiate a commercial bay and bait shrimp boat license management program.
- Authorized a constitutional amendment for a discount on property tax evaluation of land used for wildlife management purposes.
- Protected private property rights through confidentiality requirements and land owner notification and approval to enter private property.
- Established authority to charge senior citizens (reaching age 65 on or after September 1, 1995) a discounted fee for entrance into state parks or for fishing in public waters.
- Clarified authority and allowed for TPW Commission flexibility in selling licenses to permit implementation of a "point-of-sale" process for electronic sale of licenses and other similar products by the Department.
- Sunset the authority of the Department to permit the holding of dangerous wild animals (transfers authority to local jurisdictions) effective September 1, 1997.
- Modified the lottery law provision for package hunts by the Department allowing for the establishment of the Big Time Texas Hunts (BTTH) program.

1996 Sea Center Texas and the Texas Freshwater Fisheries Center, two state-of-the-art aquaria, fish hatcheries, and educational centers, opened.

State parks that charge entrance fees instituted a per-person rather than a per-vehicle pricing fee schedule.

The Department's organizational structure was refined to better address major conservation challenges. Three senior division director positions were created in Land Policy, Water Policy, and Administrative Resources.

The Public Lands Division was reorganized into two new divisions: Infrastructure and State Parks.

1997 The 75th Regular Session of the Texas Legislature took the following significant actions which uniquely impacted the Department.

- Approved the self-imposed "Statutory Sunset" decreasing the Parks and Wildlife Code by nearly 30 percent.
- Authorized the Department to issue revenue bonds for infrastructure repairs and improvements at facilities statewide. The bonds were approved in four different issuances during the fiscal years 1998 through 2001.
- Enhanced the Water Safety Act by imposing more rigid requirements for boater education, requiring the certification of marine law enforcement officers, and establishing a minimum age for unaccompanied operation of a motorboat or personal water craft.
- Established a commercial crab fishery license management program.
- Established a state and regional planning requirement to identify streams and rivers of unique ecological value and other water management initiatives for the state.
- Established the Deer Management Permit.
- Changed the classification of elk and aoudad from game animals to exotic wildlife in all counties in West Texas.

The executive director of the Department created a chief operating officer position to better address day-to-day operational issues.

The State Auditor's report concluded that the Texas State Parks System needed an additional \$10 million to adequately fund operations. Recommended that 19 central office positions that were found to not add value to current operations should be reallocated and that existing inventory should be reconstructed.

Texas A&M University's report, "Texas Outdoors: A Vision for the Future" was completed. The report also found that greater support for state parks is needed from both public and private sectors of the state in order to meet outdoor recreation demands in the future.

1998 Launch of first coastal paddling trail, the Lighthouse Lake Paddling Trail, between Aransas Pass and Port Aransas. This trail was the first of the original seven coastal trails created by the Department with signage, maps, GPS markers along the trail, and fishing information to help kayakers and kayak anglers along the coast.

1999 Leasing access to rivers for public fishing was first initiated. Free fishing access sites were released for trout fishing enthusiasts on the Guadalupe River downstream of Canyon Reservoir.

The 76th Regular Session of the Texas Legislature took the following actions significantly impacting the Department.

- Provided a substantial increase in general revenue appropriations for state parks.
- Use of the local parks account was modified to allow for transfers of facilities with operation and maintenance money resulting in opportunities to create regional parks and expand the Community Outdoor Outreach Program.
- Expanded uses of the Parks and Wildlife Capital Account.
- Sunset most of the Department's statutorily created advisory committees.
- Allowed greater flexibility in leasing or transferring property to other jurisdictions.
- Established a Commercial Finfish Fishery License Management Program.
- Expanded the Department's role in aquatic vegetation control.
- Authorized the Department to refrain from issuance of a license to anyone with a debt to the state resulting from a violation of the Parks and Wildlife Code.
- Expanded the capacity of the Technical Guidance Program in the Wildlife Division.

2000 "Taking Care of Texas" report from the Governor's Task Force on Conservation was released. Recommendations included increased incentives for conservation efforts on private lands, enhanced funding for state park acquisition and maintenance, and efforts to preserve water quality and quantity.

The TPW Commission adopts rules to address overfishing in the Gulf and bay shrimp fishery, to reduce the take of non-target marine life ("bycatch") in shrimp trawls, and to protect endangered and threatened sea turtles during their nesting season. Bay and Gulf shrimpers sue the Department over these rules.

Legislature authorized issuance of general obligation bonds (final issuance of the 1967 Connally Bonds) to the Department for state park land acquisition and new construction/development.

- 2001** The 77th Regular Session of the Texas Legislature took the following actions significantly impacting the Department.
- Approval of the Department’s sunset revision legislation, which included a requirement for the Department to create a *Land and Water Resources Conservation and Recreation Plan*.
 - Authorized general obligation bond authority (known as Proposition 8 General Obligation Bonds) for the Department to address infrastructure needs. The bonds were approved in three different distributions occurring during fiscal years 2003 through 2007.
 - Established authority for a closed season for crab traps in public water in order to institute the Abandoned Crab Trap Removal Program.
 - Established authority for the Department to regulate floating cabins in saltwater areas.
 - Amended the Transportation Code to include Boating While Intoxicated convictions for automatic driver’s license suspension and authorized the suspension of a driver’s license for refusal to submit to the taking of a specimen for committing an offense involving the operation of a watercraft.

2002 Consultant Elton Bomer proposed several organizational changes to address management of business operations and functional activities of the Department in his report titled, “Texas Parks and Wildlife Department Business Practices Evaluation.”

The TPW Commission adopts an emergency rule banning the importation of white-tailed deer and mule deer because of the emergence of chronic wasting disease (CWD) in both captive and free-ranging deer populations in other states that constitutes a direct threat to wild deer populations in Texas.

New positions created for a deputy director for operations and a deputy director for policy and administration.

Marine Theft Investigations Unit (MTIU) was developed which consists of specially trained Sergeant Game Warden Investigators assigned to MTIU to conduct marine-related investigations, such as marine-related theft, title, registration, and tax fraud, as well as licensed marine dealer inspections.

2003 The Department launched the Texas Urban Fishing Program (later branded as Neighborhood Fishin’) on an experimental basis in Amarillo, College Station, Dallas, Fort Worth, Houston, San Angelo, Waco, and Wichita Falls.

The Department contracted the services of Wildlife Management Institute (WMI) to evaluate science-based processes within the Department’s Wildlife and State Parks Divisions.

The 78th Regular Session of the Texas Legislature took the following actions significantly impacting the Department.

- Required 15 percent of revenue generated from vessel registration fees, outboard motor titling fees, and manufacturer or dealer licensing fees be deposited to the State Parks Account.
- Required the registration and licensing of marine dealers, distributors, and manufacturers, and allowed the inspection of the licensees' place of business.
- Established a prohibition on the operation of a motor vehicle in or on the beds or banks of Texas rivers.
- Authorized the creation of an annual freshwater fishing stamp, with the proceeds to be used to purchase fish, or to repair, maintain, renovate, or replace hatcheries.

2004 The TPW Commission approved a \$5 Freshwater Fishing Stamp to generate funds for construction and repairs of state-operated hatcheries. Due to a deteriorating infrastructure at the Jasper Fish Hatchery, which was opened in 1932, a new site in Jasper, near Sam Rayburn Reservoir, was selected as the site for the new East Texas Fish Hatchery.

2005 The 79th Regular Session of the Texas Legislature took the following actions significantly impacting the Department.

- Authorized the Department to initiate a Commercial Gulf Shrimp Boat License Management Program.
- Required the Department to waive the fee for a hunting or fishing license for a resident on active duty as a member of the United States military forces.
- Established a commercial oyster fishery license management program.
- Authorized the Department to consolidate the turkey, white-winged dove, and waterfowl stamp into a Migratory Game Bird Stamp and an Upland Game Bird Stamp.
- The Department was identified to participate in the Department of Information Resources' information technology infrastructure consolidation effort.
- Authorized the establishment of an off-highway vehicle trail and recreational area program.
- Authorized the transfer of the National Museum of the Pacific War in Fredericksburg to the Texas Historical Commission.

Hurricane Rita struck southeast Texas in September 2005 leaving approximately \$3 million in damages at eight state parks, one fish hatchery, and two wildlife management areas.

The Information Technology section, which was under the Administrative Resources Division at the time, was restructured as the Information Technology Division to comply with the state reporting requirements that the information resource manager (IRM) report directly to the executive director or deputy executive director.

In Lambright v. TPWD, the Texas Third Court of Appeals upheld the Department's rules regarding shrimp harvest, passed by the TPW Commission in 2000, against lawsuits brought by bay and Gulf shrimpers.

To prevent the spread of chronic wasting disease (CWD) to Texas, the TPW Commission adopts rules prohibiting importation to Texas out-of-state white-tailed deer and mule deer.

2006 Texas State Parks Advisory Committee released a report recommending an increase of \$85 million per year in state park funding to adequately address the operation, acquisition, and repair needs of the parks system, including the local park grants program.

The Department created and launched the statewide Texas Paddling Trails program. This program implemented a community partnership model that ensures on-the-ground local support for each Texas Paddling Trail while providing interpretive signage, safety information, fishing and wildlife details, and websites for all the trails in the system (including the previously launched seven coastal trails).

The Coastal Fisheries Division's Stock Enhancement program initiated an effort to hatchery-rear juvenile southern flounder and stocked the first fish in 2006.

2007 The Richard M. Hart and Johnny Morris Conservation Center, funded through private donations, was completed at the Texas Freshwater Fisheries Center in Athens, Texas, providing a 14,000-square-foot space that offers a conference center, aquatic resources classroom, library, and game warden museum.

The 80th Regular Session of the Texas Legislature took the following actions significantly impacting the Department.

- Directed the transfer of 18 historic sites to the Texas Historical Commission.
- Required the Department to conduct an interim study on the hunting and fishing license sale system.
- Authorized general obligation bond authority (known as Proposition 4 General Obligation Bonds) for infrastructure needs. The bonds were approved in four different distributions occurring during the fiscal years 2008 through 2013.
- Established authority for a permit system to allow the possession of certain dangerous snakes.
- Transferred the Texas State Railroad from the Department to a newly created quasi-governmental entity known as the Texas State Railroad Authority.
- Established authority for the Department to institute federal regulations regarding licensing of anglers in federal waters.
- Established authority for the executive director to adjust size and bag limits for research collection purposes.
- Required the Department to implement a permit and safety inspection program for rented party boats.

2008 The 80th Texas Legislature, in H.B. 1, Article VI, Rider 31, directed the Department to conduct a park system study to identify strategies and tactics necessary to return Texas state parks to a "high-quality park system." This report by outside, independent consultants, found that the department needed a dependable and sustained source of funding for park improvements, maintenance, and repair. It also noted that a quality park system needed additional investment in new facilities and additional sites.

Hurricane Ike struck Texas in September 2008 and caused catastrophic damage to Galveston Island and Sea Rim State Parks. At the height of the storm, 32 state parks were closed; however, nearly all were back open for business within weeks due to Department staff response and quick action.

In March 2008, a large-scale wildfire burned 95 percent of the Chaparral Wildlife Management Area.

The Department staged the last Texas Wildlife Expo.

Underwater Search and Recovery (DIVE) was developed which consists of trained field game wardens, specializing in underwater investigative techniques and technical sonar applications, who respond to water-related incidents involving victims and/or evidence recovery.

Resaca de La Palma State Park opened.

The Texas Outdoor Family Program was launched to introduce new users to camping. Participants are provided with equipment and staff instructions on how to set up tents, cook over a fire, and other outdoor skills in a guided experience.

Bastrop State Park hosted a gathering of approximately 40 Civilian Conservation Corps alumni to honor the 75th anniversary of the creation of the important New Deal program, which performed work in 28 state parks between 1933 and 1941 and was responsible for constructing many of the park system's iconic buildings.

2009 The Game Warden Training Center opened on a 200-acre piece of property near Star, Texas, moving the site of game warden training from Austin (where it had been housed since 1975) to Hamilton County. The first cadet class from the new training center graduated.

A condemnation lawsuit brought by the federal government against the Department was settled. The lawsuit resulted in construction of border fencing through a portion of Las Palomas Wildlife Management Area in Cameron County and compensated the Department for this "taking" of land.

Invasive zebra mussels were first discovered in the state in Lake Texoma in April.

The 81st Regular Session of the Texas Legislature took the following actions significantly impacting the Department.

- Sunset bill reauthorized the Department to continue until September 1, 2021, and implemented various sunset and legislative provisions including: the expansion of the types of funds that may be deposited into general revenue-dedicated accounts; allowing the sale of products made from certain game animals; permitting the hunting of pigeons in private bird hunting areas; granting emergency rulemaking authority; establishing an Internal Affairs Office to report directly to the TPW Commission; creating a list of aquatic plants that may be imported and possessed without a permit; and, requiring state agencies with statewide authority, that receive the Department's comments on proposed projects or permits, to respond to the Department on the disposition of those comments.
- Authorized an exception to the prohibition against hunting a legally protected game animal or bird with an artificial light for a person with a documented permanent physical disability to use a laser sighting device if a traditional firearm sighting device was incompatible.
- Enhanced penalties for commercial oyster boat crews who take oysters from restricted areas and for subsequent violations within five years.

2010 The Department acquired the 17,639-acre Devils River Ranch to establish the Dan A. Hughes unit of Devils River State Natural Area.

The *Land and Water Resources Conservation and Recreation Plan*, the strategic visionary document for the Department, is overhauled with considerable input from staff, partners, and the public.

The Department established the interdivisional Watershed Conservation Program to coordinate multi-species conservation across aquatic and terrestrial ecosystems and to facilitate watershed-scale conservation of springs as well as upland, riparian, and instream habitats.

On April 20, 2010, the oil drilling rig *Deepwater Horizon* exploded and sank resulting in 11 workers' deaths and four-million barrels of oil escaping for an 87-day period in the Gulf of Mexico, which damaged marine resources over thousands of square miles. Texas, the other four Gulf States, the federal government, and thousands of private plaintiffs brought a suit against BP Exploration and Production and other parties. The Department, the Office of the Attorney General, the General Land Office, and the Texas Commission on Environmental Quality led the State of Texas's response and remediation efforts.

In January, an 18-member Texas Children in Nature Steering Committee representing the state agencies, non-governmental organizations, health, education, and business, convened to establish stakeholder teams and embark on a strategic plan to enable children to spend more time outdoors and to better understand Texas' natural resources.

2011 The Department accepted the donation of the 3,700-acre 3K Ranch in Kendall and Bandera Counties from the Albert and Bessie Kronkosky Foundation to become the new Albert and Bessie Kronkosky State Natural Area.

The Department acquired 3,333 acres in Stephens and Palo Pinto Counties to be named the new Palo Pinto Mountains State Park (currently 4,421 acres) using proceeds from the sale of Eagle Mountain Lake State Park, and private philanthropic donations.

A wildfire, which started offsite on September 4th, burned approximately 96 percent of the 6,500-acre Bastrop State Park, but heroic efforts saved all but two historic, CCC-constructed facilities. The fire claimed two lives and destroyed more than 1,500 homes. The wildfire was followed by significant rainfall which resulted in widespread flooding and further deterioration of an already compromised erosion control system.

Launched the “Hello Zebra Mussels. Goodbye Texas Lakes. Clean, Drain, & Dry Your Boat” public awareness campaign to engage boaters and anglers in an effort to combat the spread of zebra mussels and other aquatic invasive species.

The 82nd Regular Session of the Texas Legislature took the following actions significantly impacting the Department.

- Required the Department to waive the fee for a fishing license for residents who were born before January 1, 1931.
- Transferred the authority to issue easements on TPWD lands from the General Land Office to the Department.
- Reauthorized and approved the Freshwater Fishing Stamp as a permanent source of revenue for the Department for the repair, maintenance, renovation, or replacement of freshwater fish hatcheries and stocking fish in Texas public waters.
- Established the authority for the TPW Commission to conduct a program for the recovery and replacement of oyster shells in Texas coastal waters to maintain and enhance public oyster reefs and provided a mechanism to close areas for oyster harvest within the public season if oyster reefs are found to be overworked.
- Permitted a licensed angler to hand fish (noodle) for catfish in Texas public waters.
- Required a person to have a fishing license when in possession of fish in Texas tidal waters.
- Repealed previous law requiring the Department to publish a list of exotic aquatic plants approved for import into, or possession of, in Texas without a permit; required the TPW Commission by rule to adopt a list of exotic aquatic plants that are prohibited from being imported into, or possessed in, Texas without a permit; and prohibited a person from importing, selling, possessing, or placing an exotic

harmful or potentially harmful aquatic plant, except as authorized by the TPW Commission or a Department-issued permit.

- Designated game wardens as the primary officers responsible for enforcing the provisions of the state's Water Safety Act.

2012 Texas confirmed the first case of chronic wasting disease (CWD) in the state from a free-ranging mule deer in Hudspeth County. Establishment of movement restriction zones by rule from both the Department and the Texas Animal Health Commission (TAHC) occurred later that year. CWD cases were confined to Hudspeth County until 2015.

A structural assessment revealed the Battleship TEXAS was in much worse condition than previously suspected due to being intentionally flooded from 1948 to 1988 to ballast it for stability. Thus, the \$25 million funding (appropriated during the 80th Texas Legislature and issued to TPWD in 2009) was used for critical hull and keel repairs, as a dry berth option could not be realized without first completing the necessary major structural repairs.

Texas fish, wildlife, and parks were still reeling from the searing drought that scorched the state in 2011. In February 2012, the Department announced it would have to temporarily close the Dundee Fish Hatchery near Wichita Falls due to a declining water supply. Plummeting river flows and lake levels, a series of wildfires and resulting declines in state park visitation and revenue caused the Department to launch an unprecedented campaign for public donations to fill a \$4.6 million shortfall in state park operating dollars.

The [Texas Outdoor Recreation Plan](#), updated every five years, called for more trails and greenways to encourage active lifestyles, new parks in or near urban areas and more, while facing a list of challenges in the state.

Forensic Reconstruction and Mapping (STORM) was developed which consists of specially trained game wardens in each region who respond to team deployments in addition to their primary assignment. STORM focuses on marine-related accidents involving serious injury or death. Additionally, STORM has worked hunting accidents, officer involved shootings, and other critical incidents.

The Texas Game Warden K9 Team was established which consists of units specializing in human scent, human remains, resource, and narcotics detection deployed statewide conducting standard patrol, specialized operations, emergency call-outs, and public outreach.

The Marine Tactical Operations Group (MTOG) was developed, which consists of 8 full-time and 15 part-time marine coxswains and crew members, who operate statewide, specially trained in maritime resource protection, public safety, and border and port security.

The Rural Operation Group (ROG) was developed, which consists of 25 specially trained field game wardens, who serve as the Law Enforcement Division's rural operations tactical team and respond to team deployments in addition to their primary assignment.

Search and Rescue (SAR) was developed, which consists of specially trained field game wardens, who serve as trainers and operators in swift water technician, swift water boat operations, and helicopter rescue technician positions and respond to SAR deployments in addition to their primary assignment.

2013 The *Land and Water Resources Conservation and Recreation Plan*, the strategic visionary document for the Department, is updated with considerable input from staff, partners, and the public.

The 50th anniversary of the State Parks Board and the Texas Game and Fish Commission merger forming the Texas Parks and Wildlife Department.

Construction was completed on the John D. Parker East Texas State Fish Hatchery near Jasper.

The new license sales system, Texas License Connection, was launched in October 2013.

The 83rd Regular Session of the Texas Legislature took the following actions significantly impacting the Department.

- Required a boater education course or equivalency examination to include information on how to prevent the spread of exotic harmful or potentially harmful aquatic plants, fish, and shellfish, including Department-approved methods for cleaning a boat, motor, fishing equipment, and boat trailer.
- Authorized rulemaking by the TPW Commission to require a person, leaving or approaching public water, to drain any water from a vessel or portable container that has been collected from or has come in contact with public water, and to allow game wardens to inspect vessels for the presence of water.
- Authorized the Department's executive director to make a terminally-ill individual, who was participating in an event sponsored by a charitable nonprofit organization, eligible to purchase a resident hunting license.
- Amended statutes relating to the management, breeding, and destruction of deer and procedures regarding certain deer permits.

2014 A consortium of conservation partners, led by the Texas Parks and Wildlife Foundation, acquired the 17,351-acre Powderhorn Ranch in Calhoun County for eventual donation to the Department.

The Department created the senior management-level position, diversity and inclusion officer, and formally launched a program to engage more diverse audiences in the agency's work.

The Department hired a wildlife veterinarian to provide leadership and training in the field of wildlife population health assessments and disease surveillance to promptly detect disease in wildlife populations and initiate a response plan where disease exists, and to ensure the Department is acting responsibly and for the benefit of wildlife populations when conducting wildlife restoration (translocation) efforts.

2015 The 84th Regular Session of the Texas Legislature took the following actions significantly impacting the Department.

- Required the Department to lower the minimum threshold of a veteran's service-connected disability from 60 percent to 50 percent to qualify for a resident hunting or fishing license fee waiver.
- Established a penalty for persons who buy, sell, possess, transport, or intend to exchange a shark fin, regardless of where the shark was taken or caught, and authorized the Department to issue a permit for shark fins for a bona-fide scientific research purpose.
- Allocated funding to address aquatic invasive species issues which enabled the Department and other partners to increase the annual acreage of aquatic invasive plants treated, expand biocontrol capacity, enhance early detection and containment of aquatic invasive species, implement riparian invasive plant management to support fish conservation initiatives, critical research, and enhance outreach and awareness efforts.
- Directed the Department to work with the General Land Office to complete a study and deliver it to the Texas Commission on Environmental Quality that identified zones in the Gulf of Mexico that are appropriate for the diversion of marine seawater, and for the discharge of marine seawater desalination brine concentrate, while taking into account the need to protect marine organisms.
- Transferred the Texas Farm and Ranch Lands Conservation Program from the General Land Office to the Department.
- Established clear authority for the Department to hold and protect intellectual property.
- Appropriated funding for the continuation of the internal stabilization of the Battleship TEXAS, which was essential to the ship's survival and precursor to a dry berth.
- The Department's FY2016-2017 capital construction funding changed from bond funding to general revenue with the full 94 percent dedication of the Sporting Goods Sales Tax (SGST) appropriated. At that time, the Department received the largest capital construction appropriation in the Department's history. The Department created a Deferred Maintenance Program which continues to be subject to review by a newly established Joint Oversight Committee on Government Facilities.

In June 2015, CWD was confirmed in a captive white-tailed deer in a Medina County deer breeding facility. The TPW Commission adopted emergency rules that had specific testing requirements for breeding facilities and release sites, fence height

requirements, and restrictions on the movement of deer related to a variety of deer management permits.

The Department was sued in Travis County District Court by deer breeders, Ken Bailey and Bradley Pederson, who challenged the Department's rules to prevent the spread of CWD.

The Department filed suit against Chambers-Liberty Counties Navigation District (CLCND) and Sustainable Texas Oyster Resource Management (STORM). CLCND and STORM were parties to a lease that attempted to give STORM exclusive jurisdiction over approximately 24,000 acres of Galveston Bay for purposes of growing and harvesting oysters. The Department sued to void the lease on the basis that it infringed on the Department's statutory authority.

Beginning in spring 2015, widespread damage occurred to TPWD sites due to flooding, severe storms, and other weather events. The Memorial Day flood was especially devastating and impacted nearly half of the state park sites. The 10-acre Bastrop Lake Dam failed after excessive rains amid poor erosion conditions related to the 2011 wildfires. This also threatened the park's historic CCC Cabin #12 due to bank destabilization.

An unprecedented settlement between BP Exploration and Production for the *Deepwater Horizon* Oil Spill was reached and this, along with previous settlements, have supported the funding sources of the National Fish and Wildlife Foundation's Gulf Environmental Benefit Fund, RESTORE Act, and Natural Resource Damage Assessment (NRDA), from *Deepwater Horizon*.

The initial acquisitions at Yoakum Dunes were made by The Nature Conservancy (TNC) with pass-through Pittman-Robertson grants in 2007. In 2015, the 10,635 acres that had been acquired by TNC to that point were transferred to the Department to establish the wildlife management area (WMA). The WMA has now grown to roughly 15,997 acres in Yoakum, Terry, and Cochran counties. One of the primary missions of the WMA is to facilitate the conservation and recovery of the lesser prairie chicken and a host of other plains grassland species.

Texas became the 19th state with a constitutional amendment guaranteeing the right for sportsmen and women to hunt and fish. Voters approved the amendment by a staggering margin with 81 percent of voters in favor and 19 percent against.

2016 The Department's Executive Office was restructured by eliminating the three deputy executive director positions (Operations, Natural Resources, and Policy and Administration), and establishing a new chief operating officer (COO) for the Department.

At the request of the TPW Commission Chairman, the State Parks Advisory Committee was asked to work in conjunction with the Department's state park leadership to develop a State Park Centennial Plan in anticipation of the 100th anniversary of state parks in 2023. The comprehensive plan was presented to the TPW Commission in November 2016 and the six strategic imperatives described within have become the framework for the future of the Texas State Park System.

The Department celebrated 25 years of ongoing conservation efforts to restore and preserve the official state fish, Guadalupe bass, throughout its native Texas Hill Country streams.

Launched the Vamos a Pescar program with Recreational Boating and Fishing Foundation and Bass Pro Shops to recruit and retain more Hispanic anglers in urban areas around Houston.

Through extensive collaboration and negotiation with all stakeholders, the Department developed comprehensive CWD management rules that would address and implement effective CWD management strategies.

The Department hosted its first national CWD symposium, focusing on ante-mortem testing. The Department, along with the Texas Animal Health Commission and Texas A&M Veterinarian Medical Diagnostic Laboratory were the first entities in the world to engage in ante-mortem CWD testing for farmed cervids (excluding research).

2017 The 85th Regular Session of the Texas Legislature took the following actions significantly impacting the Department.

- Revised regulations for the commercial oyster industry, implemented an oyster license buyback program, enhanced penalties for statute violations and harvesting undersized oysters, and authorized the TPW Commission to establish a vessel monitoring system for commercial oyster boats.
- Expanded the authorized use of funds collected from the Freshwater Fishing Stamps and collectible Freshwater Fishing Stamps to support capital improvements and repairs at fisheries management and research facilities, restoration and enhancement of fish habitats, expansion of shoreline-based angler access, and operations at Texas freshwater fish hatcheries.
- Established authority to create a commercial gulf shrimp unloading license and fee to allow for the unloading of shrimp in Texas that are taken from outside state waters.
- Created one merged commercial license buyback account to buyback commercial licenses from willing license holders by merging specific license buyback accounts.
- Required the Department to exempt certain law enforcement and military personnel from the requirement to complete a state hunter education course.
- Appropriated funds to replace the Law Enforcement Division's 1982 65-foot Breaux craft vessel with a new state-of-the-art 80-foot-long range patrol vessel for the Gulf of Mexico along the southern border.

- Appropriated funds for deferred maintenance and weather-related repairs for specific sites damaged during 2015-2016 flooding events.
- Expanded allowable uses of Lifetime License Endowment Account.

During August and September 2017, Hurricane Harvey impacted the Texas middle and upper coasts with historic damages and flooding. More than 20 state parks, as well as wildlife management areas and coastal fisheries' offices and equipment, sustained over \$22 million in damages. The Department deployed 469 Texas game wardens, state parks police officers, wildlife biologists, and fish and wildlife technicians to provide emergency response resources throughout the impacted area. Department personnel helped rescue more than 12,000 persons from the storm's flood waters and Texas state parks provided shelter to over 8,000 evacuees. The Department also experienced significant impact to revenue streams and was forced to redirect millions of dollars in limited capital repair funds to address critical damages to facilities. Over the past 11 years, the Department has reallocated approximately \$100 million to natural disaster recovery including fire, flooding, hurricanes, and hail damage.

The Unmanned Aerial Systems (UAS) Program was developed which consists of specially trained and licensed pilots who deploy UAS platforms for all types of Search and Rescue efforts under the supervision of the Aviation Branch of the Law Enforcement Division.

The fungus that causes White-Nose Syndrome (WNS) disease in bats was detected for the first time in Texas in early 2017. The fungus has now been detected at 22 sites in 21 counties. No signs of WNS have been reported.

The Coastal Fisheries Division's Artificial Reef Program deployed, as a *Deepwater Horizon* restoration project, the *MV Kraken*, a 371-foot cargo carrier as an artificial reef.

The Texas Supreme Court decided the *Lightning Oil v. Anadarko* case. This case concerned the Department's Chaparral Wildlife Management Area, which is in the Eagle Ford Shale. The Court held that when minerals are severed from the surface, the mineral owner's permission is not required for a producer to drill through the surface tract in order to produce minerals from an adjacent tract. The effect of this decision on the Department was to support the Department's policy of requiring off-site drilling, whenever practical, to produce oil and gas from beneath lands on which the Department holds the surface estate.

2018 The Support Resources Division was created after restructuring various divisions to better provide agency-wide support for risk management, safety, FEMA coordination, fleet and radio, sustainability, ADA coordination, Austin headquarters facility and grounds management, records management, and agency policy and procedures.

The Land Conservation Program (LCP) was relocated from the Executive Office to the Infrastructure Division to facilitate administration of the LCP, combine certain agency-wide services such as surveying, and simplify coordination of certain infrastructure project functions such as negotiation of utility easements and rights-of-way, both on and off Department-owned lands.

The Texas Parks and Wildlife Foundation (Foundation) transferred 15,069 acres of the Powderhorn Ranch to the Department to be established as the Powderhorn Wildlife Management Area in Calhoun County. The Foundation continues to hold a tract of approximately 2,000 acres adjacent to the Powderhorn WMA that it plans to donate to the Department as a state park.

The Law Enforcement Division's Criminal Analyst unit was developed which consists of four non-commissioned personnel criminal analysts, who are co-located with the U.S. Coast Guard at their Ellington Field U.S. Coast Guard Station and provide analytical and forensic support for law enforcement investigations and operations.

In May, prior to summer opening of the pool at Balmorhea State Park, TPWD staff located a structural failure along the east headwall beneath the high diving board, due to water migrating behind the concrete apron and eroding the soil. The emergency evaluation and repair process began immediately, and the pool reopened in 2019.

In September, the Wyler Aerial Tramway was closed for public use after a technical review for a project originally intended to assess and repair specific mechanical items revealed the existing 59-year-old tramway had reached the end of its design-life and did not have the modern safety features that are required for safe transportation of the public. The tramway remains closed for public use and is currently only used for transportation of materials to and from the communication towers on Ranger Peak.

2019 The new online, mobile-friendly State Parks Business System is launched, allowing visitors to go online to pick specific campsites or overnight facilities in advance, purchase a "Save the Day" pass to ensure access to a park on a specific date and time, and to buy a State Parks Pass.

The Texas Supreme Court, in *Chambers-Liberty Counties Navigation District v. State of Texas*, upholds the Department's exclusive jurisdiction over oyster regulation.

The Texas Third Court of Appeals, in *Bailey and Pederson v. TPWD*, rejects the challenge by deer breeders to Department rules that are designed to control the spread of CWD.

Balmorhea Pool reopens after major repairs, with repair funding provided by public support including a \$1 million donation from Apache Corporation.

The Department launches a feasibility study regarding the rebuilding of the Wyler Tramway with a series of focus group discussions and a public meeting to gather stakeholder input.

The 86th Regular Session of the Texas Legislature took the following actions significantly impacting the Department.

- Authorized a constitutional dedication, if approved by voters in November 2019, to automatically appropriate Sporting Goods Sales Tax (SGST) funds collected to finance Texas state parks and state historic sites.
- Fully allocated and appropriated the Department's share of SGST.
- Directed the transfer of six state historic sites to the Texas Historical Commission.
- Authorized the Department to enter a 99-year Memorandum of Understanding (MOU) with a non-profit regarding the operation and maintenance of the Battleship TEXAS and appropriated funds for restoration, maintenance, and operation of the ship.
- Established authority for the TPW Commission to charge a fee for enrollment in the Managed Lands Deer Program to more efficiently and effectively manage the growth in demand for services.
- Revised breeder deer identification requirements.
- Established authority for a cultivated oyster mariculture permit and program to allow for oysters to be grown, harvested, and commercially sold within and from artificial structures.
- Modified existing statutory language to expand allowable uses of funds collected from the sale of sand, shell, and gravel to include aquatic habitat restoration.
- Enhanced penalties for harvesting oysters in areas that have been closed by the Department for management reasons.
- Appropriated capital construction funding for the development of Palo Pinto Mountains State Park, additional Hurricane Harvey recovery, and repairs to the Wyler Aerial Tramway.

IV. Policymaking Structure

A. Complete the following chart providing information on your policymaking body members.

**Texas Parks and Wildlife Department
Exhibit 4: Policymaking Body**

Member Name	Term / Appointment Dates / Appointed by (e.g., Governor, Lt. Governor, Speaker)	Qualification (e.g., public member, industry representative)	City
S. Reed Morian	Staggered 6-year term (Chair); 11/17/2015; Governor	Public member, Businessman	Houston, TX
James E. Abell	Staggered 6-year term; 08/06/2019; Governor	Public member, Businessman	Tyler, TX
Arch H. "Beaver" Aplin, III	Staggered 6-year term; (Vice- Chair) 11/15/2018; Governor	Public member, Businessman	Lake Jackson, TX
Oliver J. Bell	Staggered 6-year term; 11/15/2018; Governor	Public member, Businessman	Houston, TX
Anna B. Galo	Staggered 6-year term; 11/17/2015; Governor	Public member, Businesswoman	Laredo, TX
Jeffery D. Hildebrand	Staggered 6-year term; 08/06/2019; Governor	Public member, Businessman	Houston, TX
Jeanne W. Latimer	Staggered 6-year term; 11/17/2015; Governor	Public member, Businesswoman	San Antonio, TX
Robert L. "Bobby" Patton, Jr.	Staggered 6-year term; 08/06/2019; Governor	Public member, Businessman	Fort Worth, TX
Dick Scott	Staggered 6-year term; 11/15/2018; Governor	Public member, Businessman	Wimberley, TX
Lee Marshall Bass	Chairman-Emeritus	Public member, Businessman	Fort Worth, TX
T. Dan Friedkin	Chairman-Emeritus	Public member, Businessman	Houston, TX

Table 4 Exhibit 4 Policymaking Body

B. Describe the primary role and responsibilities of your policymaking body.

The TPW Commission is established in statute as the rule and policymaking body of the Texas Parks and Wildlife Department (Parks and Wildlife Code §§11.002 and 11.011). In executing that responsibility, the TPW Commission appoints the executive director; approves the Department's budget; makes rules governing seasons, bag limits, and other measures; and, sets its general policy direction.

The primary role and responsibility of the TPW Commission is in execution of authority delegated by the Texas Legislature in the Parks and Wildlife Code. In general, this responsibility relates to administering laws and policies relating to:

- Biology and management of fish and wildlife species
- Determining means, methods, and seasons for harvest of fish and wildlife species
- Protection and management of non-game species
- Acquisition and protection of fish and wildlife habitat
- Conservation education and outreach
- Enforcement of statutes and regulations enacted under authority of statutes
- Environmental protection as that protection relates to fish and wildlife resources
- Acquisition, development, and operations of state park and wildlife management area lands

C. How is the chair selected?

- a. The governor shall designate a member of the commission as the presiding officer of the commission to serve in that capacity at the pleasure of the governor (Parks and Wildlife Code §11.014).
- b. A vacancy in the office of presiding officer is filled in the same manner as the original designation (Parks and Wildlife Code §11.014).

D. List any special circumstances or unique features about your policymaking body or its responsibilities.

- The TPW Commission has nine members (Parks and Wildlife Code §11.012).
- Members of the TPW Commission are not compensated for service but are reimbursed for actual expenses incurred due to attending meetings, and they are entitled to per diem as provided in the General Appropriations Act (Parks and Wildlife Code §11.016).
- Proclamations of the TPW Commission must be adopted by a quorum of the Commission at a meeting held in the Commission’s office in Austin (Parks and Wildlife Code §61.103).

E. In general, how often does your policymaking body meet? How many times did it meet in FY2017? In FY2018?

- a. The TPW Commission may meet as often as is necessary but shall meet at least once during each quarter of the year. Five members constitute a quorum (Parks and Wildlife Code §11.015).
- b. The TPW Commission shall hold an annual public meeting to receive public comments concerning any issue relating to the TPW Commission’s regulatory powers and duties (Parks and Wildlife Code §11.015). This meeting is referred to as the “annual public hearing,” which is typically held in August.

The TPW Commission conducts five scheduled meetings per year. Meeting more than the quarterly requirement of the Parks and Wildlife Code is necessary due to the time frames and deadlines involved with the proposals/adoptions of rules.

TPW Commission meetings normally take place over a two-day period. The first day generally consists of a work session that is open to the public. The second day is a more formal meeting where TPW Commissioners may take action on specific matters, and members of the public are ordinarily invited to offer germane, oral public comment on those matters. The TPW Commission also considers submitted written public comment at the meeting. At least once per year, the TPW Commission holds its annual public hearing. At the annual public hearing, speakers have the opportunity to speak about any topic within the jurisdiction of the TPW Commission, though TPW Commissioners may not take action on the topics that are raised. TPW Commission meetings have historically taken place in Austin, but starting in FY2018, the TPW Commission has held at least one meeting per year in a different city within Texas. The TPW Commission has also hosted regional public hearings in conjunction with those meetings to increase statewide public participation opportunities.

FY2017 The TPW Commission met five times, including one annual public hearing in Austin, Texas.

FY2018 The TPW Commission met five times, including one annual public hearing in Austin, Texas, and three regional public hearings in Lufkin, Amarillo, and Lubbock, Texas.

FY2019 The TPW Commission met five times, including one annual public hearing in Austin, Texas, and two regional public hearings in Mission and Brownsville, Texas.

F. Please list or discuss all training members of the agency's policymaking body receive. How often do these members receive training?

Parks and Wildlife Code §11.0126 provides:

- a. A person who is appointed to and qualifies for office as a member of the commission may not vote, deliberate, or be counted as a member in attendance at a meeting of the commission until the person completes a training program that complies with this section.
- b. The training program must provide the person with information regarding:
 - (1) the legislation that created the department and the commission;
 - (2) the programs operated by the department;
 - (3) the role and functions of the department;
 - (4) the rules of the commission, with an emphasis on the rules that relate to disciplinary and investigatory authority;
 - (5) the current budget for the department;
 - (6) the results of the most recent formal audit of the department;
 - (7) the requirements of:
 - A. the open meetings law, Chapter 551, Government Code;
 - B. the public information law, Chapter 552, Government Code;
 - C. the administrative procedure law, Chapter 2001, Government Code; and
 - D. other laws relating to public officials, including conflict-of-interest laws; and
 - (8) any applicable ethics policies adopted by the Department or the Texas Ethics Commission.

- c. A person appointed to the commission is entitled to reimbursement, as provided by the General Appropriations Act, for the travel expenses incurred in attending the training program regardless of whether the attendance at the program occurs before or after the person qualifies for office.

In addition, the Open Meetings Act (Government Code §551.005) requires that each TPW Commissioner receive at least one hour of training on the requirements of the Open Meetings Act. This training fulfills the requirement of Parks and Wildlife Code §(b)(7)(A), above. Although there is a similar requirement regarding the Public Information Act, Government Code, Chapter 552, that requirement is satisfied by Department's open records coordinator completing at least one hour of the mandatory training, as authorized by the Public Information Act (Government Code §551.012(c)). However, as required by Parks and Wildlife Code §(a)(7)(B), above, each TPW Commissioner does receive some training on the Public Information Act.

To satisfy the mandated training requirement, Department staff provide a one-time TPW Commission onboarding briefing session, addressing each of the items listed above, for each newly appointed TPW Commissioner. In addition, new TPW Commissioners are also provided the following at the beginning of their term:

- Meetings with the executive director and general counsel
- Division-level briefings by each division director
- TPW Commission briefing book, which includes the Department and division organizational charts and fact sheets
- TPW Commission Policy Manual, which lists the duties and requirements of the TPW Commission and Department personnel
- Parks and Wildlife Code book
- TPW Commission Contract Management Training

G. What information is regularly presented to your policymaking body to keep them informed about the agency's operations and performance?

There are several recurring items that are presented to the TPW Commission each year. Those recurring items are set out below. Items that are purely briefing items are noted.

November

- Acknowledgement of Donations
- Consideration of Contracts
- Internal Affairs Update (Briefing)
- Land and Water Plan Update
- Financial Review (Briefing)
- Land Conservation Updates and Actions
- Internal Audit Update and Proposed Audit Plan
- TPWD Stocking Report (Briefing)
- Proposed Statewide Recreational and Commercial Fishing Proclamations Regulations Preview (Briefing)

- Proposed Statewide Hunting and Migratory Game Bird Proclamations Preview (Briefing)
- Parks and Wildlife Regulations Rule Review and Adoption*
 - *All Department rules must be reviewed every four years; therefore, different rules are reviewed at each meeting to ensure compliance.
- Legislative Preview and Update (Briefing - in even-numbered years)

January

- Acknowledgement of Donations
- Consideration of Contracts
- Election of Vice-Chairman (even-numbered years)
- Internal Affairs Update (Briefing)
- Land and Water Plan Update
- Internal Audit Update (Briefing)
- Financial Review (Briefing)
- Land Conservation Updates and Actions
- Parks and Wildlife Regulations Rule Review and Action
- Authorization to publish proposed Statewide Hunting and Migratory Game Bird Proclamations in the *Texas Register* for public comment
- Authorization to publish proposed Statewide Fishing Proclamation Regulations in the *Texas Register* for public comment

March

- Acknowledgement of Donations
- Consideration of Contracts
- Internal Affairs Update (Briefing)
- Land and Water Plan Update
- Internal Audit Update (Briefing)
- Financial Review (Briefing)
- Strategic Plan and Legislative Appropriations Request Update (even-numbered years)
- Land Conservation Updates and Actions
- Parks and Wildlife Regulations Rule Review and Action
- Adoption of Statewide Hunting Proclamations Regulations
- Adoption of Statewide Recreational and Commercial Fishing Proclamations Regulations
- Authorization to publish proposed changes, if any, to the Public Lands Proclamation in the *Texas Register* for public comment
- Local Park Grant Funding
- Legislative Update (odd-numbered years)

May

- Acknowledgement of Donations
- Consideration of Contracts
- Internal Affairs Update (Briefing)
- Land and Water Plan Update
- Internal Audit Update (Briefing)
- Financial Review (Briefing)

- Strategic Plan and Legislative Appropriations Request Update (even-numbered years)
- Land Conservation Updates and Actions
- Parks and Wildlife Regulations Rule Review and Action
- Adoption of any necessary clean-up of Hunting and Fishing Regulations
- Adoption of Public Lands Proclamation
- Nonprofit Partners
- Public Hunting Program Adoption of Open Season Hunting on Public Hunting Lands, Including named Units of the State Parks System
- Texas Statewide Recreational Trail Grants Funding
- Legislative Update (odd-numbered years)

August

- Acknowledgement of Donations
- Consideration of Contracts
- Internal Affairs Update (Briefing)
- Land and Water Plan Update
- Approval of the Internal Audit Plan
- Approval of the Fiscal Year Operating and Capital Budget
- Budget and Investment Policy Resolutions
- State Park List for Performance Measures
- Land Conservation Updates and Actions
- Parks and Wildlife Regulations Rule Review and Action
- Adoption of Nonprofit Partner Rule Updates
- Legislative Appropriations Request (even numbered years)
- Annual public hearing at which any member of the public may address the TPW Commission on any topic within the jurisdiction of the Department or the TPW Commission.

In addition, each TPW Commission meeting begins with an update by the executive director on recent Department actions taken to implement the *Land and Water Resources Conservation and Recreation Plan*. Also, to the extent time allows, Department staff will brief the TPW Commission on other aspects of the Department’s work. For example, during fiscal year 2017 and fiscal year 2018, staff briefed the TPW Commission on the following topics:

Fiscal Year 2017	
<p>November 2016</p> <ul style="list-style-type: none"> • Texas Freshwater Fisheries Center 20th Anniversary • State Park Restorations • Public Hunting Program • Flounder and Trout Briefing • San Marcos River Task Force Briefing • Blue Ribbon Panel – Funding Wildlife Projects in the Future • 30th Anniversary of the TPWD Public Broadcast System TV Series • Texas State Parks Centennial Plan <p>January 2017</p> <ul style="list-style-type: none"> • Aquatic Invasive Species Program Activities • Eastern Wild Turkey Research and Restoration • Western Association of Fish and Wildlife Agencies Update • Status of Palo Pinto Mountains State Park and Devils River State Natural Area • 75th Anniversary of TPW Magazine • 30th Anniversary of the TPWD Public Broadcast System TV Series 	<p>March 2017</p> <ul style="list-style-type: none"> • Update on Implementation of New Managed Land Deer Permit Rules • ShareLunker News • TPWD – First State Agency to Receive Platinum Status • New Texas River License Plate • Aerial Wildlife Management Rules Adjustment • Release the Kraken – Artificial Reef Project • Nature Tourism Programs <p>May 2017</p> <ul style="list-style-type: none"> • Finfish Investigation • Celebrating 25 years of Guadalupe Bass Management • Keeping it Wild – Reef • Managed Lands Deer Program Update • White-Nose Syndrome Briefing • TPW Commission Meeting Policy Regarding Meeting Procedures • November 2017 TPW Commission Meeting <p>August 2017</p> <ul style="list-style-type: none"> • Desert Bighorn Sheep Capture • Texas Farm and Ranch Lands Conservation Program • Chronic Wasting Disease Science Update

Fiscal Year 2018

November 2017

- Proposed Rules to Implement S.B. 1289 (85R)- Relating to the purchase of iron and steel products made in the United States
- Chronic Wasting Disease Update
- Hurricane Harvey Update
- Year End Revenues and Cash Balance Projections
- TPWD Operations and Initiatives in East Texas
- Held Regional Public Hearing in Lufkin, Texas

January 2018

- Implementation of S.B. 1289 (85R)- Relating to the purchase of iron and steel products made in the United States
- Hurricane Harvey Update: Facility Impacts and Capital Repairs Reprioritization
- ShareLunker Program Re-Launch
- Cold-Stunning of Sea Turtles
- Chronic Wasting Disease Containment Zone Delineation in Hartley County
- AmeriCorps Volunteers in Service to America (VISTA) Program Update
- Consideration to Create New Award: TPW Commission's Prosecutor of the Year

March 2018

- May 2018 TPW Commission Meeting
- Feeding Texas
- Illegal Oyster Harvest in Areas Temporarily Closed for Management
- Big Time Texas Hunts
- Natural Agenda Development
- Chronic Wasting Disease Containment Zone Delineation in Hartley County
- Implementation of Legislation from the 85th Texas Legislative Session – H.B. 1260 – Relating to the regulation of commercial shrimp unloading
- Alligator Gar – Status of Science and Management
- Bighorn Sheep Restoration and Management
- Texas Abandoned Crab Trap Removal Program
- Control of Cormorants in Texas

May 2018

- Operation Secure Coastal Bend II
- Legacy Class ShareLunkers
- White-Nose Syndrome
- Playa Lake Conservation Needs Briefing
- Rules for Special Events at TPWD Facilities
- Outdoor Learning Environments
- Implementation of Legislation from the 85th Texas Legislative Session – H.B. 1260 – Relating to the regulation of commercial shrimp unloading
- Held Regional Public Hearing in Amarillo and Lubbock, Texas

August 2018

- Federal Fisheries Disaster Relief
- Red Snapper Federal Season Update
- State Parks Update on Capital Projects
- Legislative Appropriations Request Fiscal Year 2020-2021
- White-Nose Syndrome Briefing
- November 2018 TPW Commission Meeting – Rio Grande Valley (Mission, Texas and Brownsville, Texas)

Fiscal Year 2019

November 2018

- Raptor Proclamation Rules
- Shad Rules
- North American Non-Lead Partnership
- Employee Training Rules
- Held Regional Public Hearings in Mission and Brownsville, Texas

January 2019

- Deer Breeder Regulations
- Survey of Employee Engagement Results

March 2019

- Deer Breeder Regulations Recommended Adoption
- Disease Detection and Response Rules – Containment Zone Boundaries
- Non-Traditional University Partnerships

May 2019

- Disease Detection and Response Rules – Containment Zone Boundaries Recommended Adoption
- Commercial Nongame Permits and Miscellaneous Wildlife Division Permits – Refusal of Permit Issuance or Permit Renewal and Review of Agency Decision
- Deer Breeder Regulations – Additional Testing Option(s) for Breeders to Regain Movement Qualified Status
- Local Parks and Outreach Grants Scoring Rules
- Public Lands Proclamation Recommended Adoption
- Red Snapper Briefing
- Issues Related to fishing Gear Abandoned in Public Waters; Fish Mortality Tied to Hook Choices
- Hunter Education Briefing
- Land Conservation Assistance Network Website
- Non-Traditional University Partnerships

August 2019

- Commercial Nongame Permits and Miscellaneous Wildlife Division Permits – Refusal of Permit Issuance or Permit Renewal and Review of Agency Decision Recommended Adoption
- Deer Breeder Regulations – Additional Testing Option(s) for Breeders to Regain Movement Qualified Status Recommended Adoption
- License Possession Rules Regarding Verification of Hunting and Fishing License Information – Implementation of Legislation Passed During the 86th Texas Legislature Relating to HB 547 Recommended Adoption
- Sand and Gravel Program Rules Regarding Permit Requirements Implementation of Legislation Passed During the 86th Texas Legislature Relating to HB 2805 Recommended Adoption
- Local Parks and Outreach Grants Scoring Rules Recommended for Adoption
- Amendment to the Threatened and Endangered Species List Rules
- Passive Gear Tagging Rules
- Boater Education Fee Rules
- License Possession Rules Regarding Verification of Hunting and Fishing License Information – Implementation of Legislation Passed During the 86th Texas Legislature Relating to HB 547 Recommended Adoption
- Fire Programs Briefing
- White-Nose Syndrome Briefing
- Election of TPWD Commission Vice-Chairman

H. How does your policymaking body obtain input from the public regarding issues under the jurisdiction of the agency? How is this input incorporated into the operations of your agency?

The TPW Commission receives public comment as directed by statute. In addition, the Department also has in place a series of proactive mechanisms for gathering input from the public.

Statutory Requirements

Rulemaking

The TPW Commission is required to take public comment on all rulemaking activities, as required in the Administrative Procedure Act (Government Code, Chapter 2001). These comments are compiled by staff and provided to the TPW Commission prior to and during public hearings regarding each rule the TPW Commission considers for adoption.

Annual and Regional Public Hearings

The TPW Commission is required to conduct one public hearing each year for the sole purpose of gathering information from the public concerning any issue related to its regulatory powers and duties (Parks and Wildlife Code §11.015(b)). Beginning in FY2018, the TPW Commission began hosting additional regional public hearings in different cities across the state.

Proposed Taking of Recreational Public Land

Parks and Wildlife Code, Chapter 26, requires governmental entities to provide written notice and a public hearing prior to approval of a program or project that requires the use or taking of any public land designated and used as a park, recreation area, scientific area, wildlife refuge, or historic site. When the Department grants an easement or sells or transfers an interest in affected land, it complies with the statutory notice requirements and uses a TPW Commission meeting as the public hearing.

Other TPW Commission Actions

The TPW Commission is required to provide an opportunity for public testimony in an open meeting before making a major decision (Parks and Wildlife Code §11.0151).

Non-statutory Initiatives

Scoping Meetings

Department staff actively solicits constituent input through local meetings, referred to as “scoping” meetings. These meetings occur throughout the state and are generally held in areas with significant resource issues or in geographic areas where constituents might be affected by proposed regulatory changes. For example, in 2017, the Department hosted scoping meetings in several communities to solicit public input on proposed changes to saltwater fishing regulations. Results of these meetings are reported to the TPW Commission.

Advisory Committees

The Department uses advisory committees as a means of gathering and disseminating information related to specific issues or department programs. For example, the Freshwater Fisheries Advisory Committee serves as a sounding board for issues related to quality of recreational angling experiences, regulatory activities, and constituent concerns. In general, these boards are specifically assembled to represent a broad diversity of insights and opinions. Information gathered from these boards is reported to the TPW Commission. As required by Government Code, Chapter 2110, each advisory committee is established by rule and as required by the Parks and Wildlife Code, members of advisory committees are appointed by the TPW Chairman (Parks and Wildlife Code §11.0162). The rules regarding these advisory committees are located in Title 31, Chapter 51, Subchapter O of the Texas Administrative Code.

Rulemaking Committees

As authorized by Government Code §2001.031, the Administrative Procedure Act, the executive director may appoint ad hoc committees of experts or interested persons or representatives of the public to advise the Department about contemplated rulemaking. For example, the executive director appointed a Breeder User Group to address rulemaking issues related to deer breeders. In addition, the executive director, in coordination with the executive director of the Texas Animal Health Commission, appointed a joint Chronic Wasting Disease (CWD) Task Force.

Other Constituent Meetings and Forums

The Department hosts constituent meetings on an informal but frequent basis. In most cases, these meetings are held to address immediate issues or to help the Department and TPW Commission set long-term goals. For example, in spring 2019, the Department held several public meetings to discuss the current state of and future vision for the Big Bend Ranch State Park complex. Staff reports results of these meetings to the TPW Commission, and TPW Commissioners may be directly involved in these efforts.

Land Transaction Notices

In accordance with the Department's Land Transaction and Conservation Planning Policy, prior to taking action on the acquisition or disposition of real property, public input is solicited through notices published in local newspapers, the *Texas Register*, the Department's website, and/or public hearings, including hearings in the area in which the affected property is located. Public comments are compiled by staff and provided to the TPW Commission prior to and during public hearings regarding each transaction the TPW Commission is asked to authorize.

Attitude and Opinion Surveys

The Department conducts ongoing attitude and opinion surveys related to specific functions of the Department. Results of these surveys are reported to the TPW Commission when considering policy and regulatory policy/items where the information is germane. A recent example of this was the Wildlife Values Survey conducted by researchers with Colorado State University.

Technology

The Department has actively and rapidly integrated available technology into a means of gathering information from constituents. For example, the Department posts all proposed regulations on its website prior to TPW Commission meetings and allows citizens to indicate their agreement or disagreement and offer comment. In addition, the Department utilizes its various social media channels to offer live broadcasts of public meetings and interactive webinars where members of the public can ask questions to staff on proposed regulation changes.

Other

Direct Written and Verbal Communication with TPW Commission Members

TPW Commissioners relay information received directly from the public to Department staff for assessment and analysis through the Executive Office.

- I. **If your policymaking body uses subcommittees or advisory committees to carry out its duties, fill in the following chart. See Exhibit 5 Example. For advisory committees, please note the date of creation for the committee, as well as the abolishment date as required by Texas Government Code, Section 2110.008.**

In addition, please attach a copy of any reports filed by your agency under Texas Government Code, Section 2110.007 regarding an assessment of your advisory committees as Attachment 25.

**Texas Parks and Wildlife Department
Exhibit 5: Subcommittees and Advisory Committees**

Name of Subcommittee or Advisory Committee	Size / Composition / How are members appointed?	Purpose / Duties	Legal Basis for Committee (statute or rule citation)	Creation and Abolishment Dates
Statutorily Required				
White-tailed Deer Advisory Committee (WTDAC)	≤ 24 members comprised of representatives of the ecological range of white-tailed deer in Texas, landowners, conservation and management organizations, and hunters.	To advise the Department on issues relevant to white-tailed deer and all programs involving white-tailed deer management in Texas, including problems, options, goals, and planning regarding white-tailed deer.	TAC Title 31, Part 2, Chapter 51, Subchapter O, Rule §51.606	Creation: 9/28/2005 Current committee shall expire on 7/1/2022, unless TPW Commission votes to continue.

Name of Subcommittee or Advisory Committee	Size / Composition / How are members appointed?	Purpose / Duties	Legal Basis for Committee (statute or rule citation)	Creation and Abolishment Dates
Migratory Game Bird Advisory Committee (MGBAC)	≤ 24 members comprised of representatives of the general public with an interest in migratory game bird management.	To advise the Department regarding the management, research and habitat acquisition needs of migratory game birds; the development and implementation of migratory game bird regulations, research, and management; and, education and communications with various constituent groups and individuals interested in migratory game birds.	TAC Title 31, Part 2, Chapter 51, Subchapter O, Rule §51.607	Creation: 9/28/2005 Current committee shall expire on 7/1/2022, unless TPW Commission votes to continue.
Upland Game Bird Advisory Committee (UGBAC)	≤ 24 members comprised of representatives of the ecological range of upland game bird species in Texas, landowners, conservation organizations, representatives of appropriate state and federal agencies, and upland game bird hunters.	To advise the Department on the regulation, management, research, and funding needs regarding the upland game bird species that occur in Texas; management, research, and habitat acquisition needs of upland game birds; and, education and communications with various constituent groups and individuals interested in upland game bird species of Texas.	TAC Title 31, Part 2, Chapter 51, Subchapter O, Rule §51.608	Creation: 9/28/2005 Current committee shall expire on 7/1/2022, unless TPW Commission votes to continue.

Name of Subcommittee or Advisory Committee	Size / Composition / How are members appointed?	Purpose / Duties	Legal Basis for Committee (statute or rule citation)	Creation and Abolishment Dates
Private Lands Advisory Committee (PLAC)	≤ 24 members comprised of not fewer than five members representing private landowners from the various ecological regions of the state.	To advise the Department on all matters pertaining to wildlife programs, management, and research on private lands in Texas.	TAC Title 31, Part 2, Chapter 51, Subchapter O, Rule §51.609	Creation: 9/28/2005 Current committee shall expire on 7/1/2022, unless TPW Commission votes to continue.
Bighorn Sheep Advisory Committee (BSAC)	≤ 24 members comprised of (1) At least two members of the Texas Bighorn Society; (2) at least two persons who own land in the historic range of desert bighorn sheep; (3) university faculty and staff as necessary and appropriate; and, (4) representatives of government agencies as necessary and appropriate.	To advise the Department about problems, alternatives, solutions, and goals regarding the restoration of desert bighorn sheep to Texas.	TAC Title 31, Part 2, Chapter 51, Subchapter O, Rule §51.610	Creation: 9/28/2005 Current committee shall expire on 7/1/2022, unless TPW Commission votes to continue.
Wildlife Diversity Advisory Committee (WDAC)	≤ 24 members comprised of representatives of landowner and conservation organizations in Texas.	To advise the Department on matters pertaining to management, research and outreach activities related to nongame and rare species in the state of Texas.	TAC Title 31, Part 2, Chapter 51, Subchapter O, Rule §51.611	Creation: 9/28/2005 Current committee shall expire 7/1/2022, unless TPW Commission votes to continue.
Mule Deer Advisory Committee (MDAC)	≤ 24 members comprised, at a minimum, of representatives of the ecological range of mule deer in Texas, landowners, conservation and management organizations, and hunters.	To advise the Department on issues relevant to mule deer and all programs involving mule deer management in Texas, including problems, options, goals, and planning regarding mule deer.	TAC Title 31, Part 2, Chapter 51, Subchapter O, Rule §51.612	Creation: 6/7/2018 Current committee shall expire on 7/1/2022, unless TPW Commission votes to continue.

Name of Subcommittee or Advisory Committee	Size / Composition / How are members appointed?	Purpose / Duties	Legal Basis for Committee (statute or rule citation)	Creation and Abolishment Dates
Freshwater Fisheries Advisory Committee (FFAC)	≤ 24 members comprised of representatives of the state's freshwater angling public, the aquaculture industry, the freshwater fishing industry, fisheries educators, and conservation groups. Each member shall serve two-year or four-year terms as designated by the chairman, and terms may be staggered to ensure continuity.	To advise the Department regarding all matters pertaining to freshwater fisheries management and research in the state. In addition, advise the Department on the development and implementation of freshwater fisheries management programs throughout the state; the development of management and research priorities; the development of priorities for expenditures of angler financed programs; and, the dissemination of information regarding freshwater fisheries management and research.	TAC Title 31, Part 2, Chapter 51, Subchapter O, Rule §51.631	Creation: 1991 Current committee shall expire on 7/1/2022, unless TPW Commission votes to continue.

Name of Subcommittee or Advisory Committee	Size / Composition / How are members appointed?	Purpose / Duties	Legal Basis for Committee (statute or rule citation)	Creation and Abolishment Dates
Texas Statewide Trails Advisory Board (TSTAB)	≤ 24 members comprised of representatives of a diverse range of trail-related interests, which may include pedestrian activities, including wheelchair use; skating or skateboarding; equestrian activities, including carriage driving; nonmotorized snow-trail activities; bicycling or use of other human-powered vehicles; aquatic or water activities; and motorized vehicular activities, including all-terrain vehicle riding, motorcycling, snowmobiling, use of off-road light trucks, or use of other off-road motorized vehicles.	To advise the Department regarding distribution of federal National Recreational Trail Funds to state and local sponsors of trail projects and to assist in the development of educational materials to inform the public about trail opportunities.	TAC Title 31, Part 2, Chapter 51, Subchapter O, Rule §51.641 United States Code, Title 23, §206	Creation: 1996 So long as the Department receives federal National Recreational Trail Funds, the board shall continue unless abolished by statute.
Game Warden Academy Advisory Committee (GWAAC)	≤ 24 members where one-third of the members shall be public members that meet the qualifications required of a public member of the Texas Commission on Law Enforcement Office Standards and Education, under Texas Occupations Code §1701.052.	To develop a curriculum for the Game Warden Academy.	TAC Title 31, Part 2, Chapter 51, Subchapter O, Rule §51.652 Texas Occupations Code §1701.252 TAC Title 37, Part 7, Chapter 215, Rule §215.7	Creation: 9/1/1999 (76R) Current committee shall continue until abolished by statute.
State Parks Advisory Committee (SPAC)	≤ 24 members comprised of representatives of the public who have an interest in state park issues.	To advise the Chairman and TPW Commission on issues regarding state parks.	TAC Title 31, Part 2, Chapter 51, Subchapter O, Rule §51.671	Creation: 9/28/2005 Current committee shall expire on 7/1/2022, unless TPW Commission votes to continue.

Name of Subcommittee or Advisory Committee	Size / Composition / How are members appointed?	Purpose / Duties	Legal Basis for Committee (statute or rule citation)	Creation and Abolishment Dates
Coastal Resources Advisory Committee (CRAC)	≤ 24 members comprised of representatives of the public who have an interest in coastal resources issues.	To advise the Chairman and TPW Commission on issues that cross fishery and geographic boundaries on the coast of Texas.	TAC Title 31, Part 2, Chapter 51, Subchapter O, Rule §51.672	Creation: 9/28/2005 Current committee shall expire on 7/1/ 2022, unless TPW Commission votes to continue.
Operation Game Thief	11-member board comprised of persons who are not employees of the department and who have a demonstrated an interest in game and fish conservation. Members are appointed by the TPWD Executive Director.	To administer the Operation Game Thief fund and make reward payment and death benefit payment from that fund.	Parks and Wildlife Code, Chapter 12, Subchapter C – Operation Game Thief. (§12.201-12.206)	Creation: 1981; 67 th Texas Legislature Current committee shall continue until abolished.
San Jacinto Historical Advisory Board (SJHAB)	5-member board, including the chairman of the Battleship TEXAS Foundation, the president of the San Jacinto Museum of History Association, and, three members of the public. The public members are appointed by the governor for staggered six-year terms expiring in odd-numbered years. One or more of the public members may be selected from the San Jacinto Chapter of the Daughters of the Republic of Texas.	To review the policies and operations of the San Jacinto Battleground and to advise the department on the proper historical development of the battleground.	TAC Title 31, Part 2, Chapter 51, Subchapter O, Rule §51.642 Parks and Wildlife Code, Chapter 22, Subchapter B, §22.012	Abolished by statute: 9/1/2019 Parks and Wildlife Code, Chapter 22, Subchapter B, §22.012 was repealed by H.B. 1422 (86R).

Name of Subcommittee or Advisory Committee	Size / Composition / How are members appointed?	Purpose / Duties	Legal Basis for Committee (statute or rule citation)	Creation and Abolishment Dates
Non-Statutorily Required				
Breeder User Group (BUG)	13 members comprised of individuals actively engaged in the deer breeding community, including permittees authorized to participate in the activity.	To advise the Department on matters pertaining to deer breeding activities in Texas.	Texas Government Code §2001.031	Creation: 6/8/2018 Current committee shall expire on 5/31/2020, unless TPW Commission votes to continue.
Chronic Wasting Disease Task Force (CWD)	≤ 20 members comprised of landowners, veterinarians, deer industry representatives, and non-governmental organizations (NGOs). Jointly appointed by Texas Animal Health Commission and TPWD.	To advise the Department on issues related to CWD, including rule-making and management.	Texas Government Code §2001.031	Creation: 5/1/2018 Current committee shall expire on 5/1/2020, unless TPW Commission votes to continue.
Wildlife Health Working Group (WHWG)	≤ 12 members comprised of veterinarians and disease specialists.	To advise the Department on disease issues related to wildlife.	Texas Government Code §2001.031	Creation: 4/12/2012 Current committee shall expire on 5/1/2020, unless TPW Commission votes to continue.

V. Funding

A. Provide a brief description of your agency's funding.

The figure below depicts the major sources of funding appropriated to the Department for the 2018-19 biennium.

Texas Parks and Wildlife Department FY2018-19 Appropriations

Method of Finance	FY2018-19 Biennial Total	Percent
General Revenue	\$261,180,072	35.3%
0009 - Game, Fish and Water Safety	\$212,759,164	28.8%
0064 - State Parks	\$85,648,633	11.6%
0544 - Lifetime License Endowment Account	\$8,250,000	1.1%
0555 - Federal Funds	\$134,688,037	18.2%
0780 - General Obligation Bonds	\$12,082,233	1.6%
Other	\$24,604,543	3.3%
Total	\$739,212,682	100.0%

Source: 2018-2019 General Appropriations Act

*Totals may not add due to rounding.

General Revenue

General revenue appropriated to the Department consists largely of allocations from the Sporting Goods Sales Tax, unclaimed refunds of motor boat fuel taxes, and unspecified general revenue.

Game, Fish and Water Safety Account (Account 009)

This statutorily dedicated account consists of revenues from all types of fishing and hunting licenses and stamps; boat user, manufacturer, dealer registration and titling fees; boat and boat motor sales and use tax; interest; fines and penalties collected for violations of laws pertaining to the protection of fish, game, and wildlife; and other activities/sources such as the sale/lease of grazing rights on public lands, oil and gas royalties, the sale of sand, shell, and gravel, and bonuses from activities on Department lands. The Game, Fish, and Water Safety Account may be used only for purposes related to the protection, regulation, and conservation of the state's fish and wildlife, sand, shell, and gravel, and the enforcement of water safety laws.

State Parks Account (Account 064)

This statutorily dedicated account consists of revenues associated with the operation of state parks, historic sites and natural areas, including entrance and use fees for state parks, park concession fees, publications, fines, and penalties.

Lifetime License Endowment Account (Account 0544)

This account consists of revenue from the sale of lifetime hunting, fishing, and combination licenses, interest income, and other sources such as gifts.

Federal

A large portion of federal funding for the Department consists of apportionments allocated by the U.S. Fish and Wildlife Service to states by formula under the Wildlife Restoration Act (a.k.a. Pittman-Robertson programs) and the Sportfish Restoration Act (a.k.a. Dingell-Johnson/Wallop-Breaux programs). Other significant federal funding sources include Land and Water Conservation Fund Program, National Recreational Trails, Recreational Boating Safety, State Wildlife, Fisheries Disaster Relief, and Cooperative Endangered Species program grants. Almost all federal programs from which the Department receives funding requires the state to match contributions by a set percentage. In addition, each program has specific requirements to maintain the state's eligibility for participation; some are project specific, while others are more flexible in terms of usage.

General Obligation Bonds

Bond funding includes amounts to finance critical repairs, improvements, and construction at state parks, wildlife management areas, fish hatcheries, and other department sites. While the Department has not received new bond authority in recent years, bonds continue to comprise a portion of our method of finance.

Other

Funding sources included in this category include appropriated receipts, interagency contracts, various plate accounts in the License Plate Trust Fund, and the Non-Game and Endangered Species Conservation Account (Account 0506).

B. List all riders that significantly impact your agency's budget.

The following riders in the 2020-21 General Appropriations Act significantly impact the Department's budget:

- Rider 2. Capital Budget
- Rider 4. Appropriation: Unexpended Balance for Construction Projects
- Rider 5. Fund Transfer Authority
- Rider 8. Local Park Construction and Landowner Incentive Grants
- Rider 9. Appropriation of State-owned Housing Authorized
- Rider 10. Appropriation of Certain Concession Receipts
- Rider 11. Payments to License Agents, Tax Assessor Collectors, and License Vendor
- Rider 12. Capital Budget Expenditures from Federal and Other Funding Sources
- Rider 13. Appropriation of Land Sale Proceeds
- Rider 19. Appropriation of Donation Proceeds
- Rider 24. Unexpended Balance Authority within the Biennium
- Rider 25. Appropriation of Receipts and Full Time Equivalent (FTE) Cap: Off-Highway Vehicle Trail and Recreational Area Program
- Rider 27. Appropriation of Oyster Shell Recovery and Cultch Replacement Receipts
- Rider 32. Appropriation of Unexpended Balances for Deferred Maintenance
- Rider 33. Appropriation of License Plate Receipts
- Rider 34. Appropriation of State Park Concession Revenue

- Rider 35. Maximum Appropriation of Sporting Goods Sales Tax (SGST) Revenue
- Rider 36. First Aid Equipment for Game Wardens and State Parks Police
- Rider 37. Local Park Grants
- Rider 38. Texas State Aquarium
- Article IX, Section 18.06. Contingency for H.B. 1300
- Article IX, Section 18.58. Contingency for S.B. 1511
- Article IX, Section 18.72. Contingency for S.B. 733
- Article IX, Section 18.97. Contingency for H.B. 1422
- Article IX, Section 18.100. Local Park Grant to the Judge Charles Rose, Sr. Park

C. Show your agency's expenditures by strategy. See Exhibit 6 Example.

**Texas Parks and Wildlife Department
Exhibit 6: Expenditures by Strategy — 2018 (Actual)**

Goal/Strategy	Amount Spent	Percent of Total	Contract Expenditures Included in Total Amount
A.1.1. - Wildlife Conservation	\$30,059,364	9.4%	\$14,962,670
A.1.2. - Technical Guidance	\$4,565,633	1.4%	\$432,647
A.1.3. - Hunting and Wildlife Recreation	\$2,834,992	0.9%	\$1,851,743
A.2.1. - Inland Fisheries Management	\$12,542,465	3.9%	\$4,092,917
A.2.2. - Inland Hatcheries Operations	\$6,479,442	2.0%	\$1,697,752
A.2.3. - Coastal Fisheries Management	\$13,291,018	4.2%	\$4,126,137
A.2.4. - Coastal Hatcheries Operations	\$3,030,712	1.0%	\$711,485
B.1.1. - State Park Operations	\$73,063,227	22.9%	\$12,191,145
B.1.2. - Parks Minor Repair Program	\$3,686,946	1.2%	\$2,579,376
B.1.3. - Parks Support	\$5,998,486	1.9%	\$924,807
B.2.1. - Local Park Grants	\$12,051,160	3.8%	\$11,314,192
B.2.2. - Boating Access and Other Grants	\$7,529,999	2.4%	\$6,824,992
C.1.1. - Enforcement Programs	\$61,940,452	19.4%	\$10,475,582
C.1.2. - Warden Training Academy	\$2,331,498	0.7%	\$301,032
C.1.3. - Law Enforcement Support	\$2,301,679	0.7%	\$448,317
C.2.1. - Hunter and Boater Education	\$3,893,391	1.2%	\$2,208,068
C.2.2. - Promote TPWD Efforts	\$5,425,974	1.7%	\$2,524,432
C.3.1. - License Issuance	\$9,402,422	2.9%	\$3,774,862
C.3.2. - Boat Registration and Titling	\$1,542,615	0.5%	\$570,749
D.1.1. - Improvements and Major Repairs	\$22,554,163	7.1%	\$19,308,689
D.1.2. - Land Acquisition	\$3,723,977	1.2%	\$3,256,272
D.1.3. - Infrastructure Administration	\$3,227,666	1.0%	\$313,326
D.1.4. - Debt Service	\$3,007,981	0.9%	\$0

Goal/Strategy	Amount Spent	Percent of Total	Contract Expenditures Included in Total Amount
E.1.1. - Central Administration	\$9,624,085	3.0%	\$826,324
E.1.2. - Information Resources	\$11,809,931	3.7%	\$6,469,123
E.1.3. - Other Support Services	\$2,842,379	0.9%	\$627,926
GRAND TOTAL:	\$318,761,657	100.0%**	\$112,814,565

Table 6 Exhibit 6 Expenditures by Strategy

* Amount Spent reflects AY18 expenditures and encumbrances through May 2019. Amounts exclude fringe costs and other items, such as Statewide Cost Allocation Plan (SWCAP) (Apprn 92071 only), Unemployment, Benefit Replacement Pay (BRP), etc. that are typically excluded from operating budget and Legislative Appropriations Request (LAR) submissions. For the purpose of this analysis, TPWD considers all expenditures made by purchase order to be contract expenditures.

** Slight difference due to rounding.

- D. Show your agency's sources of revenue. Include all local, state, and federal appropriations, all professional and operating fees, and all other sources of revenue collected by the agency, including taxes and fines. See Exhibit 7 Example.

Texas Parks and Wildlife Department
Exhibit 7: Sources of Revenue — Fiscal Year 2018 (Actual)

Source	Amount
General Revenue (0001)	\$817,032
Sporting Goods Sales Tax Transfers (Various)	\$121,762,317
Game, Fish and Water Safety (0009)	\$202,177,591
State Parks (0064)	\$56,190,012
Park Bond Interest and Sinking Fund (0409)	\$217
Texas Local Parks, Recreation, and Open Space Fund (0467)	\$5,586,224
Non-Game and Endangered Species Conservation (0506)	\$45,374
Lifetime License Endowment (0544)	\$1,832,576
Artificial Reef (0679)	\$4,753,803
License Plate Trust (0802)*	\$670,586
State Parks Endowment Trust Account (0885)	\$10,377
Shrimp License Buyback (5023)	\$2,995
TOTAL**	\$393,849,104

* A portion of the revenue in this Afund is held for the benefit of nonprofit organizations external to TPWD.

**Amounts reported do not include the following transfer comp objects: 3968 (Operating Transfers Within Agency, Fund/Acct, FY), 3972 (Other Cash Transfers Between Funds/Accts), 3973 (Other Cash Transfers Within Fund/Acct Between Agency), 3980 (Operating Account Transfers In) & 3986 (UB Cash Balance Forward - Operating Transfers In) or amounts associated with the following Afunds: 0807 (Child Support Addenda Deducts - Suspense), 0843 (P&W Point of Sale Deposits Escrow Trust) & 0900 (Departmental Suspense).

E. If you receive funds from multiple federal programs, show the types of federal funding sources. See Exhibit 8 Example.

**Texas Parks and Wildlife Department
Exhibit 8: Federal Funds — Fiscal Year 2018 (Actual)**

Type of Fund	State/Federal Match Ratio	State Share	Federal Share	Total Funding
10.093 - Voluntary Public Access and Habitat Incentive Program	0/100	N/A	\$715,802	\$715,802
10.664 - Cooperative Forestry Assistance	0/100	N/A	\$3,824	\$3,824
11.000 - NOAA - DIRECT CONTRACT SERVICES	0/100	N/A	\$755,950	\$755,950
11.407 - Interjurisdictional Fisheries Act of 1986	25/75	\$40,059	\$120,177	\$160,236
11.419 - Coastal Zone Management Administration Awards	50/50	\$195,453	\$195,453	\$390,906
11.434 - Cooperative Fishery Statistics	0/100	N/A	\$170,775	\$170,775
11.435 - Southeast Area Monitoring and Assessment Program	0/100	N/A	\$76,029	\$76,029
11.441 - Regional Fishery Management Councils	0/100	N/A	\$33,714	\$33,714
12.106 - Flood Control Projects	24.14/75.86	\$81,981	\$257,625	\$339,605
15.605 - Sport Fish Restoration	25/75	\$4,521,580	\$13,564,741	\$18,086,321
15.608 - Fish and Wildlife Management Assistance	25/75	\$33,219	\$99,657	\$132,876
15.611 - Wildlife Restoration	25/75	\$7,945,748	\$23,837,243	\$31,782,991
15.614 - Coastal Wetlands Planning, Protection and Restoration Act	25/75	\$360,328	\$1,080,984	\$1,441,312
15.615 - Cooperative Endangered Species Conservation Fund	25/75	\$193,740	\$581,220	\$774,960
15.616 - Clean Vessel Act	25/75	\$123,649	\$370,946	\$494,595
15.622 - Sportfishing and Boating Safety Act	25/75	\$1,575	\$4,724	\$6,298
15.623 - North American Wetlands Conservation Fund	50/50	\$7,000	\$7,000	\$14,000
15.626 - Hunter Education and Safety Program	25/75	\$87,772	\$263,317	\$351,089
15.631 - Partners for Fish and Wildlife	0/100	N/A	\$120,245	\$120,245
15.634 - State Wildlife Grants	35/65	\$1,458,174	\$2,708,038	\$4,166,212

Type of Fund	State/Federal Match Ratio	State Share	Federal Share	Total Funding
15.657 - Endangered Species Conservation – Recovery Implementation Funds	0/100	N/A	\$30,000	\$30,000
15.669 - Cooperative Landscape Conservation	0/100	N/A	\$141,360	\$141,360
15.916 - Outdoor Recreation-- Acquisition, Development and Planning	50/50	\$1,756,692	\$1,756,692	\$3,513,384
15.925 - National Maritime Heritage Grants Program	50/50	\$29,143	\$29,143	\$58,286
16.000 - US Department of Justice	0/100	N/A	\$8,450	\$8,450
20.219 - Recreational Trails Program	20/80	\$1,187,430	\$4,749,719	\$5,937,149
66.456 - National Estuary Program	0/100	N/A	\$2,971	\$2,971
87.051 - Gulf Coast Ecosystem Restoration Council Comprehensive Plan Component Program	0/100	N/A	\$1,433,390	\$1,433,390
97.012 - Boating Safety Financial Assistance	50/50	\$3,374,447	\$3,374,447	\$6,748,894
97.036 - Disaster Grants - Public Assistance (Presidentially Declared Disasters)	25/75	\$378	\$1,134	\$1,512
97.056 - Port Security Grant Program	25/75	\$180,167	\$540,500	\$720,666
97.067 - Homeland Security Grant Program	0/100	N/A	\$102,647	\$102,647
TOTAL		\$21,578,535	\$57,137,917	\$78,716,449

Table 8 Exhibit 8 Federal Funds

* State Share is the minimum federally mandated amount required for the federal program.

** Federal Share reflects AY18 expenditures and encumbrances by Catalog of Federal Domestic Assistance (CFDA) # through May 2019. Amounts exclude fringe costs and other items, such as Statewide Cost Allocation Plan (SWCAP) (Appropriation 92071 only), Unemployment, Benefit Replacement Pay, etc. that are typically excluded from Operating Budget and Legislative Appropriations Request (LAR) submissions.

F. If applicable, provide detailed information on fees collected by your agency. See Exhibit 9 Example.

**Texas Parks and Wildlife Department
Exhibit 9: Fee Revenue — Fiscal Year 2018**

Fee Description/ Statutory Citation	Current Fee (FY18)	Statute or Rule	Statutory Min or Max	Number of Persons or Entities Paying Fee	Fee Revenue	Where Fee Revenue is Deposited
Hunting & Fishing Licenses (including Commercial)						
Super Combo Package/TPW Code, Chapter 50	\$68.00	Commission rule	\$12 or amount set by TPW Commission, whichever is more	439,348	\$28,831,957	GRD-0009
Resident Year- From-Purchase All Water Pkg/TPW Code, 46.004, 43.403, 43.804, 46.007	\$47.00	Statute & Commission Rule	FW Stamp \$5; SW Stamp \$5 or amt set by TPW Commission; license \$8 or amt set by TPW Commission, whichever is more	389,150	\$17,604,927	GRD-0009
General Non- Resident Hunting/ TPW Code, 42.0141	\$315.00	Commission rule	\$100.75 or amount set by TPW Commission, whichever is more	26,976	\$8,252,279	GRD-0009
Resident Freshwater Fishing Package/TPW Code 46.004,43.804	\$30.00	Statute & Commission Rule	FW Stamp \$5; license \$8 or amt set by TPW Commission, whichever is more	238,770	\$6,915,367	GRD-0009
Resident Hunting/ TPW Code, 42.012	\$25.00	Commission rule	\$8 or amount set by TPW Commission, whichever is more	266,979	\$6,440,970	GRD-0009
Resident One Day All Water Fishing License/TPW Code, 46.005	\$11.00	Commission rule	TPW Commission may set fees	256,785	\$2,927,119	GRD-0009
Resident All Water Fishing Package/ TPW Code 46.004, 43.804, 43.403	\$40.00	Statute & Commission Rule	FW Stamp \$5; SW Stamp \$5 or amt set by TPW Commission; license \$8 or amt set by TPW Commission, whichever is more	75,409	\$2,918,812	GRD-0009
Resident Combo Hunting and Freshwater Fish Pkg/TPW Code, 50.001	\$50.00	Commission rule	TPW Commission may set fees.	52,039	\$2,517,196	GRD-0009
Sr Super Combination Hunting and Fishing/TPW Code, Chapter 50	\$32.00	Commission rule	\$12 or amount set by TPW Commission, whichever is more	80,625	\$2,487,858	GRD-0009
Non-Resident Five- Day Special Hunting/TPW Code, 42.0143	\$48.00	Commission rule	Fee set by TPW Commission, not to exceed 50 percent of fee for nonresident	50,446	\$2,368,024	GRD-0009

Fee Description/ Statutory Citation	Current Fee (FY18)	Statute or Rule	Statutory Min or Max	Number of Persons or Entities Paying Fee	Fee Revenue	Where Fee Revenue is Deposited
			special hunting license			
Non-Resident One Day All Water Fishing License/ TPW Code, 46.0051	\$16.00	Commission rule	TPW Commission may set fees	85,116	\$1,622,784	GRD-0009
Resident Saltwater Fishing Package/ TPW Code 46.004,43.403	\$35.00	Commission rule	SW Stamp \$5 or amt set by TPW Commission, license \$8 or amt set by TPW Commission, whichever is more	46,481	\$1,568,677	GRD-0009
Non-resident Freshwater Fishing Package/TPW Code 46.004, 43.804	\$58.00	Statute & Commission Rule	FW Stamp \$5; license \$15 or amt set by TPW Commission, whichever is more	27,364	\$1,535,799	GRD-0009
Lifetime Combination License Purchase/ TPW Code, 50.001 - 50.002	\$1,800.00	Commission rule	\$500, or amt set by TPW Commission, whichever is more	579	\$1,033,200	GRD-0544
Migratory Game Bird Stamp/TPW Code, 43.654	\$7.00	Statute	\$7.00	131,262	\$886,473	GRD-0009
Youth Hunting/ TPW Code, 42.012	\$7.00	Commission rule	TPW Commission may set lower fees or waive <17	129,391	\$874,243	GRD-0009
Resident Combo Hunting and All Water Fish Pkg/ TPW Code, 50.001	\$60.00	Commission rule	TPW Commission may set fees	14,166	\$832,195	GRD-0009
Non-resident All Water Fishing Package/TPW Code 46.004, 43.804, 43.403	\$68.00	Statute & Commission Rule	FW Stamp \$5; SW Stamp \$5 or amt set by TPW Commission; license \$15 or amt set by Commission, whichever is more	12,469	\$821,736	GRD-0009
Senior Resident All Water Fishing Package/TPW Code 46.004,43.804, 43.403	\$22.00	Statute & Commission Rule	FW Stamp \$5; SW Stamp \$5 or amt set by TPW Commission; license set by Commission	36,447	\$773,003	GRD-0009
Non-Resident Spring Turkey Hunting/TPW Code, 42.0144	\$126.00	Commission rule	\$75 or amount set by TPW Commission, whichever is more	5,935	\$723,730	GRD-0009
Senior Resident Freshwater Fishing Package/TPW Code 46.004,43.804	\$12.00	Statute & Commission Rule	FW stamp \$5, license set by TPW Commission	61,423	\$709,279	GRD-0009

Fee Description/ Statutory Citation	Current Fee (FY18)	Statute or Rule	Statutory Min or Max	Number of Persons or Entities Paying Fee	Fee Revenue	Where Fee Revenue is Deposited
Non-resident Saltwater Fishing Package/TPW Code 46.004, 43.403	\$63.00	Commission rule	SW Stamp \$5 or amt set by TPW Commission, license \$15 or amt set by TPW Commission, whichever is more	10,069	\$609,688	GRD-0009
Hunting Lease (Large)/TPW Code, 43.044	\$252.00	Commission rule	\$60 or amt set by TPW Commission whichever is more	2,373	\$582,249	GRD-0009
Lake Texoma Fishing/TPW Code, 46.104	\$12.00	Commission rule	\$5.75 or amount set by TPW Commission, whichever is more	43,329	\$501,472	GRD-0009
Wholesale Fish Dealer/TPW Code, 47.009, 77.002, 77.120	\$825.00	Commission rule	\$500 or amt set by TPW Commission whichever is more	582	\$480,150	GRD-0009
Retail Fish Dealer/ TPW Code, 47.011, 77.002, 77.120	\$92.40	Commission rule	\$37.50 or amt set by TPW Commission whichever is more	3,663	\$338,461	GRD-0009
Non-Resident Special Hunting/ TPW Code, 42.014	\$132.00	Commission rule	\$37.75 or amount set by TPW Commission, whichever is more	2,570	\$334,077	GRD-0009
Resident Commercial Gulf Shrimp Boat/TPW Code, 77.035, 77.120	\$495.00	Commission rule	\$275 or amt set by TPW Commission whichever is more (\$1025 or amt more set by TPW Commission without documentation)	661	\$327,195	GRD-0009
Upland Game Bird Stamp/TPW Code, 43.654	\$7.00	Statute	\$7.00	46,241	\$312,956	GRD-0009
Resident Combo Senior Hunting and Freshwater Fish/ TPW Code, 50.001	\$16.00	Commission rule	TPW Commission may set fees	20,127	\$311,362	GRD-0009
Hunting Lease (Small)/TPW Code, 43.044	\$79.00	Commission rule	\$15 or amt set by TPW Commission whichever is more	3,741	\$287,362	GRD-0009
Resident All-water Fishing Guide/TPW Code 47.006	\$210.00	Commission rule	\$75 or amt set by TPW Commission whichever is more	1,314	\$275,940	GRD-0009
Non-Resident Commercial Gulf Shrimp Boat/TPW Code, 77.035, 77.120	\$1,485.00	Commission rule	\$1,025 or amt set by TPW Commission whichever is more	184	\$273,240	GRD-0009
Resident Commercial Oyster Boat/TPW Code, 76.104	\$441.00	Commission rule	\$350 or amt set by TPW Commission whichever is more	513	\$226,233	GRD-0009

Fee Description/ Statutory Citation	Current Fee (FY18)	Statute or Rule	Statutory Min or Max	Number of Persons or Entities Paying Fee	Fee Revenue	Where Fee Revenue is Deposited
Texas Grand Slam Drawing/TPW Code, 11.0271	\$10 retail or \$9 online	Commission rule	TPW Commission may set fee NTE \$25/species	27,390	\$223,949	GRD-0009
Senior Resident Saltwater Fishing Package/TPW Code 46.004,43.403	\$17.00	Commission rule	SW stamp \$5 or amt set by TPW Commission, license set by Commission	13,472	\$220,129	GRD-0009
Archery Hunting Stamp/TPW Code, 43.201-203	\$7.00	Commission rule	\$6, or amt set by TPW Commission, whichever is more	29,675	\$200,331	GRD-0009
Lifetime Hunting License Purchase/ TPW Code, 42.0121	\$1,000.00	Commission rule	\$300, or amt set by TPW Commission, whichever is more	191	\$191,000	GRD-0544
Hunting Lease (Medium)/TPW Code, 43.044	\$147.00	Commission rule	\$40 or amt set by TPW Commission whichever is more	1,214	\$173,188	GRD-0009
Senior Resident Hunting/TPW Code, 42.012	\$7.00	Commission rule	TPW Commission may set a lower fee or waive >65	24,930	\$168,116	GRD-0009
Resident Combo Hunting and Saltwater Fish Pkg/ TPW Code, 50.001	\$55.00	Commission rule	TPW Commission may set fees.	3,113	\$167,494	GRD-0009
Resident Combo Senior Hunting and All Water Fish/ TPW Code, 50.001	\$26.00	Commission rule	TPW Commission may set fees.	6,568	\$167,240	GRD-0009
Texas Ultimate Mule Deer Hunt/ TPW Code, 11.0271	\$10 retail or \$9 online	Commission rule	TPW Commission may set fee NTE \$25/species	14,893	\$137,685	GRD-0009
Resident Commercial Bay Shrimp Boat/TPW Code, 77.031, 77.120	\$382.80	Commission rule	\$195.50 or amt set by TPW Commission whichever is more (\$500 or amt more set by TPW Commission without documentation)	353	\$135,128	GRD-0009
Oyster Shell Recovery Tag/TPW Code 76.021	.20/tag	Commission rule	\$.20/tag or amt set by TPW Commission, whichever is more	634,590	\$126,918	GRD-0009
Resident Commercial Bait Shrimp Boat/TPW Code 7.033,77.120	\$366.00	Commission rule	\$195.50 or amt set by TPW Commission whichever is more (\$500 or amt more set by TPW Commission without documentation)	347	\$126,636	GRD-0009
Resident Freshwater Fishing Guide/TPW Code 47.006	\$132.00	Commission rule	\$75 or amt set by TPW Commission whichever is more	971	\$123,747	GRD-0009

Fee Description/ Statutory Citation	Current Fee (FY18)	Statute or Rule	Statutory Min or Max	Number of Persons or Entities Paying Fee	Fee Revenue	Where Fee Revenue is Deposited
Deferred Hunter Education Option/ TPW Code, 62.014	\$10.00	Commission rule	TPW Commission may set fees	11,977	\$115,967	GRD-0009
Resident Commercial Crab Fisherman License/ TPW Code 78.105	\$630.00	Commission rule	\$500 or amt set by TPW Commission whichever is more	172	\$108,360	GRD-0009
Texas Ultimate Buck Hunt/TPW Code, 11.0271	\$10 retail or \$9 online	Commission rule	TPW Commission may set fee NTE \$25/species	10,610	\$98,564	GRD-0009
Saltwater Sportfishing Stamp/TPW Code, 43.403	\$10.00	Commission rule	\$5, or amt set by TPW Commission, whichever is more	9,595	\$92,112	GRD-0009
Texas Exotic Safari/ TPW Code, 11.0271	\$10 retail or \$9 online	Commission rule	TPW Commission may set fee NTE \$25/species	9,945	\$91,574	GRD-0009
Retail Fish Dealer's Truck/TPW Code, 47.013, 77.002, 77.120	\$171.60	Commission rule	\$62.50 or amt set by TPW Commission whichever is more	516	\$88,374	GRD-0009
Texas Whitetail Bonanza/TPW Code, 11.0271	\$10 retail or \$9 online	Commission rule	TPW Commission may set fee NTE \$25/species	9,401	\$87,634	GRD-0009
Farm Raised Alligator Hide Tag/ TPW Code, 65.006, 65.003	\$5.00	Commission rule	TPW Commission may set fees	16,514	\$82,570	GRD-0009
Lifetime Combo License Drawing/ TPW Code, 11.0271, 11.0272	\$5.00	Commission rule	TPW Commission may set fee NTE \$25	17,805	\$81,638	GRD-0009
Alligator Export Fee/TPW Code, 65.003	\$5.00	Commission rule	TPW Commission may set fees	16,087	\$80,435	GRD-0009
Resident Commercial Finfish Fisherman/TPW Code, 47.075	\$360.00	Commission rule	\$300 or amt set by TPW Commission whichever is more	220	\$79,200	GRD-0009
Bait Dealer Business Building/ TPW Code, 47.014	\$38.00	Commission rule	\$20 or amt set by TPW Commission whichever is more	2,083	\$79,154	GRD-0009
Non-Resident General Commercial Fisherman/TPW Code 47.002	\$189.00	Commission rule	\$100 or amt set by TPW Commission whichever is more	395	\$74,655	GRD-0009
Finfish Import License/TPW Code 66.020	\$95.00	Commission rule	\$50 or amt set by TPW Commission whichever is more	772	\$73,340	GRD-0009

Fee Description/ Statutory Citation	Current Fee (FY18)	Statute or Rule	Statutory Min or Max	Number of Persons or Entities Paying Fee	Fee Revenue	Where Fee Revenue is Deposited
Lifetime Fishing License Purchase/ TPW Code, 46.004(d)	\$1,000.00	Commission rule	\$300, or amt set by TPW Commission, whichever is more	72	\$72,000	GRD-0544
Resident Commercial Shrimp Boat Captain/TPW Code, 77.0351	\$50.00	Statute	\$25 to \$50	1,285	\$64,250	GRD-0009
Non-Resident Commercial Oyster Boat/TPW Code, 76.104	\$1,764.00	Commission rule	\$1,400 or amt set by TPW Commission whichever is more	36	\$63,504	GRD-0009
Class A Menhaden Boat License/TPW Code, 47.008	\$4,200.00	Commission rule	\$2,000 or amt set by TPW Commission whichever is more	12	\$50,400	GRD-0009
Bonus Red Drum Tag/TPW Code, 46.005	\$3.00	Commission rule	TPW Commission may set fees	16,683	\$48,307	GRD-0009
Bait Shrimp Dealer/TPW Code 77.043, 77.120	\$215.00	Commission rule	\$69 or amt set by TPW Commission whichever is more	206	\$44,290	GRD-0009
Wholesale Fish Dealer's Truck/TPW Code, 47.010, 77.002, 77.120	\$590.00	Commission rule	\$312.50 or amt set by TPW Commission whichever is more	74	\$43,660	GRD-0009
Texas Waterfowl Adventure/TPW Code, 11.0271	\$10 retail or \$9 online	Commission rule	TPW Commission may set fee NTE \$25/species	4,640	\$42,942	GRD-0009
Non-Resident Banded Bird Hunting/TPW Code, 42.0142	\$27.00	Commission rule	TPW Commission may set fees	1,540	\$40,618	GRD-0009
Wild Caught Alligator Hide Tags/TPW Code, 65.006, 65.003	\$21.00	Commission rule	TPW Commission may set fees	1,879	\$39,459	GRD-0009
Texas Big Time Bird Hunt/TPW Code, 11.0271	\$10 retail or \$9 online	Commission rule	TPW Commission may set fee NTE \$25/species	5,188	\$39,344	GRD-0009
Resident Trapper's/TPW Code, 71.009	\$19.00	Commission rule	\$10.75 or amt set by TPW Commission whichever is more	2,127	\$38,857	GRD-0009
Resident General Commercial Fisherman/TPW Code 47.002	\$26.00	Commission rule	\$15 or amt set by TPW Commission whichever is more	1,334	\$34,684	GRD-0009
Private Bird Hunting Area/TPW Code, 43.0722	\$84.00	Commission rule	\$60 or amt set by TPW Commission whichever is more	373	\$31,332	GRD-0009
Texas Gator Hunt/TPW Code, 11.0271	\$10 retail or \$9 online	Commission rule	TPW Commission may set fee NTE \$25/species	3,382	\$31,283	GRD-0009

Fee Description/ Statutory Citation	Current Fee (FY18)	Statute or Rule	Statutory Min or Max	Number of Persons or Entities Paying Fee	Fee Revenue	Where Fee Revenue is Deposited
Non-Resident Commercial Shrimp Boat Captain/TPW Code, 77.0351	\$126.00	Commission rule	\$100 or amt set by TPW Commission whichever is more	204	\$25,704	GRD-0009
Texas Wild Hog Adventure/TPW Code, 11.0271	\$10 retail or \$9 online	Commission rule	TPW Commission may set fee NTE \$25/species	2,528	\$23,424	GRD-0009
Resident Combo Senior Hunting and Saltwater Fish/TPW Code, 50.001	\$21.00	Commission rule	TPW Commission may set fees.	1,030	\$21,307	GRD-0009
Non-Resident Commercial Oyster Boat Captain/TPW Code, 76.104	\$126.00	Commission rule	\$100 or amt set by TPW Commission whichever is more	143	\$18,018	GRD-0009
Bait Dealer's Individual/TPW Code, 47.014	\$38.00	Commission rule	\$20 or amt set by TPW Commission whichever is more	372	\$14,136	GRD-0009
Resident Commercial Oyster Boat Captain/TPW Code, 76.104	\$32.00	Commission rule	\$25 or amt set by TPW Commission whichever is more	425	\$13,600	GRD-0009
Lifetime Hunting to Combo Upgrade/ TPW Code, 50.001	\$800.00	Commission rule	TPW Commission may set fees.	17	\$13,600	GRD-0544
Reptile & Amphibian Stamp/ TPW Code 43.902	\$10.00	Statute	\$10.00	1,250	\$12,182	GRD-0009
Exempt Angler Tag/TPW Code, 46.004	\$3.00	Commission rule	TPW Commission may set fees	4,176	\$12,154	GRD-0009
Non-Resident Trapper/TPW Code, 71.009	\$315.00	Commission rule	\$200.75 or amt set by TPW Commission whichever is more	35	\$11,806	GRD-0009
Saltwater Trotline Tag/TPW Code, 66.206	\$5.00	Commission rule	\$2 or amt set by TPW Commission, whichever is more	2,322	\$11,610	GRD-0009
Class 1 Commercial Game Bird Breeder/TPW Code, 45.003	\$189.00	Commission rule	\$100 or amt set by TPW Commission whichever is more	61	\$11,529	GRD-0009
Special Resident All Water Fishing License/TPW Code 46.004, 43.804, 43.403	\$7.00	Statute & Commission Rule	FW Stamp \$5; SW Stamp \$5 or amt set by TPW Commission; license set by Commission	1,678	\$11,483	GRD-0009
Individual Bait Shrimp Trawl Tag/ TPW Code 77.048	\$37.00	Commission rule	\$15 or amt set by TPW Commission whichever is more	294	\$10,878	GRD-0009
Class 2 Commercial Game Bird	\$27.00	Commission rule	\$10 or amt set by TPW Commission whichever is more	389	\$10,503	GRD-0009

Fee Description/ Statutory Citation	Current Fee (FY18)	Statute or Rule	Statutory Min or Max	Number of Persons or Entities Paying Fee	Fee Revenue	Where Fee Revenue is Deposited
Breeder/TPW Code, 45.003						
WMA Standby Hunting Permit (\$75)/TPW Code, 81.403	\$80.00	Commission rule	TPW Commission may set fees	118	\$9,440	GRD-0009
Commercial Controlled Exotic Snake Permit/TPW Code 43.855	\$60.00	Commission rule	TPW Commission may set fees	146	\$8,696	GRD-0009
State Park Standby Hunting Permit (\$75)/TPW Code, 81.403	\$80.00	Commission rule	TPW Commission may set fees	101	\$8,080	GRD-0009
Recreational Controlled Exotic Snake Permit/TPW Code 43.855	\$20.00	Commission rule	TPW Commission may set fees	386	\$7,519	GRD-0009
WMA Standby Hunting Permit (\$125)/TPW Code, 81.403	\$130.00	Commission rule	TPW Commission may set fees	55	\$7,150	GRD-0009
Wildlife Mgt. Assoc. Area Hunting Lease Part. Landowner/TPW Code, 43.044	\$6.00	Commission rule	\$5 or amt set by TPW Commission, whichever is more	1,030	\$6,180	GRD-0009
Freshwater Fishing Stamp/TPW Code, 43.804	\$5.00	Statute	\$5.00	1,263	\$6,083	GRD-0009
Resident Commercial Oyster Fisherman/TPW Code, 76.104	\$126.00	Commission rule	\$100 or amt set by TPW Commission whichever is more	48	\$6,048	GRD-0009
Resident Nongame Permit/TPW Code, 67.0041	\$19.00	Commission rule	TPW Commission may set fees	323	\$5,932	GRD-0506
Lifetime Fishing to Combo Upgrade/ TPW Code, 50.001	\$800.00	Commission rule	TPW Commission may set fees	7	\$5,600	GRD-0544
PHP Oyster Tag/ TPW Code 76.021	.20/tag	Commission rule	\$.20/tag or amt set by TPW Commission, whichever is more	24,560	\$4,912	GRD-0009
Resident Commercial Fishing Boat/TPW Code, 47.007	\$27.00	Commission rule	\$10.50 or amt set by TPW Commission whichever is more	179	\$4,833	GRD-0009
Field Trial Permit/ TPW Code, 43.0764	\$63.00	Commission rule	\$50 or amt set by TPW Commission whichever is more	71	\$4,473	GRD-0009

Fee Description/ Statutory Citation	Current Fee (FY18)	Statute or Rule	Statutory Min or Max	Number of Persons or Entities Paying Fee	Fee Revenue	Where Fee Revenue is Deposited
Bait Dealer's Business Vehicle/ TPW Code, 47.014	\$38.00	Commission rule	\$20 or amt set by TPW Commission whichever is more	101	\$3,838	GRD-0009
Non-Resident Commercial Oyster Fisherman/TPW Code, 76.104	\$315.00	Commission rule	\$250 or amt set by TPW Commission whichever is more	11	\$3,465	GRD-0009
Resident Retail Alligator Dealers Permit/TPW Code, 65.003	\$126.00	Commission rule	TPW Commission may set fees	21	\$2,646	GRD-0009
Alligator Farmer Permit/TPW Code, 65.003	\$252.00	Commission rule	TPW Commission may set fees	11	\$2,520	GRD-0009
Resident Paddlecraft Guide/ TPW Code 47.006	\$210.00	Commission rule	\$75 or amt set by TPW Commission whichever is more	11	\$2,310	GRD-0009
Hunting Cooperative Participating Landowner's Fee/ TPW Code, 43.044	\$5.00	Statute	\$5.00	425	\$2,125	GRD-0009
Non - Resident All- water Fishing Guide/TPW Code 47.006	\$1,050.00	Commission rule	\$75 or amt set by TPW Commission whichever is more	2	\$2,100	GRD-0009
Hunting Cooperative (Small)/TPW Code, 43.044	\$60.00	Statute	\$60.00	32	\$1,920	GRD-0009
Resident Wholesale Fur Dealer/TPW Code, 71.009	\$189.00	Commission rule	\$100.75 or at set by TPW Commission whichever is more	9	\$1,701	GRD-0009
Non-Resident Wholesale Fur Dealer/TPW Code, 71.009	\$401.00	Commission rule	\$400.75 or amt set by TPW Commission whichever is more	4	\$1,604	GRD-0009
Non-Res Nongame Permit/TPW Code, 67.0041	\$63.00	Commission rule	TPW Commission may set fees	25	\$1,586	GRD-0506
Regular Daily Hunting Permit - \$20/TPW Code, 81.403	\$20.00	Commission rule	TPW Commission may set fees	77	\$1,480	GRD-0009
Wildlife Mgt. Assoc. Area Hunting Lease License (Medium)/ TPW Code, 43.044	\$76.00	Commission rule	\$60 or amt set by TPW Commission, whichever is more	19	\$1,444	GRD-0009
Non-Resident Commercial Finfish Fisherman License/ TPW Code, 47.075	\$1,440.00	Commission rule	\$300 or amt set by TPW Commission whichever is more	1	\$1,440	GRD-0009

Fee Description/ Statutory Citation	Current Fee (FY18)	Statute or Rule	Statutory Min or Max	Number of Persons or Entities Paying Fee	Fee Revenue	Where Fee Revenue is Deposited
Resident Wholesale Alligator Dealers Permit/ TPW Code, 65.003	\$252.00	Commission rule	TPW Commission may set fees	5	\$1,260	GRD-0009
Class B Menhaden Boat License/TPW Code, 47.008	\$50.00	Commission rule	NTE \$50	22	\$1,100	GRD-0009
Wildlife Mgt. Assoc. Area Hunting Lease License (Large)/ TPW Code, 43.044	\$152.00	Commission rule	\$120 or amt set by TPW Commission, whichever is more	7	\$1,064	GRD-0009
Mentored Hunting Permit - Exempt/ TPW Code, 81.403	\$25.00	Commission rule	TPW Commission may set fees	42	\$1,050	GRD-0009
Non-Res. Commercial Mussel & Clam Fisherman/ TPW Code, 78.002	\$1,008.00	Commission rule	\$800 or amt set by TPW Commission whichever is more	1	\$1,008	GRD-0009
Hunting Cooperative (Large)/TPW Code, 43.044	\$240.00	Statute	\$240.00	4	\$960	GRD-0009
Wildlife Mgt. Assoc. Area Hunting Lease License (Small)/ TPW Code, 43.044	\$38.00	Commission rule	\$30 or amt set by TPW Commission, whichever is more	20	\$760	GRD-0009
State Park Standby Hunting Permit (\$125)/TPW Code, 81.403	\$130.00	Commission rule	TPW Commission may set fees	5	\$650	GRD-0009
Non-Resident Commercial Fishing Boat/TPW Code, 47.007	\$100.00	Commission rule	\$60 or amt set by TPW Commission whichever is more	5	\$500	GRD-0009
Hunting Cooperative (Medium)/TPW Code, 43.044	\$120.00	Statute	\$120.00	4	\$480	GRD-0009
Resident Sport Oyster Boat/TPW Code, 76.104	\$13.00	Commission rule	\$10 or amt set by TPW Commission whichever is more	27	\$351	GRD-0009
Resident Commercial Mussel and Clam Fisherman's License/TPW Code, 78.002	\$38.00	Commission rule	\$30 or amt set by TPWW Commission whichever is more	7	\$266	GRD-0009
Game Animal Breeder/TPW Code, 44.003	\$79.00	Commission rule	\$10 or amt set by TPW Commission whichever is more	3	\$237	GRD-0009
Alligator Management	\$6.00	Commission rule	TPW Commission may set fees	26	\$156	GRD-0009

Fee Description/ Statutory Citation	Current Fee (FY18)	Statute or Rule	Statutory Min or Max	Number of Persons or Entities Paying Fee	Fee Revenue	Where Fee Revenue is Deposited
Tag/TPW Code, 65.006, 65.003						
15 Day Boater Ed Deferral/TPW Code 31.110(c)	\$10.00	Commission rule	TPW Commission may set fees	9	\$98	GR-0001
Boat Titling & Registration, Marine Dealer Licenses						
Boat Sales and Use Tax – five percent Retained by TPWD	N/A	Tax Code Chapter 160	N/A	N/A	\$3,289,439	GRD-0009
Boat Registration, under 16 ft/TPW Code Sec 31.026	\$32.00	Commission rule	\$12 or an amount set by the TPW Commission, whichever is more	89,822	\$2,833,911	GRD-0009
Boat Registration, under 16 ft, Livery/Rental/ TPW Code Sec 31.026	\$32.00	Commission rule	\$6 or an amount set by the TPW Commission, whichever is more	209	\$6,627	GRD-0009
Boat Registration, 16 to 26 ft/TPW Code Sec 31.026	\$53.00	Commission rule	\$18 or an amount set by the TPW Commission, whichever is more	184,214	\$9,631,665	GRD-0009
Boat Registration, 26 to 40 ft/TPW Code Sec 31.026	\$110.00	Commission rule	\$24 or an amount set by the TPW Commission, whichever is more	8,298	\$905,291	GRD-0009
Boat Registration, over 40 ft/TPW Code Sec 31.026	\$150.00	Commission rule	\$30 or an amount set by the TPW Commission, whichever is more	1,879	\$280,322	GRD-0009
Boat Ownership Transfer/TPW Code Sec 31.037	\$11.00	Commission rule	\$2 or amount set by TPW Commission, whichever is more	63,862	\$683,816	GRD-0009
Boat Replacement Registration Card/ TPW Code Sec 31.030(a)	\$11.00	Commission rule	\$2 or amount set by TPW Commission, whichever is more	14,063	\$152,006	GRD-0009
Boat Replacement Decal/TPW Code Sec 31.030(b)	\$11.00	Commission rule	\$2 or amount set by TPW Commission, whichever is more	8,159	\$88,148	GRD-0009
Boat Standard Title/TPW Code Sec 31.048	\$27.00	Commission rule	\$5 or amount set by TPW Commission, whichever is more	166,920	\$4,400,492	GRD-0009
Boat Bonded Title/ TPW Code Sec 31.048	\$37.00	Commission rule	\$5 or amount set by TPW Commission, whichever is more	337	\$12,461	GRD-0009
Boat Quick Title/ TPW Code Sec 31.047(e)	\$64.00	Commission rule	\$5 or amount set by TPW Commission, whichever is more	5,606	\$355,992	GRD-0009

Fee Description/ Statutory Citation	Current Fee (FY18)	Statute or Rule	Statutory Min or Max	Number of Persons or Entities Paying Fee	Fee Revenue	Where Fee Revenue is Deposited
Boat Inspections (Recreational)/ TPW Code 31.043	\$25.00	Statute	\$25.00	571	\$14,075	GRD-0009
Boat Inspections (Party Boats)/TPW Code Sec 31.177	\$132.00	Commission rule	TPW Commission may set fees	76	\$10,035	GRD-0009
Party Boat Operators License/ TPW Code Sec 31.177	\$132.00	Commission rule	TPW Commission may set fees	69	\$9,108	GRD-0009
Party Boat Operators License (Renewal)/TPW Code Sec 31.177	\$53.00	Commission rule	TPW Commission may set fees	51	\$2,703	GRD-0009
Party Boat Operators License (Replacement)/TPW Code Sec 31.177	\$53.00	Commission rule	TPW Commission may set fees	3	\$159	GRD-0009
Marine Dealer License/TPW Code Sec. 31.041(e)	\$500.00	Commission rule	TPW Commission may set fees	508	\$254,008	GRD-0009
Additional Marine Dealer Decal & ID Card/TPW Code Sec. 31.041(d)	\$126.00	Commission rule	TPW Commission may set fees	83	\$10,408	GRD-0009
Replacement Marine Dealer ID Card/	\$11.00	Commission rule	TPW Commission may set fees	7	\$77	GRD-0009
Marine Dealer License Location Change/TPW Code Sec. 31.0412	\$11.00	Commission rule	TPW Commission may set fees	19	\$208	GRD-0009
Marine Dealer License Information Change/TPW Code Sec. 31.0412	\$4.00	Commission rule	TPW Commission may set fees	16	\$60	GRD-0009
State Park Fees (summary)						
State Park Entrance Fees/TPW Code Sec. 21.111	Varies by park	Commission rule	TPW Commission may set fees	N/A	\$16,321,631	GRD-0064
State Park Passes/ TPW Code Sec. 13.019	Varies by type off pass	Commission rule	TPW Commission may set fees	N/A	\$8,749,316	GRD-0064
State Park Facility Fees/TPW Code Sec. 13.015	Varies by park	Commission rule	TPW Commission may set fees	N/A	\$18,057,754	GRD-0064
State Park Activity/Concession Fees/TPW Code Sec. 13.015	Varies by park	Commission rule	TPW Commission may set fees	N/A	\$6,514,711	GRD-0064

Fee Description/ Statutory Citation	Current Fee (FY18)	Statute or Rule	Statutory Min or Max	Number of Persons or Entities Paying Fee	Fee Revenue	Where Fee Revenue is Deposited
Other Permits & Fees						
Annual Public Hunt Permit (APH)/TPW Code, 81.403	\$48.00	Commission rule	TPW Commission may set fees	39,696	\$1,905,412	GRD-0009
TPW Magazine Subscription/TPW Code 12.006, 13.017	\$12/Set by Commission	Commission rule	TPW Commission may set fees	113,558	\$1,362,693	GRD-9 & GRD-64
Off-Highway Vehicle (OHV) Decal Fee/TPW Code Sec. 29.003	\$16.00	Commission rule	\$8 or amount set by TPW Commission, whichever is more	23,659	\$378,544	GR-0001
Hunters Safety/TPW Code, 62.014	\$15.00	Commission rule	TPW Commission may charge fee NTE \$15	20,157	\$302,352	GRD-0009
Deer Breeder Permit/TPW Code, 43.357	\$200/year	Commission rule	TPW Commission may set fees	1,120	\$224,000	GRD-0009
Public Hunt - Special Hunting Permit/TPW Code, 81.403	\$80.00	Commission rule	TPW Commission may set fees	2,584	\$206,703	GRD-0009
Grass Carp Permit (\$15.00)/TPW Code 11.027(b)	\$16 + \$2 per carp requested	Commission rule	TPW Commission may set fees	4,953	\$79,245	GRD-0009
Limited Public Use Permit (LPU)/TPW Code, 81.403	\$12.00	Commission rule	TPW Commission may set fees	6,304	\$75,649	GRD-0009
Alligator Nest stamp/TPW Code, 65.006, 65.003	\$63.00	Commission rule	TPW Commission may set fees	946	\$59,598	GRD-0009
Nongame Dealer/TPW Code, 67.0041	\$63/\$252	Commission rule	TPW Commission may set fees	N/A	\$36,289	GRD-0506
Aerial WL Mgmt Permit/TPW Code, 43.110	\$210.00	Commission rule	TPW Commission may set fees	164	\$34,440	GRD-0009
Exotic Species Transport Permit/TPW Code 43.022	\$105.00	Commission rule	TPW Commission may set fees	250	\$26,261	GRD-0009
Nuisance Alligator Permit/TPW Code, 65.003	\$252.00	Commission rule	TPW Commission may set fees	13,362	\$13,614	GRD-0009
Falconry Permits/TPW Code, 49.014	\$21.00	Commission rule	TPW Commission may set fees	416	\$8,735	GRD-0009
Scientific Research/ED (\$50.00)/TPW Code 43.022	\$53.00	Commission rule	TPW Commission may set fees	146	\$7,738	GRD-0009
Non-Resident Peregrine Raptor	\$378.00	Commission rule	TPW Commission may set fees	20	\$7,560	GRD-0009

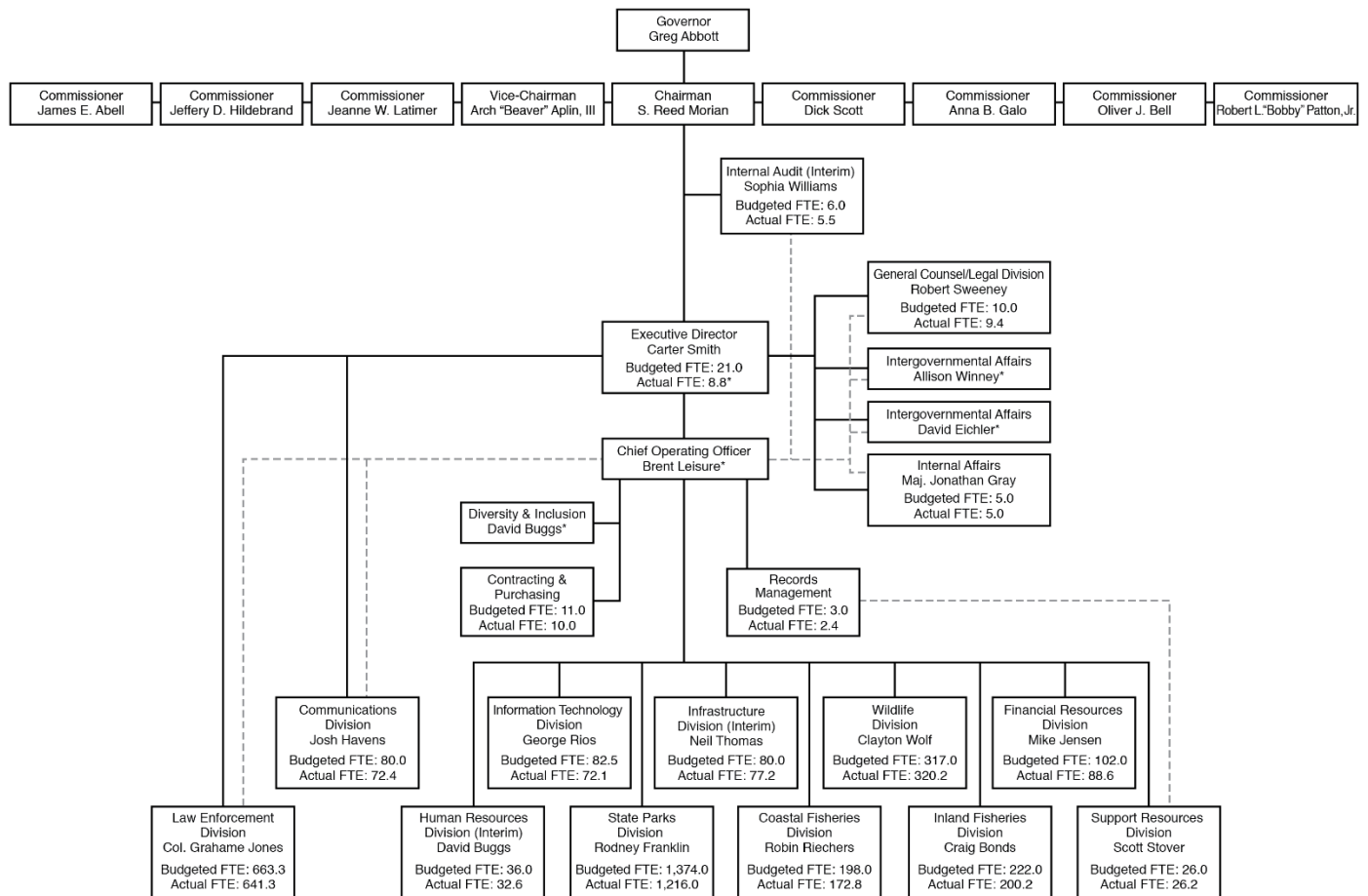
Fee Description/ Statutory Citation	Current Fee (FY18)	Statute or Rule	Statutory Min or Max	Number of Persons or Entities Paying Fee	Fee Revenue	Where Fee Revenue is Deposited
Trapping Permit/ TPW Code, 49.014						
Public Hunt - Regular Daily Hunting Permit/ TPW Code, 81.403	\$20.00	Commission rule	TPW Commission may set fees	321	\$6,420	GRD-0009
Non-Resident Raptor Trapping Permit/TPW Code, 49.014	\$378.00	Commission rule	TPW Commission may set fees	11	\$4,158	GRD-0009
Nongame Fish Sale Permits/TPW Code 67.0041	\$60.00	Commission rule	TPW Commission may set fees	53	\$3,180	GRD-0009
Broodfish Restitution/TPW 43.553	Varies	Commission rule	TPW Commission may set fees	N/A	\$2,976	GRD-0506
Zoological Permit Application Fee (\$150.00)/TPW Code 43.022	\$158.00	Commission rule	TPW Commission may set fees	18	\$2,844	GRD-0009
Educational Display Permit/TPW Code, 43.022	\$53.00	Commission rule	TPW Commission may set fees	37	\$1,966	GRD-0009
Public Hunt - Mentored Hunting Permit/TPW Code, 81.403	\$25.00	Commission rule	TPW Commission may set fees	42	\$1,050	GRD-0009
Alligator Import Permit/TPW Code, 65.003	\$105.00	Commission rule	TPW Commission may set fees	10	\$1,035	GRD-0009
Fur Bearing Propagator Permit/ TPW Code, 71.009	\$95.00	Commission rule	\$50.75 or amt set by TPWW Commission, whichever is more	7	\$665	GRD-0009
Protected Nongame Sales/TPW Code, 67.0041	\$210.00	Commission rule	TPW Commission may set fees	1	\$210	GRD-0506
Broodfish Collection Permit/TPW Code 43.551 - 43.554	\$25.00	Statute	Fee equal to value of fish	2	\$50	GRD-0009

*Note: Information in this schedule represents the significant, fee-based revenue based on a variety of TPWD systems. This does not include revenue from non-fee-based revenue sources. Hunting & Fishing license data derived from license point-of-sale system. Boat and marine data derived from Boat Registration Information & Titling System (BRITS). State park data derived from park point-of-sale system. Other permits and fees data derived from agency's Business Information System (BIS), number of persons for this section only is a calculated estimate based on the revenue (exact number of persons is not available).

VI. Organization

- A. Provide an organizational chart that includes major programs and divisions and shows the number of FTEs in each program or division. Detail should include, if possible, department heads with subordinates, and actual FTEs with budgeted FTEs in parenthesis.

Texas Parks and Wildlife Department Organization Chart



*Reports to Executive Director

B. If applicable, fill in the chart below listing field or regional offices. See Exhibit 10 Example.

**Texas Parks and Wildlife Division
Exhibit 10: FTEs by Location — Fiscal Year 2019**

HQ, Regional or Field Office	Location	Co-Location? Yes/No	Number of Budgeted FTEs FY2019	Number of Actual FTEs FY2019
Coastal Fisheries - Director's Office	Austin	No	5.0	5.0
Coastal Fisheries - Ecosystem Resources Program	Brownsville	No	2.0	2.0
Coastal Fisheries - Ecosystem Resources Program	Corpus Christi	Yes	12.0	9.7
Coastal Fisheries - Ecosystem Resources Program	Dickinson	No	14.0	11.4
Coastal Fisheries - Region 1	Dickinson	No	18.0	16.9
Coastal Fisheries - Region 1	Palacios	No	8.0	7.1
Coastal Fisheries - Region 1	Port Arthur	No	8.0	7.1
Coastal Fisheries - Region 1	Port O'Connor	No	10.0	8.5
Coastal Fisheries - Region 2	Brownsville	No	10.0	7.7
Coastal Fisheries - Region 2	Corpus Christi	Yes	6.0	5.6
Coastal Fisheries - Region 2	Rockport	No	23.0	21.6
Coastal Fisheries - Research	Corpus Christi	Yes	1.0	1.0
Coastal Fisheries - Research	Dickinson	No	1.0	1.0
Coastal Fisheries - Research	Palacios	No	8.0	6.8
Coastal Fisheries - Research	Rockport	No	5.0	5.0
Coastal Fisheries - Science & Policy Resources	Austin	No	8.0	6.8
Coastal Fisheries - Science & Policy Resources	Corpus Christi	Yes	1.0	1.0
Coastal Fisheries - Science & Policy Resources	Dickinson	No	3.0	2.0
Coastal Fisheries - SW Fish Hatcheries - Administration	Corpus Christi	No	5.0	2.9
Coastal Fisheries - SW Fish Hatcheries - CCA/CPL Marine Development Center	Corpus Christi	No	14.0	11.9
Coastal Fisheries - SW Fish Hatcheries - Perry R. Bass Research Center	Palacios	No	4.0	3.3
Coastal Fisheries - SW Fish Hatcheries - Sea Center Texas	Lake Jackson	No	19.0	15.5
Coastal Fisheries - Water Resources	Austin	No	10.0	10.1
Coastal Fisheries - Water Resources	Tyler	No	1.0	1.0
Coastal Fisheries - Water Resources	Waco	No	1.0	1.0

HQ, Regional or Field Office	Location	Co-Location? Yes/No	Number of Budgeted FTEs FY2019	Number of Actual FTEs FY2019
Coastal Fisheries - Water Resources	Wimberley	No	1.0	1.0
Communications - Creative & Interactive Services	Austin	No	15.0	13.0
Communications - Director's Office	Austin	No	4.0	4.0
Communications - Hunter and Boater Education	Athens	No	1.0	1.0
Communications - Hunter and Boater Education	Austin	No	6.0	5.4
Communications - Hunter and Boater Education	College Station	Yes	1.0	1.0
Communications - Hunter and Boater Education	Corpus Christi	Yes	1.0	1.0
Communications - Hunter and Boater Education	Dickinson	No	1.0	1.0
Communications - Hunter and Boater Education	Grand Prairie	No	2.0	2.0
Communications - Hunter and Boater Education	Lamarque	No	2.0	2.0
Communications - Hunter and Boater Education	Tuscola	No	1.0	1.0
Communications - Marketing	Austin	No	10.0	9.7
Communications - Media Productions	Austin	No	9.0	7.8
Communications - News and Information - Director	Austin	No	7.0	6.0
Communications - TP&W Magazine	Austin	No	6.0	6.0
Communications - TP&W Magazine	Temple	No	1.0	1.0
Communications - Urban Outdoors Programs	Austin	No	11.0	8.4
Communications - Urban Outdoors Programs	Dickinson	No	1.0	1.0
Communications - Urban Outdoors Programs	Grand Prairie	No	1.0	1.0
Executive Administration	Austin	No	32.0	19.3
Financial Resources	Austin	No	113.0	98.6
Human Resources	Austin	No	36.0	32.6
Information Technology	Austin	No	80.2	69.9
Information Technology	Corpus Christi	No	0.3	0.2
Information Technology	Dallas	No	1.0	1.0
Information Technology	Houston	No	1.0	1.0

HQ, Regional or Field Office	Location	Co-Location? Yes/No	Number of Budgeted FTEs FY2019	Number of Actual FTEs FY2019
Infrastructure - Admin. & HQ Programs	Austin	No	61.0	57.2
Infrastructure- Field Operations Branch	Austin	No	8.0	11.4
Infrastructure- Field Operations Branch	Bastrop	No	1.0	1.0
Infrastructure- Field Operations Branch	Centerville	No	1.0	1.0
Infrastructure- Field Operations Branch	Cleburne	No	1.0	1.0
Infrastructure- Field Operations Branch	Fort Davis	No	1.0	1.0
Infrastructure- Field Operations Branch	Houston	No	2.0	-
Infrastructure- Field Operations Branch	San Antonio	No	1.0	1.0
Infrastructure- Field Operations Branch	Tuscola	No	1.0	1.0
Infrastructure- Field Operations Branch	Tyler	No	2.0	1.7
Infrastructure- Field Operations Branch	Wimberley	No	1.0	1.0
Inland Fisheries - Analytical Services	San Marcos	No	4.0	3.2
Inland Fisheries - Aquatic Habitat Enhancement	Austin	No	5.0	4.0
Inland Fisheries - Aquatic Habitat Enhancement	Brookeland	No	7.0	5.3
Inland Fisheries - Director's Office & Administration	Austin	No	8.0	8.0
Inland Fisheries - District Office - Abilene	Abilene	No	4.0	4.0
Inland Fisheries - District Office - Amarillo	Canyon	No	4.0	3.6
Inland Fisheries - District Office - College Station/Houston	Snook	No	7.0	6.0
Inland Fisheries - District Office - Corpus Christi	Mathis	No	4.0	4.0
Inland Fisheries - District Office - Denison	Pottsboro	No	4.0	4.0
Inland Fisheries - District Office - DFW	Fort Worth	No	5.0	5.0
Inland Fisheries - District Office - Jasper	Brookeland	No	4.0	4.0
Inland Fisheries - District Office - Marshall	Marshall	No	4.0	4.0
Inland Fisheries - District Office - San Angelo	San Angelo	No	3.0	3.0

HQ, Regional or Field Office	Location	Co-Location? Yes/No	Number of Budgeted FTEs FY2019	Number of Actual FTEs FY2019
Inland Fisheries - District Office - San Antonio	San Antonio	No	5.0	4.0
Inland Fisheries - District Office - San Marcos/Austin	San Marcos	No	5.0	4.1
Inland Fisheries - District Office - Tyler North	Tyler	No	4.0	3.3
Inland Fisheries - District Office - Tyler South	Tyler	No	4.0	3.7
Inland Fisheries - District Office - Waco	Waco	No	4.0	4.0
Inland Fisheries - District Office - Wichita Falls	Wichita Falls	No	4.0	4.0
Inland Fisheries - Environmental Assessment, Response & Restoration	Austin	No	6.0	5.2
Inland Fisheries - Environmental Assessment, Response & Restoration	Tyler	No	1.0	0.4
Inland Fisheries - Hatchery - Dundee FH	Electra	No	9.0	7.7
Inland Fisheries - Hatchery - East Texas Fish Hatchery	Brookeland	No	11.0	9.8
Inland Fisheries - Hatchery - Possum Kingdom FH	Graford	No	10.0	5.9
Inland Fisheries - Hatchery & Center - Texas Freshwater Fisheries Center	Athens	No	33.0	30.7
Inland Fisheries - Information & Regulation	Austin	No	6.0	5.9
Inland Fisheries - Regional Office - Graford	Graford	No	2.0	2.0
Inland Fisheries - Regional Office - San Marcos	San Marcos	No	2.0	2.0
Inland Fisheries - Regional Office - Tyler	Tyler	No	3.0	2.8
Inland Fisheries - Regional Office - Waco	Waco	No	3.0	3.0
Inland Fisheries - Research	Mountain Home	No	14.0	13.9
Inland Fisheries - River Studies	San Marcos	No	12.0	11.7
Inland Fisheries - Watershed Policy & Management	Austin	No	2.0	2.1
Inland Fisheries - Watershed Policy & Management	Mountain Home	No	1.0	1.0
Inland Fisheries - Watershed Policy & Management	San Marcos	No	3.0	2.3

HQ, Regional or Field Office	Location	Co-Location? Yes/No	Number of Budgeted FTEs FY2019	Number of Actual FTEs FY2019
Inland Fisheries Hatchery - A E Wood FH	San Marcos	No	15.0	12.6
Law Enforcement - Director's Office	Austin	Yes	18.5	18.0
Law Enforcement - Field Operations	Austin	Yes	2.8	1.8
Law Enforcement - Game Warden Training Center	Hamilton	Yes	37.0	13.6
Law Enforcement - Region 1, District 1	Del Rio	Yes	12.0	12.0
Law Enforcement - Region 1, District 2	Midland	Yes	12.0	14.3
Law Enforcement - Region 1, District 3	El Paso	No	7.0	10.0
Law Enforcement - Region 1, District 3, Field Office	El Paso	No	2.0	2.0
Law Enforcement - Region 1, District 4	San Angelo	No	10.0	10.1
Law Enforcement - Region 1, Regional Office	San Angelo	No	6.0	5.7
Law Enforcement - Region 2, District 1	Garland	No	13.0	13.0
Law Enforcement - Region 2, District 2	Fort Worth	Yes	12.0	12.0
Law Enforcement - Region 2, District 3	Garland	No	11.0	10.7
Law Enforcement - Region 2, District 3, Field Office	Garland	No	4.0	3.7
Law Enforcement - Region 2, District 3, Field Office	Tyler	Yes	1.0	1.0
Law Enforcement - Region 2, District 4	Mount Pleasant	Yes	12.0	13.0
Law Enforcement - Region 2, District 4, Field Office	Mount Pleasant	Yes	3.0	3.0
Law Enforcement - Region 2, Regional Office	Fort Worth	Yes	7.0	7.0
Law Enforcement - Region 2, Regional Office	Garland	No	1.0	1.0
Law Enforcement - Region 3, District 1	Rusk	No	14.0	14.3
Law Enforcement - Region 3, District 1, Field Office	Rusk	No	2.0	2.0
Law Enforcement - Region 3, District 2	Garland	No	1.0	0.7
Law Enforcement - Region 3, District 2	Rusk	No	11.0	10.0
Law Enforcement - Region 3, District 3	Lufkin	No	16.0	15.0

HQ, Regional or Field Office	Location	Co-Location? Yes/No	Number of Budgeted FTEs FY2019	Number of Actual FTEs FY2019
Law Enforcement - Region 3, District 4	Tyler	No	14.0	14.0
Law Enforcement - Region 3, District 4, Field Office	Tyler	No	3.0	2.9
Law Enforcement - Region 3, Field Office	Rusk	Yes	2.0	3.0
Law Enforcement - Region 3, Regional Office	Lufkin	No	3.0	2.0
Law Enforcement - Region 4, District 1	Angleton	No	16.0	16.0
Law Enforcement - Region 4, District 2	Beaumont	No	12.0	11.4
Law Enforcement - Region 4, District 2 , Field Office	Beaumont	No	3.0	3.0
Law Enforcement - Region 4, District 3	Houston	No	11.0	10.8
Law Enforcement - Region 4, District 3, Field Office	Houston	No	3.0	3.0
Law Enforcement - Region 4, District 4	La Marque	No	17.0	16.7
Law Enforcement - Region 4, District 4, Field Office	La Marque	No	3.0	4.0
Law Enforcement - Region 4, District 5	College Station	No	13.0	14.0
Law Enforcement - Region 4, District 5, Field Office	College Station	No	2.0	2.0
Law Enforcement - Region 4, Regional Office	Houston	No	8.0	7.8
Law Enforcement - Region 5, District 1	San Antonio	No	13.0	12.7
Law Enforcement - Region 5, District 2	San Antonio	No	11.0	12.0
Law Enforcement - Region 5, District 3	Laredo	No	8.0	11.3
Law Enforcement - Region 5, District 3, Field Office	Laredo	No	2.0	2.0
Law Enforcement - Region 5, District 4	San Antonio	No	7.0	10.9
Law Enforcement - Region 5, District 5	Kerrville	Yes	13.0	13.0
Law Enforcement - Region 5, District 5, Field Office	Kerrville	Yes	2.0	2.0
Law Enforcement - Region 5, Regional Office	San Antonio	No	7.0	6.4
Law Enforcement - Region 6, District 1	Amarillo	No	13.0	12.7
Law Enforcement - Region 6, District 1, Field Office	Amarillo	No	2.0	2.0

HQ, Regional or Field Office	Location	Co-Location? Yes/No	Number of Budgeted FTEs FY2019	Number of Actual FTEs FY2019
Law Enforcement - Region 6, District 2	Lubbock	Yes	10.0	11.3
Law Enforcement - Region 6, District 3	Abilene	No	12.0	11.6
Law Enforcement - Region 6, District 3, Field Office	Abilene	No	2.0	2.0
Law Enforcement - Region 6, District 4	Wichita Falls	No	13.0	15.0
Law Enforcement - Region 6, District 4, Field Office	Wichita Falls	No	2.0	1.6
Law Enforcement - Region 6, Regional Office	Lubbock	Yes	5.0	4.7
Law Enforcement - Region 7, District 1	Temple	No	15.0	15.0
Law Enforcement - Region 7, District 2	Llano	No	13.0	13.0
Law Enforcement - Region 7, District 3	Brownwood	No	12.0	13.0
Law Enforcement - Region 7, District 3, Field Office	Brownwood	No	2.0	2.0
Law Enforcement - Region 7, District 4	Temple	No	15.0	15.0
Law Enforcement - Region 7, District 5	Waco	No	15.0	13.3
Law Enforcement - Region 7, District 5, Field Office	Waco	Yes	2.0	2.0
Law Enforcement - Region 7, Regional Office	Temple	No	4.0	4.0
Law Enforcement - Region 8, District 1	Victoria	Yes	12.0	10.9
Law Enforcement - Region 8, District 1, Field Office	Victoria	Yes	2.0	2.0
Law Enforcement - Region 8, District 2	Rockport	Yes	12.0	10.7
Law Enforcement - Region 8, District 2, Field Office	Rockport	Yes	2.0	1.1
Law Enforcement - Region 8, District 3	Corpus Christi	No	12.0	10.4
Law Enforcement - Region 8, District 4	Corpus Christi	No	14.0	13.9
Law Enforcement - Region 8, District 5	Brownsville	No	16.0	16.0
Law Enforcement - Region 8, District 5, Field Office	Brownsville	No	2.0	2.0
Law Enforcement - Region 8, Regional Office	Corpus Christi	No	8.0	7.0
Law Enforcement -Special Operations	Austin	Yes	58.0	54.1
Law Enforcement -Special Operations	San Angelo	No	-	0.3

HQ, Regional or Field Office	Location	Co-Location? Yes/No	Number of Budgeted FTEs FY2019	Number of Actual FTEs FY2019
Legal	Austin	No	10.0	9.4
Local Parks	Austin	No	19.0	17.1
State Parks - Abilene SP	Tuscola	No	10.6	8.5
State Parks - Albert and Bessie Kronkosky SNA	Pipe Creek	No	1.0	0.3
State Parks - Archeology Lab	Austin	No	2.7	2.8
State Parks - Atlanta SP	Atlanta	No	5.0	4.1
State Parks - Balmorhea SP	Toyahvale	No	11.3	8.8
State Parks - Barrington Living History Farm	Washington	No	7.8	6.4
State Parks - Barton Warnock Center	Terlingua	No	5.0	5.8
State Parks - Bastrop SP	Bastrop	No	18.9	18.5
State Parks - Battleship TEXAS	La Porte	No	25.8	23.1
State Parks - Bentsen-Rio Grande Valley SP	Mission	No	15.9	13.2
State Parks - Big Bend Ranch - Complex	Terlingua	No	2.0	2.0
State Parks - Big Bend Ranch SP	Marfa	No	13.0	9.9
State Parks - Big Spring SP	Big Spring	No	2.0	2.0
State Parks - Black Bear Restaurant - 0840	Fort Davis	No	17.0	8.1
State Parks - Blanco SP	Blanco	No	7.6	6.7
State Parks - Bonham SP	Bonham	No	5.5	4.5
State Parks - Brazos Bend SP	Needville	No	18.7	16.1
State Parks - Buescher SP	Smithville	No	6.5	5.6
State Parks - Buffalo Soldiers Heritage & Community Outreach - SP	Austin	No	3.5	2.8
State Parks - Business Services	Austin	No	1.0	-
State Parks - Caddo Lake SP	Karnack	No	10.8	9.8
State Parks - Capital Equipment & Vehicles	Austin	No	1.0	0.3
State Parks - Caprock Canyons SP	Quitaque	No	10.0	9.3
State Parks - Caprock Canyons Trailway	Quitaque	No	1.0	1.0
State Parks - Cedar Hill SP	Cedar Hill	No	26.6	24.0
State Parks - Choke Canyon SP - Calliham Unit	Calliham	No	14.2	12.9
State Parks - Choke Canyon SP - South Shore Unit	Calliham	No	1.0	0.8
State Parks - Cleburne SP	Cleburne	No	8.8	8.1
State Parks - Colorado Bend SP	Bend	No	7.5	6.4

HQ, Regional or Field Office	Location	Co-Location? Yes/No	Number of Budgeted FTEs FY2019	Number of Actual FTEs FY2019
State Parks - Cooper Lake SP - Doctors Creek Unit	Cooper	No	5.4	5.4
State Parks - Cooper Lake SP - South Sulphur Unit	Sulphur Springs	No	13.9	11.8
State Parks - Copper Breaks SP	Quanah	No	6.9	6.2
State Parks - Cultural Resource Specialists - Regional	Austin	No	-	1.0
State Parks - Cultural Resource Specialists - Regional	Bastrop	No	1.0	1.0
State Parks - Cultural Resource Specialists - Regional	Fort Davis	No	1.0	-
State Parks - Cultural Resource Specialists - Regional	Houston	No	1.0	0.5
State Parks - Cultural Resource Specialists - Regional	Rockport	No	1.0	1.0
State Parks - Cultural Resource Specialists - Regional	Tyler	No	1.0	1.0
State Parks - Cultural Resource Specialists - Regional	Waco	No	1.0	1.0
State Parks - Curatorial CR	Austin	No	3.0	3.0
State Parks - Daingerfield SP	Daingerfield	No	10.1	9.4
State Parks - Davis Mountains SP	Fort Davis	No	10.8	10.0
State Parks - Devils River SNA	Del Rio	No	3.0	3.0
State Parks - Devils River SNA-South	Del Rio	No	4.0	3.7
State Parks - Dinosaur Valley SP	Glen Rose	No	11.9	11.5
State Parks - Eisenhower SP	Denison	No	12.2	11.8
State Parks - Emergency Management	Austin	No	1.0	0.3
State Parks - Emergency Management	Bastrop	No	1.0	0.3
State Parks - Enchanted Rock SNA	Fredericksburg	No	11.6	10.1
State Parks - Exhibits Production SP	Austin	No	6.0	6.0
State Parks - Fairfield Lake SP	Fairfield	No	8.3	7.2
State Parks - Falcon SP	Falcon Heights	No	8.5	8.5
State Parks - Fort Boggy SP	Centerville	No	4.3	3.9
State Parks - Fort Leaton SHP	Presidio	No	5.0	4.0
State Parks - Fort Parker SP	Mexia	No	8.5	8.6
State Parks - Fort Richardson SHP	Jacksboro	No	8.5	8.4
State Parks - Franklin Mountains SP	El Paso	No	8.0	8.0
State Parks - Galveston Island SP	Galveston	No	14.3	13.3
State Parks - Garner SP	Concan	No	28.2	22.3

HQ, Regional or Field Office	Location	Co-Location? Yes/No	Number of Budgeted FTEs FY2019	Number of Actual FTEs FY2019
State Parks - Goliad SHP	Goliad	No	13.0	12.3
State Parks - Goose Island SP	Rockport	No	14.2	12.0
State Parks - Government Canyon SNA	San Antonio	No	9.6	8.9
State Parks - Guadalupe River SP	Spring Branch	No	16.3	13.9
State Parks - Hill Country SNA - Louise Merrick Unit	Bandera	No	8.3	8.3
State Parks - Historic Structures and Landscapes	Austin	No	2.0	1.0
State Parks - HQ Police	Austin	No	9.5	9.5
State Parks - Hueco Tanks SHS	El Paso	No	9.8	9.8
State Parks - Huntsville SP	Huntsville	No	18.2	17.0
State Parks - I & E Planning & Development	Austin	No	3.0	3.0
State Parks - Indian Lodge	Fort Davis	No	16.8	13.7
State Parks - Inks Lake SP	Burnet	No	22.9	20.4
State Parks - Interpretative Specialists - Regional	Austin	No	1.0	1.0
State Parks - Interpretative Specialists - Regional	Bastrop	No	1.0	1.0
State Parks - Interpretative Specialists - Regional	Fort Davis	No	1.0	1.0
State Parks - Interpretative Specialists - Regional	Houston	No	1.0	1.0
State Parks - Interpretative Specialists - Regional	Rockport	No	1.0	1.0
State Parks - Interpretative Specialists - Regional	Tyler	No	1.0	1.0
State Parks - Interpretative Specialists - Regional	Waco	No	1.0	1.0
State Parks - Interpretive Media	Austin	No	2.5	2.1
State Parks - Kickapoo Caverns SP	Bracketville	No	4.0	3.7
State Parks - Lake Arrowhead SP	Wichita Falls	No	8.7	7.5
State Parks - Lake Bob Sandlin SP	Pittsburg	No	8.0	8.0
State Parks - Lake Brownwood SP	Brownwood	No	13.8	12.8
State Parks - Lake Casa Blanca SP	Laredo	No	14.7	11.3
State Parks - Lake Colorado City SP	Colorado City	No	6.0	6.0
State Parks - Lake Corpus Christi SP	Mathis	No	16.2	13.6
State Parks - Lake Livingston SP	Livingston	No	16.2	15.5
State Parks - Lake Mineral Wells SP	Mineral Wells	No	15.1	12.6
State Parks - Lake Ray Roberts Greenbelt	Pilot Point	No	2.0	2.4

HQ, Regional or Field Office	Location	Co-Location? Yes/No	Number of Budgeted FTEs FY2019	Number of Actual FTEs FY2019
State Parks - Lake Somerville SP - Birch Creek Unit	Somerville	No	8.9	8.8
State Parks - Lake Somerville SP - Nails Creek Unit	Ledbetter	No	4.8	2.4
State Parks - Lake Somerville SP - Trailway	Somerville	No	1.0	-
State Parks - Lake Tawakoni SP	Wills Point	No	7.6	5.7
State Parks - Lake Whitney SP	Whitney	No	9.8	8.7
State Parks - Law Enforcement - Regional	Bastrop	No	1.0	-
State Parks - Law Enforcement - Regional	Hamilton	No	-	0.2
State Parks - Law Enforcement - Regional	Houston	No	1.0	1.0
State Parks - Law Enforcement - Regional	Junction	No	1.0	1.8
State Parks - Law Enforcement - Regional	Mineral Wells	No	2.0	2.0
State Parks - Law Enforcement Region 1	Comstock	No	1.0	1.0
State Parks - Law Enforcement Region 1	El Paso	No	2.0	2.0
State Parks - Law Enforcement Region 1	Fort Davis	No	2.0	2.0
State Parks - Law Enforcement Region 1	Marfa	No	2.0	1.7
State Parks - Law Enforcement Region 1	San Angelo	No	1.0	1.0
State Parks - Law Enforcement Region 1	Toyahvale	No	1.0	-
State Parks - Law Enforcement Region 2	Calliham	No	1.0	1.0
State Parks - Law Enforcement Region 2	Falcon Heights	No	1.0	1.0
State Parks - Law Enforcement Region 2	Laredo	No	2.0	1.0
State Parks - Law Enforcement Region 2	Mathis	No	1.0	1.0
State Parks - Law Enforcement Region 2	Mission	No	1.0	0.8
State Parks - Law Enforcement Region 2	Port Aransas	No	1.0	1.0
State Parks - Law Enforcement Region 2	Rockport	No	1.0	1.7
State Parks - Law Enforcement Region 3	Austin	No	2.0	2.0
State Parks - Law Enforcement Region 3	Bastrop	No	1.0	1.0
State Parks - Law Enforcement Region 3	Bend	No	1.0	1.0
State Parks - Law Enforcement Region 3	Blanco	No	1.0	0.5
State Parks - Law Enforcement Region 3	Burnet	No	2.0	2.0
State Parks - Law Enforcement Region 3	Concan	No	4.0	3.0

HQ, Regional or Field Office	Location	Co-Location? Yes/No	Number of Budgeted FTEs FY2019	Number of Actual FTEs FY2019
State Parks - Law Enforcement Region 3	Fredericksburg	No	2.0	2.0
State Parks - Law Enforcement Region 3	Johnson City	No	1.0	1.0
State Parks - Law Enforcement Region 3	Pipe Creek	No	1.0	1.0
State Parks - Law Enforcement Region 3	San Antonio	No	1.0	1.0
State Parks - Law Enforcement Region 3	Spring Branch	No	1.0	1.0
State Parks - Law Enforcement Region 3	Vanderpool	No	1.0	1.0
State Parks - Law Enforcement Region 4	Galveston	No	1.0	1.0
State Parks - Law Enforcement Region 4	Houston	No	1.0	1.1
State Parks - Law Enforcement Region 4	Huntsville	No	2.0	2.0
State Parks - Law Enforcement Region 4	Jasper	No	1.0	1.0
State Parks - Law Enforcement Region 4	La Porte	No	2.0	-
State Parks - Law Enforcement Region 4	Ledbetter	No	2.0	2.0
State Parks - Law Enforcement Region 4	Livingston	No	1.0	1.0
State Parks - Law Enforcement Region 4	Needville	No	1.0	2.0
State Parks - Law Enforcement Region 4	Sabine Pass	No	1.0	1.0
State Parks - Law Enforcement Region 4	San Felipe	No	1.0	-
State Parks - Law Enforcement Region 5	Brownwood	No	1.0	0.3
State Parks - Law Enforcement Region 5	Canyon	No	2.0	2.4
State Parks - Law Enforcement Region 5	Fairfield	No	1.0	1.0
State Parks - Law Enforcement Region 5	Glen Rose	No	2.0	2.0
State Parks - Law Enforcement Region 5	Meridian	No	1.0	-
State Parks - Law Enforcement Region 5	Mineral Wells	No	2.0	2.0
State Parks - Law Enforcement Region 5	Moody	No	1.0	1.0
State Parks - Law Enforcement Region 5	Tuscola	No	1.0	-
State Parks - Law Enforcement Region 5	Waco	No	1.0	1.0
State Parks - Law Enforcement Region 5	Whitney	No	1.0	1.0
State Parks - Law Enforcement Region 6	Cedar Hill	No	4.0	4.0
State Parks - Law Enforcement Region 6	Cooper	No	-	1.0

HQ, Regional or Field Office	Location	Co-Location? Yes/No	Number of Budgeted FTEs FY2019	Number of Actual FTEs FY2019
State Parks - Law Enforcement Region 6	Daingerfield	No	1.0	1.0
State Parks - Law Enforcement Region 6	Denison	No	2.0	1.0
State Parks - Law Enforcement Region 6	Eustace	No	1.0	-
State Parks - Law Enforcement Region 6	Pilot Point	No	3.0	3.0
State Parks - Law Enforcement Region 6	Sulphur Springs	No	3.0	1.0
State Parks - Law Enforcement Region 6	Tatum	No	1.0	-
State Parks - Law Enforcement Region 6	Tyler	No	3.0	4.0
State Parks - Law Enforcement Region 6	Valley View	No	1.0	1.0
State Parks - Law Enforcement Region 6	Wills Point	No	1.0	1.0
State Parks - Leased Concessions	Austin	No	3.0	2.0
State Parks - Llano Grande SP	Weslaco	No	10.4	9.4
State Parks - Lockhart SP	Lockhart	No	11.5	10.1
State Parks - Lost Maples SNA	Vanderpool	No	7.4	7.3
State Parks - Lyndon B Johnson SHP	Stonewall	No	12.8	10.1
State Parks - Marketing & Promotions	Austin	No	2.0	2.0
State Parks - Martin Creek Lake SP	Tatum	No	7.4	7.0
State Parks - Martin Dies Jr SP	Jasper	No	11.6	10.6
State Parks - McKinney Falls SP	Austin	No	13.8	12.2
State Parks - Meridian SP	Meridian	No	5.9	6.0
State Parks - Minor Repair and Maintenance	Austin	No	2.0	2.0
State Parks - Mission Tejas SHP	Grapeland	No	5.5	5.0
State Parks - Monahans Sandhills SP	Monahans	No	5.0	4.3
State Parks - Monument Hill and Kreische Brewery SHP	La Grange	No	4.8	4.1
State Parks - Mother Neff SP	Moody	No	6.3	6.0
State Parks - Mustang Island SP	Port Aransas	No	13.6	11.1
State Parks - Natural Resource Specialists - Regional	Austin	No	-	2.8
State Parks - Natural Resource Specialists - Regional	Bastrop	No	2.0	-
State Parks - Natural Resource Specialists - Regional	Fort Davis	No	2.0	-
State Parks - Natural Resource Specialists - Regional	Houston	No	1.0	1.0

HQ, Regional or Field Office	Location	Co-Location? Yes/No	Number of Budgeted FTEs FY2019	Number of Actual FTEs FY2019
State Parks - Natural Resource Specialists - Regional	Olmito	No	-	1.0
State Parks - Natural Resource Specialists - Regional	Rockport	No	2.0	1.0
State Parks - Natural Resource Specialists - Regional	Tyler	No	1.0	1.0
State Parks - Natural Resource Specialists - Regional	Waco	No	1.0	1.0
State Parks - Old Tunnel SP	Waring	No	1.0	1.0
State Parks - Outdoor Education and Outreach Programs	Austin	No	5.8	5.1
State Parks - Outdoor Education and Outreach Programs	Houston	No	1.4	0.8
State Parks - Outdoor Education and Outreach Programs	Pilot Point	No	1.8	2.3
State Parks - Outdoor Education and Outreach Programs	Tyler	No	-	1.1
State Parks - Palmetto SP	Gonzales	No	7.8	7.6
State Parks - Palo Duro Canyon SP	Canyon	No	19.8	18.5
State Parks - Palo Pinto Mountains SP	Strawn	No	1.8	1.8
State Parks - Park Operations - Regional Office - Bastrop	Bastrop	No	8.0	8.0
State Parks - Park Operations - Regional Office - Fort Davis	Fort Davis	No	9.0	8.3
State Parks - Park Operations - Regional Office - Houston	Houston	No	8.0	8.1
State Parks - Park Operations - Regional Office - Houston	Tyler	No	1.0	1.0
State Parks - Park Operations - Regional Office - Rockport	Rockport	No	8.0	7.4
State Parks - Park Operations - Regional Office - Tyler	Tyler	No	9.8	8.2
State Parks - Park Operations - Regional Office - Waco	Lubbock	No	4.0	4.0
State Parks - Park Operations - Regional Office - Waco	Waco	No	6.0	6.0
State Parks - Parks El Paso Complex Administrative Office	El Paso	No	1.0	1.0
State Parks - Pedernales Falls SP	Johnson City	No	13.3	13.1

HQ, Regional or Field Office	Location	Co-Location? Yes/No	Number of Budgeted FTEs FY2019	Number of Actual FTEs FY2019
State Parks - Planning & Geospatial Resources - SP	Austin	No	6.0	5.8
State Parks - Possum Kingdom SP	Caddo	No	10.9	9.6
State Parks - Procurement	Austin	No	4.0	3.9
State Parks - Purts Creek SP	Eustace	No	7.6	6.4
State Parks - Ray Roberts Lake SP - Isle du Bois Unit	Pilot Point	No	19.9	16.7
State Parks - Ray Roberts Lake SP - Johnson Branch Unit	Valley View	No	13.7	12.1
State Parks - Resaca de la Palma SP	Olmito	No	6.7	6.5
State Parks - Reservations & Customer Services	Austin	No	21.0	17.6
State Parks - Revenue Resources & Shared Services	Austin	No	14.0	12.4
State Parks - Safety	Austin	No	1.0	1.0
State Parks - San Angelo SP	San Angelo	No	9.0	8.6
State Parks - San Jacinto Battleground SHP	La Porte	No	18.0	15.2
State Parks - Sauer Beckmann Farm - LBJ - SP	Stonewall	No	4.0	3.5
State Parks - Sea Rim SP	Sabine Pass	No	4.7	4.1
State Parks - Seminole Canyon SHS	Comstock	No	7.0	6.5
State Parks - Sheldon SP	Houston	No	7.2	4.9
State Parks - Sign shop - SP - Bastrop	Bastrop	No	1.0	1.0
State Parks - South Llano River SP	Junction	No	8.6	7.7
State Parks - SP Budget & Procurement Program	Austin	No	5.0	3.0
State Parks - SP Business Management Program	Austin	No	5.0	4.2
State Parks - SP Cultural Resources Program	Austin	No	1.0	1.0
State Parks - SP Director's Office	Austin	No	4.0	3.3
State Parks - SP Historic Sites & Structures Program	Austin	No	2.0	1.0
State Parks - SP Interpretive Services Program	Austin	No	2.0	2.0
State Parks - SP Law Enforcement Program	Austin	No	5.0	4.0
State Parks - SP Minor Repair & Maintenance Program	Austin	No	3.0	4.4

HQ, Regional or Field Office	Location	Co-Location? Yes/No	Number of Budgeted FTEs FY2019	Number of Actual FTEs FY2019
State Parks - SP Natural Resources Program	Austin	No	1.0	0.2
State Parks - SP Staff Services and Administration Program	Austin	No	8.0	6.0
State Parks - SP Staff Training and Development	Austin	No	2.0	2.0
State Parks - Stephen F. Austin SHP	San Felipe	No	8.4	7.7
State Parks - Survey Team	Austin	No	4.0	3.7
State Parks - Texas Longhorn Herd	San Angelo	No	1.0	1.0
State Parks - TxParks - Director's Office	Austin	No	2.0	2.0
State Parks - Tyler SP	Tyler	No	19.5	16.5
State Parks - Village Creek SP	Lumberton	No	7.0	5.9
State Parks - Volunteers	Austin	No	1.0	1.1
State Parks - Washington-on-the-Brazos SHP	Washington	No	11.8	10.7
State Parks - Wildland Fire Management Planning & Operations	Mineral Wells	No	3.0	2.6
State Parks - Wildland Fire Management Planning & Operations	Pipe Creek	No	4.0	4.0
State Parks - Wildland Fire Management Planning & Operations	Tyler	No	6.0	5.5
State Parks - Wyler Aerial Tramway	El Paso	No	7.8	6.0
Support Resources	Austin	No	29.0	28.6
Wildlife - Archeologist	Austin	No	1.0	1.0
Wildlife - Big Game Administration	Alpine	No	2.0	2.0
Wildlife - Big Game Administration	Austin	No	1.0	0.4
Wildlife - Big Game Administration	Kerrville	No	1.0	1.0
Wildlife - Big Game Administration	La Grange	No	1.0	1.0
Wildlife - Big Game Administration	Pleasanton	No	1.0	1.0
Wildlife - Big Game Administration	Port Arthur	No	1.0	1.0
Wildlife - Biological Data Analysis	Austin	No	4.0	4.0
Wildlife - Central Coast Wetlands Eco System Project	Bay City	No	10.0	8.7
Wildlife - Central Coast Wetlands Eco System Project	Port O'Connor	No	-	1.0
Wildlife - Coastal Bend Wetlands Ecosystem Project	Port O'Connor	No	4.0	4.0
Wildlife - Conservation Outreach	San Antonio	No	1.0	1.0
Wildlife - Deputy Director's Office	Austin	No	8.0	6.9
Wildlife - Director's Office	Austin	No	5.0	3.9
Wildlife - Diversity Administration	Austin	No	4.0	3.4

HQ, Regional or Field Office	Location	Co-Location? Yes/No	Number of Budgeted FTEs FY2019	Number of Actual FTEs FY2019
Wildlife - Diversity Project - Region 2	Brownwood	No	1.0	1.0
Wildlife - Diversity Project - Region 3	Tyler	Yes	1.0	1.0
Wildlife - Diversity Project - Region 4	Victoria	Yes	1.0	1.0
Wildlife - Federal Aid	Austin	No	2.0	1.9
Wildlife - Field Operations - District 1	Alpine	No	10.0	11.0
Wildlife - Field Operations - District 2	Canyon	Yes	10.0	11.3
Wildlife - Field Operations - District 3	May	No	14.0	14.0
Wildlife - Field Operations - District 4	Kerrville	No	14.0	14.5
Wildlife - Field Operations - District 5	College Station	Yes	1.0	1.0
Wildlife - Field Operations - District 5	Fate	No	1.0	1.0
Wildlife - Field Operations - District 5	Hearne	No	1.0	1.0
Wildlife - Field Operations - District 5	Madisonville	Yes	1.0	1.0
Wildlife - Field Operations - District 5	Powderly	No	1.0	1.0
Wildlife - Field Operations - District 5	Purdon	Yes	1.0	1.0
Wildlife - Field Operations - District 5	Streetman	No	1.0	1.0
Wildlife - Field Operations - District 5	Tyler	No	4.0	2.8
Wildlife - Field Operations - District 5	Van	No	1.0	1.0
Wildlife - Field Operations - District 6	Huntsville	No	1.0	1.0
Wildlife - Field Operations - District 6	Jasper	No	2.0	2.0
Wildlife - Field Operations - District 6	Joaquin	No	1.0	1.0
Wildlife - Field Operations - District 6	Livingston	No	1.0	1.0
Wildlife - Field Operations - District 6	Lufkin	No	2.0	2.0
Wildlife - Field Operations - District 6	Nacogdoches	Yes	1.0	1.3
Wildlife - Field Operations - District 6	Queen City	No	1.0	1.0
Wildlife - Field Operations - District 6	Rusk	No	1.0	1.0
Wildlife - Field Operations - District 7	La Grange	No	13.0	12.6
Wildlife - Field Operations - District 8	Cotulla	No	1.0	1.0
Wildlife - Field Operations - District 8	Pleasanton	No	10.0	12.5
Wildlife - Habitat Assessment	Austin	No	5.0	5.0
Wildlife - Habitat Assessment	Buffalo	No	1.0	1.0
Wildlife - Habitat Assessment	Columbus	Yes	1.0	1.0

HQ, Regional or Field Office	Location	Co-Location? Yes/No	Number of Budgeted FTEs FY2019	Number of Actual FTEs FY2019
Wildlife - Habitat Assessment	Corpus Christi	Yes	1.0	1.0
Wildlife - Habitat Assessment	Lubbock	No	1.0	1.0
Wildlife - Landowner Incentive Program	Austin	No	1.0	1.0
Wildlife - Landscape Ecology	Austin	No	-	5.7
Wildlife - Master Naturalist Program	Kerrville	No	1.0	1.0
Wildlife - Nongame Fish and Wildlife	Austin	No	6.0	5.6
Wildlife - Nongame Fish and Wildlife	Boerne	Yes	1.0	1.5
Wildlife - Nongame Fish and Wildlife	Nacogdoches	Yes	1.0	1.0
Wildlife - Northeast Texas Eco System	Karnack	Yes	2.0	2.0
Wildlife - Northeast Texas Eco System	Lindale	Yes	3.0	3.0
Wildlife - Northeast Texas Eco System	Omaha	Yes	2.0	2.0
Wildlife - Northeast Texas Eco System	Powderly	Yes	2.0	2.0
Wildlife - Northeast Texas Eco System	Sulphur Springs	Yes	2.0	2.0
Wildlife - Pineywoods Ecosystem Project	Nacogdoches	No	6.0	6.2
Wildlife - Pineywoods Ecosystem Project	Zavalla	No	2.0	2.0
Wildlife - Private Lands Program	Austin	No	3.0	3.0
Wildlife - Private Lands Program	College Station	Yes	1.0	1.0
Wildlife - Private Lands Program	Tyler	Yes	1.0	1.0
Wildlife - Public Hunting and WMA	Austin	No	5.0	4.6
Wildlife - Public Hunting and WMA	College Station	Yes	1.0	1.0
Wildlife - Region 3 - GIS	Tyler	Yes	1.0	1.0
Wildlife - Regional Office - Alpine	Alpine	No	6.0	6.6
Wildlife - Regional Office - Brownwood	Brownwood	No	3.0	2.0
Wildlife - Regional Office - Brownwood	Mason	No	1.0	1.0
Wildlife - Regional Office - Rockport	Rockport	No	4.0	4.0
Wildlife - Regional Office - Tyler	Tyler	No	4.0	4.0
Wildlife - Scientific/Rehabilitation/Zoological Permits	Austin	No	4.0	3.5
Wildlife - Small Game Administration	Abilene	No	1.0	1.0
Wildlife - Small Game Administration	Austin	No	7.0	6.0
Wildlife - Small Game Administration	Buffalo	No	1.0	1.0

HQ, Regional or Field Office	Location	Co-Location? Yes/No	Number of Budgeted FTEs FY2019	Number of Actual FTEs FY2019
Wildlife - Small Game Administration	Canyon	Yes	1.0	1.0
Wildlife - Small Game Administration	San Marcos	No	1.0	1.6
Wildlife - Texas Natural Diversity Database	Austin	No	4.0	4.0
Wildlife - Texas Nature Trackers	Austin	No	2.0	1.0
Wildlife - Texas Wildscapes, Roundup and Nongame Publication	Austin	No	1.0	1.0
Wildlife - Upper Coast Wetlands Ecosystem Project	Port Arthur	No	2.0	1.8
Wildlife - Urban Fish and Wildlife	Austin	No	1.0	1.0
Wildlife - Urban Fish and Wildlife	Cedar Hill	No	2.0	2.0
Wildlife - Urban Fish and Wildlife	El Paso	Yes	1.0	1.1
Wildlife - Urban Fish and Wildlife	Houston	No	2.0	2.0
Wildlife - Urban Fish and Wildlife	San Antonio	No	2.0	2.0
Wildlife - Waterfowl and Wetlands Project	Tyler	Yes	1.0	1.0
Wildlife - WMA - Black Gap WMA	Alpine	No	4.0	2.9
Wildlife - WMA - Chaparral WMA	Cotulla	No	7.0	6.3
Wildlife - WMA - Elephant Mountain WMA	Alpine	No	4.0	4.0
Wildlife - WMA - Gene Howe WMA	Canadian	No	2.0	2.0
Wildlife - WMA - Gus Engeling WMA	Tennessee Colony	No	7.0	7.1
Wildlife - WMA - J D Murphree WMA	Port Arthur	No	7.0	7.1
Wildlife - WMA - James Daughtrey WMA	Tilden	No	2.0	2.0
Wildlife - WMA - Kerr WMA	Hunt	No	9.0	10.1
Wildlife - WMA - Las Palomas WMA	Weslaco	No	5.0	5.1
Wildlife - WMA - Mason Mountain WMA	Mason	No	4.0	4.0
Wildlife - WMA - Matador WMA	Paducah	No	6.0	6.1
Wildlife - WMA - McGillivray and Leona McKie Muse WMA	May	No	1.0	1.1
Wildlife - WMA - Nannie M Stringfellow WMA	Bay City	No	2.0	2.0
Wildlife - WMA - Powderhorn WMA	Port O'Connor	No	2.0	2.0
Wildlife - WMA - Richland Creek WMA	Streetman	No	4.0	4.0
Wildlife - WMA - Roger R Fawcett WMA	Gordon	No	3.0	3.0

HQ, Regional or Field Office	Location	Co-Location? Yes/No	Number of Budgeted FTEs FY2019	Number of Actual FTEs FY2019
Wildlife - WMA - Sierra Diablo WMA	Alpine	No	1.0	1.0
Wildlife - WMA - Yoakum Dunes WMA	Paducah	No	2.0	2.0
Wildlife - WMA Facilities	Austin	No	1.0	1.0
Grand Total			3,236.8	2,960.9

Table 10 Exhibit 10 FTEs by Location

Actual FTEs are as of 3rd quarter and include temporary FTEs (i.e. contractors, interns, and 100 percent federal funded).

* Law Enforcement Game Warden Training Center budgeted total includes Game Warden Trainee positions that subsequently fill vacancies in other locations.

** Coastal Fisheries – Lease is set to expire on August 31, 2020. No co-location after lease expiration. TPWD shares space with TCEQ and faculty at TAMU Corpus-Christi.

*** Communications – Co-locate with Texas A&M University-Corpus Christi and Texas A&M University.

C. What are your agency’s FTE caps for fiscal years 2017–2020?

FY2017: 3,143.2 FTEs

FY2018: 3,149.2 FTEs

FY2019: 3,146.2 FTEs

FY2020: 3,162.3 FTEs*

*Reflects transfer of 42.3 FTEs to the Historical Commission pursuant to transfer of historic sites required by H.B.1422 (86R).

D. How many temporary or contract employees did your agency have in fiscal year 2018? Please provide a short summary of the purpose of each position, the amount of expenditures per contract employee, and the procurement method of each position.

During 2018, the Department reported a total of 15.6 temporary/contract FTEs, including contractors, interns, and 100 percent federally funded positions, to the State Auditor’s Office. The purposes, expenditures and procurement method for these positions are shown below:

Position	Purpose	Amount Expended	Procurement Method
Coastal Fisheries Division – 100 percent FF Position	Assists with the development of a publicly available web-based geospatial platform, the Environmental Flow Information Toolkit (EFIT), to identify priority flow protection and restoration opportunity areas within the Brazos, Canadian, Colorado and Red River native Fish Conservation Areas (NFCAs). This is a federal grant award with the Wildlife Management Institute. The project will be completed on 9/30/2019.	\$51,246	Agency job posting process/procedures

Position	Purpose	Amount Expended	Procurement Method
Coastal Fisheries Division -Sea Center Intern	Provides support to the Visitor Center Manager at Sea Center Texas. Assists with outreach and volunteer programs, interacts with the public providing interpretive programs, and assists with guided hatchery tours, touch tank activities and gift shop operations as needed.	\$6,834	Agency job posting process/procedures
Communications Division – Contractor (Texas Children In Nature)	Facilitates capacity building for the Texas Children in Nature coalition primarily through support of the regional groups, development of youth leadership, and assistance with the state steering committee business.	\$58,125	Solicitation
Communications Division – Contractor (Marketing)	Provides email marketing services, media affiliate relations outreach, research, and promotions, social media support for the Communications Division. The position is responsible for the day-to-day, hands-on execution of email marketing programs.	\$53,479	Solicitation
Communications Division – Intern	To provide experience working on a wide variety of marketing efforts to promote state parks, nature tourism, conservation, fishing and hunting.	\$6,039	Agency job posting process/procedures
Information Technology Division -Contractor	To provide contracting services as Linux Admin Analyst.	\$29,640	Pass thru- Best Value
Information Technology Division -Contractor	To provide contracting services for project management services related to Data Center.	\$123,950	Pass thru- DIR Solicitation
Information Technology Division -Contractor	To provide contracting services for project management services for Operations.	\$74,160	Best Value
Information Technology Division -Contractor	To provide contracting services for mobile apps.	\$121,689	DIR Solicitation
Information Technology Division -Contractor	To provide contracting services for desktop support.	\$40,501	Best Value
Information Technology Division -Contractor	To provide contracting services for Java apps (SEAM).	\$175,038	DIR Solicitation
Information Technology Division -Contractor	To provide contracting services for Java apps (SPRING).	\$138,858	DIR Solicitation
Infrastructure Division - Intern	Summer intern to assist with archiving section of Infrastructure Division.	\$4,776	Agency job posting process/procedures
Inland Fisheries Division - Interns	Summer interns assigned to assist biologists in various locations with field work and other projects.	\$33,890	Agency job posting process/procedures

Position	Purpose	Amount Expended	Procurement Method
State Parks Division – Donation Funded Position	To provide support for the Texas Outdoor Family Program and manage the logistics of hosting multiple events throughout the Houston area. The Texas Outdoor Family Training Assistant is temporarily funded through a donation made to the Texas Outdoor Family Program.	\$12,959	Agency job posting process/procedures
State Parks Division-Interns	To introduce interested college students, particularly minorities and women, to career opportunities in positions located statewide and job settings in which to gain practical experience and training in natural and cultural resource fields.	\$115,138	Agency job posting process/procedures
Wildlife Division-Interns	To provide assistance and support for various Wildlife programs, including: assisting WMA staff in all aspects of WMA operations; conducting wildlife research, environmental reviews, field investigation, and assisting with environmental outreach at various locations.	\$106,546	Agency job posting process/procedures

*Expended amounts reported above do not include fringe (reflect salary amount only).

E. List each of your agency’s key programs or functions, along with expenditures and FTEs by program.

**See Exhibit 11 Example.
Texas Parks and Wildlife Department
Exhibit 11: List of Program FTEs and Expenditures — Fiscal Year 2018**

Program	Actual FTEs FY2018	Budgeted FTEs FY2019	Actual Expenditures FY2018	Budgeted Expenditures FY2019
Coastal Fisheries	176.9	198.0	\$16,199,510	\$34,761,844
Communications	70.8	80.0	\$9,216,194	\$21,213,264
Executive	39.6	32.0	\$5,114,383	\$2,379,354
Financial Resources	105.0	113.0	\$6,895,277	\$7,411,688
Human Resources	25.8	36.0	\$1,979,459	\$2,750,389
Information Technology	72.7	82.5	\$5,545,029	\$6,692,479
Infrastructure	92.9	80.0	\$5,183,015	\$5,687,223
Inland Fisheries	195.5	222.0	\$18,957,502	\$28,620,539
Law Enforcement	660.2	663.3	\$67,766,427	\$72,727,262
Legal	9.5	10.0	\$887,804	\$1,029,146
State Parks - Local Parks	17.3	19.0	\$19,503,136	\$58,841,569
State Parks	1,202.7	1,355.0	\$81,579,175	\$95,402,653
Support Resources**	N/A	29.0	N/A	\$5,283,469
Wildlife	303.2	317.0	\$35,475,839	\$92,302,233
Departmentwide	N/A	N/A	\$14,636,840	\$12,768,678

Program	Actual FTEs FY2018	Budgeted FTEs FY2019	Actual Expenditures FY2018	Budgeted Expenditures FY2019
Capital Construction*	N/A	N/A	\$21,842,710	\$102,503,567
Capital Information Technology*	N/A	N/A	\$6,082,112	\$8,921,859
Capital Land Acquisition*	N/A	N/A	\$1,897,245	\$3,233,741
TOTAL	2,972.1	3,236.8	\$318,761,657	\$562,530,957

Table 11 Exhibit 11 List of Program FTEs and Expenditures

Expended/budgeted amounts are by AY through May 2019 and exclude fringe costs and other items such as Statewide Cost Allocation Plan (SWCAP) (Appropriation 92071 only), Unemployment, Benefit Replacement Pay (BRP), etc. that are typically excluded from Operating Budget and Legislative Appropriations Request (LAR) submissions.

* Amounts tied to these programs are reflected under the managing division in VII. Guide to Agency Programs.

** Support Resources did not exist with a distinct budget until FY2019.

VII. Guide to Agency Programs

Complete this section for *each* agency program (or each agency function, activity, or service if more appropriate). Copy and paste questions A through P as many times as needed to discuss each program, activity, or function. Contact Sunset staff with any questions about applying this section to your agency.

A. Provide the following information at the beginning of each program description.

Name of Program or Function: Coastal Fisheries Division

Location/Division: 4200 Smith School Road, Austin, Texas 78744

Contact Name: Robin Riechers, Coastal Fisheries Division Director

Statutory Citation for Program: Parks and Wildlife Code

- §1.011(d) (Property of the State)
- §11.018 (Employees)

Multiple statutes and codes governing the function, activities, and services of the Coastal Fisheries Division are referenced in response to Section VII, Question O and Section VIII.

B. What is the objective of this program or function? Describe the major activities performed under this program.

The Coastal Fisheries (CF) Division's long-term vision involves ensuring that Texas coastal ecosystems are ecologically healthy and sustaining economic and recreational opportunities for 1.1 million saltwater anglers and outdoor enthusiasts. The CF Division is responsible for making fisheries management, habitat conservation, and water resource recommendations that support a coastal resource-based economy valued at more than \$2 billion annually.

This mission is being accomplished by:

- Managing and conserving the marine environment including ecosystems, resources, and habitats, and providing fishing and outdoor recreation opportunities.
- Facilitating the collection, computerization, summary, analysis, and reporting of routine monitoring and special study data; conducting research and coordinating cooperative projects; and recommending, implementing, and evaluating fisheries management measures.
- Maintaining freshwater inflows and instream flows of sufficient quality and quantity to sustain the ecological health of Texas rivers, springs, lakes, and estuaries.

Major program activities include the following:

Assessments for Marine Resource Management

- Provide annual status assessments of finfish, shrimp, crab, and oyster populations and associated environmental conditions within the marine waters of Texas.
- Work with user groups of recreational and commercial anglers and others with interest in marine resources to obtain input on resource issues.
- Prepare and update long-range management plans for optimal sustainable yield of marine resources that will provide consistent economic and sociological benefits to users and consumers of aquatic products while protecting the resource.
- Disseminate information to the public regarding coastal resources through press releases, social media, public meetings, and various outreach events.

Stock Identification and Research

- Manage and enhance existing fishery populations through stock identification, life history studies, and genetic and reproductive physiology research.
- Coordinate studies to evaluate better methods to conserve and protect non-targeted aquatic species and to determine optimal uses of aquatic resources.

Fisheries Enhancement

- Maintain and enhance existing fish stocks in selected marine habitats.
- Provide continuous evaluation of the impact of fish stocking on resident populations and fishing success.
- Operate marine fish hatcheries in Corpus Christi (Marine Development Center), Lake Jackson (Sea Center Texas), and Palacios (Perry R. Bass Marine Fisheries Research Station).

Artificial Reefs

- Oversee development and maintenance of artificial reefs off the Texas coast.
- Evaluate utilization of artificial reefs by marine species, anglers, and divers.

Water Resources

- Work with stakeholders and scientists to identify instream flow and freshwater inflow regimes adequate to support fish and wildlife resources.
- Provide technical expertise and data to federal, state, and local agencies to help ensure sufficient water quality and quantity for plants, fish, and wildlife.
- Work with public and private entities to integrate planning and management of groundwater, spring, stream, wetland, estuarine, and marine ecosystems.
- Establish and maintain cooperative strategies to incorporate long-term plant, fish, and wildlife needs in all statewide, regional, and local watershed planning, management, and permitting processes.
- Provide comments to the Texas Commission on Environmental Quality (TCEQ) on discharge permits and actions affecting fish and wildlife resources. Work with TCEQ on the implementation of the Total Maximum Daily Load projects.

Habitat Conservation

- Provide information to the public on the importance of wetlands to fish and wildlife and provide recommendations to the U.S. Army Corps of Engineers (USACE) to lessen impacts on the state's water, fish, and wildlife resources.
- Inventory and assess coastal habitats and identify and quantify the impacts of habitat changes on natural resources and ecosystems.
- Implement habitat restoration projects within the coastal plain with a goal of restoring and maintaining fish and wildlife habitat.
- Respond to spills and pollution incidents that cause mortality of fish and wildlife, pursue civil restitution for the value of the fish or wildlife damaged, and oversee restitution projects conducted by the responsible party.
- Coordinate and promote partnerships with local, state, and federal entities on research and planning efforts which maintain and restore aquatic ecosystem health and function.
- Provide leadership and participation in multidisciplinary conservation workgroups with a goal of collaboration of efforts to address monitoring, assessment, and threats to wildlife and fisheries.

Cooperation with Other Resource Management Entities

The CF Division collaborates with many public and private entities to perform their mandated functions.

Federal agencies include the U.S. Fish and Wildlife Services (USFWS), Environmental Protection Agency (EPA), U.S. Army Corps of Engineers (USACE), National Oceanic and Atmospheric Administration (NOAA), U.S. Department of Agriculture (USDA), National Marine Fisheries Service (NMFS), Natural Resource Conservation Service (NRCS), U.S. Geological Survey (USGS), and National Park Service (NPS).

State agencies include the Texas Commission on Environmental Quality (TCEQ), Texas Water Development Board (TWDB), General Land Office (GLO), Texas Department of Transportation (TxDOT), Texas Animal Health Commission (TAHC), and Texas Department of State Health Services (TDSHS).

Councils, commissions, programs, and other entities include Gulf of Mexico Fishery Management Council (GMFMC), Gulf States Marine Fishery Commission (GSMFC), Gulf of Mexico Alliance (GOMA), Gulf of Mexico Program (GOMP), Coastal Bend Bays and Estuaries Program (CBBEP), Galveston Bay Estuary Program (GBEP), Texas Water Conservation Advisory Council (TWCAC), non-governmental organizations, conservation groups, river authorities, groundwater districts, port authorities, industry, county and city governments, and universities.

- C. What evidence can you provide that shows the effectiveness and efficiency of this program or function? In Exhibit 12, provide a list of statistics and performance measures that best convey the effectiveness and efficiency of this program or function. Also, please provide the calculation or methodology behind each statistic or performance measure. Please do not repeat measures listed in Exhibit 2 unless necessary to understand the program or function.

**Texas Parks and Wildlife Department
Coastal Fisheries Division**

Exhibit 12: Program Statistics and Performance Measures — Fiscal Year 2018

Program Statistics or Performance Measures	Calculation (if applicable)	FY2018 Target	FY2018 Actual Performance	FY2018 % of Annual Target
Annual Percent Change in Recreational Saltwater Fishing Effort	*	-0.96%	5.06%	527.08%
Number of Saltwater Fish Management Research Studies Underway	*	22	13	59.09%
Number of Saltwater Fish Population and Harvest Surveys Conducted	*	8,131	9,570	117.70%
Number of Water-Related Documents Reviewed (Coastal)	*	270	228	84.44%
Number of Pollution and Fish Kill Complaints Investigated (Coastal)	*	69	42	60.87%

Table 12 Exhibit 12 Program Statistics and Performance Measures *See Exhibit 3

*Information on the methodology used to collect and report data for the non-key measures in Exhibit 12 can be found in Schedule B (Performance Measure Definitions) of the TPWD FY2019-2023 Strategic Plan at: https://tpwd.texas.gov/publications/pwdpubs/media/pwd_bk_a0900_0622_07_18.pdf.

D. Describe any important history regarding this program not included in the general agency history section, including how the services or functions have changed from the original intent. If the response to Section III of this report is sufficient, please leave this section blank.

Most services and functions have not changed from the original intent, but some evolution and enhancement has occurred in the past decade.

A few milestones of importance in the Coastal Fisheries Division's history:

- 1948 - Rockport Marine Lab opens.
- 1974 - First statewide saltwater fish harvest survey.
- 1975 - First successful red drum spawning in captivity.
- 1983 - First saltwater fish hatchery opened.
- 1985 - Saltwater fishing stamp created through legislation.
- 1986 - Resource Protection Division created.
- 1988 - Oyster management plan is adopted by the TPW Commission.
- 1989 - Shrimp management plan is adopted by the TPW Commission.
- 1990 - Artificial Reef management plan adopted by the TPW Commission.
- 1995 - S.B. 750 (74R) authorized the first Commercial Bay and Bait (inshore) Shrimp License Management Program with license buyback to be implemented.
- 1997 - S.B. 1 (75R) calls for the development of regionally-based water plans that protect agricultural and natural resources. Department staff are designated as non-voting members.
- 1999 - Commercial Crab License Buyback Program, part of 1997 legislation, is implemented.
- 2002 - Commercial Finfish License Buyback Program, part of 1999 legislation, is implemented.
- 2004 - Resource Protection Division's Coastal and Water Resources components merged with Coastal Fisheries Division.
- 2005 - License moratoriums established for the commercial oyster (S.B. 272 - 79R) and Gulf shrimp (S.B. 454 - 79R) fisheries.
- 2005 - Independent Science Review of the CF Division's programs by the American Fisheries Society was completed.
- 2007 - S.B. 3 (80R) established a comprehensive, statewide process to protect environmental flows through adoption of environmental flow standards that will help ensure healthy rivers, streams, and estuaries for Texas.
- 2008 - Formation of an Ecosystem Resources team to focus on habitat assessment, monitoring and restoration.
- 2009 S.B. 2379 (81R) enhanced penalties associated with harvesting oysters from areas closed by the Department of State Health Services and with harvesting at night.
- 2011 - S.B. 932 (82R) amended Parks and Wildlife Code §76.020 to require the Department to sell harvester/shell recovery tags and require funds generated from this tag to be used to place suitable cultch materials onto public oyster reefs. Additionally, this legislation granted authority to the TPW Commission to delegate the authority to the executive director to close areas when determined to have been overworked.

- 2017 - H.B. 51 (85R) amended sections in Parks and Wildlife Code, Chapter 76 (Oysters) to enhance penalties for the harvest of undersize oysters; required certified shellfish dealers to return a percentage of oyster shell or suitable cultch materials to public reefs or pay a fee in lieu of returning shell; and, directed the TPW Commission to implement a voluntary commercial oyster boat license buyback program.
- 2017 - H.B. 1724 (85R) established the Commercial License Buyback Subaccount, merging the license specific accounts allowing funds to only be used to buyback commercial licenses from willing license holders.
- 2017 - H.B. 1260 (85R) established a Commercial Gulf Shrimp Unloading License that allows non-resident commercial shrimp boats to unload shrimp to licensed wholesale shrimp dealers in Texas.
- 2018 - Texas and the other four Gulf states were each issued an Exempted Fishing Permit from the United States Department of Commerce, National Oceanic and Atmospheric Administration, National Marine Fisheries Service for 2018 and 2019, which allowed the states to manage the private angling component for the red snapper fishery in the exclusive economic zone of Texas and the other states.
- 2019 - H.B. 1300 (86R) directs the TPW Commission to establish rules creating a cultivated oyster mariculture program in Texas.
- 2019 - H.B. 2321 (86R) enhances penalties associated with harvesting oysters from areas closed by the Department due to oysters being overworked in the area or the area being reseeded with oyster cultch.

As the needs of resource users change and issues arise, the strategies used by the CF Division to meet the Department's mission will evolve. The CF Division has endeavored to develop an ecosystem approach to coastal resource management. These issues are complex and will require a multi-disciplinary approach to achieve successful management.

Some significant programmatic accomplishments of the CF Division include:

- License management programs for the commercial inshore shrimp (1995), crab (1997), finfish (1999), Gulf shrimp (2005), and oyster (2005) fisheries were established by the Legislature to assist the Department in managing these fisheries through a voluntary program to reduce fishing effort so those electing to remain in the fishery can become economically viable. These programs add an additional management tool beyond the traditional management tools available, e.g. bag and size limits, allowing for sustainable and economically viable fisheries.
- In 2006, the Coastal Fisheries Stock Enhancement Program initiated an effort to hatchery-rear juvenile southern flounder for the end-purposes of stock enhancement. The primary goal of this program is to develop techniques for culturing this species on a large-scale basis. Since 2009, 495,304 southern flounder fingerlings have been stocked into coastal bays and estuaries.
- In 2007, the 473-foot *USTS Texas Clipper* was deployed as an artificial reef in 132 feet of water off the coast of Brownsville. The *Clipper* was initially a WWII transport vessel and later became an ocean liner before becoming a training vessel for the Texas A&M

University – Galveston maritime cadets. It continues to function as habitat for encrusting invertebrates and reef fish species.

- In 2013, H.B. 3279 (83R) prohibited the uprooting of seagrasses in all Texas coastal waters. This was a result of many years of seagrass monitoring and assessment, the development of a seagrass conservation plan, and the designation of Redfish Bay as a State Scientific Area.
- In 2015, H.B. 2031 (84R) required that the Department and the Texas General Land Office (GLO) conduct a study to identify zones in the Gulf of Mexico that are appropriate for the diversion of marine seawater and for the discharge of brine concentrate, while taking into account the need to protect marine organisms. Study results will inform a new optional permit application process currently under development at the Texas Commission on Environmental Quality. The Department and GLO submitted the study report on September 1, 2018.
- Development of the San Solomon Springs Biomonitoring Plan in January 2018 established quarterly biological monitoring to better understand the impacts that increased oil and gas activity may have in far west Texas. While the Alpine High Play is in its infancy and the full extent of exploration and production are yet to be realized, general concerns exist regarding potential impacts to water quantity and quality, area recreational activities, and critical or restricted habitat for rare species.
- In 2018, 250 Kemp’s ridley sea turtle nests were found in Texas, as well as 17,945 nests along beaches in Tamaulipas, Mexico, where over 828,000 hatchlings were released into the Gulf of Mexico.
- The CF Division’s lead partnership role in habitat restoration was successful in seeking competitive funding for projects along the Texas coast, resulting in over 20,000 acres of coastal habitat restored, enhanced or protected with over \$10 million of funded support (a match of \$45.00 for every Department dollar spent). These efforts have earned it the USFWS National Wetland Conservation Partnership Award (North Deer Island), Gulf Guardian Award (Conservation in West Galveston Bay), and Coastal America Award for various projects.
- One example of habitat restoration activities is the CF Division’s participation as liaison among different divisions and agencies in the planning for the Keith Lake Fish Pass restoration project, intended to protect large areas of this sensitive Chenier Plains marsh. This project will contribute to the protection of 60,000 acres of important federal and state owned coastal brackish marsh.
- The CF Division’s Perry R. Bass research program is coupled with the CF Division’s routine sampling program in collecting biological samples from important game fish species. This data set, unique in its size and scope, is the largest data set of its kind in North America. The data points are being used to systematically assess age, growth and mortality data for these important marine species.

- Since the inception of the Texas Artificial Reef Program and the initial Rigs-to-Reefs donation, the program has collected over \$31.5 million in donations. Over the past 10 years, the program has received 93 oil and gas structures and over \$21.2 million in donations.
- The Artificial Reef Program received funding from the *Deepwater Horizon* Natural Resource Damage Assessment monies as a restoration project. The three projects totaled \$7.7 million: 1,600 concrete pyramids at the Matagorda Nearshore Reef Site (\$3.6 million); 800 concrete pyramids at the George Vancouver Liberty Ship Reef Site (\$2.2 million); and deployment of the 371-foot cargo carrier, the *MV Kraken*, at HI-A-424 in 142 feet of water (\$1.9 million) – completed January 27, 2017.
- Over the years, the Coastal Conservation Association (CCA) and partners have been responsible for over \$1.8 million in donations for reef material, construction, obtainment, and deployment at Texas artificial reef sites. In 2014, CCA worked with the Saltwater-fisheries Enhancement Association (SEA) in 2014 to deploy the *MV Kinta S*, a 155-foot vessel. Another major contribution by CCA, Building Conservation Trust, Shell Oil, and the TPW Foundation deployed 700 pyramids at Port O’Connor Reef Site in 2017.
- Hurricane Ike (2008) resulted in the loss of at least half of the consolidated oyster reefs in Galveston Bay (approximately 8,000 acres). Over \$11.7 million in federal fishery disaster funding, donations, and grants have allowed the Department to restore over 1,600 acres of oyster habitat in Galveston Bay.

E. List any qualifications or eligibility requirements for persons or entities affected by this program, such as licensees, consumers, landowners, for example. Provide a statistical breakdown of persons or entities affected.

The CF Division serves the more than 28.7 million Texas citizens who rely on the quantity and quality of critical water resources of the state, as well as the health of the coastal habitat. Additionally, the CF Division serves those citizens who directly interact with marine aquatic resources including recreational fishers, commercial fishers and associated industries, boaters, and all citizens engaged in other outdoor activities, approximately 4.3 million wildlife-watchers in 2011.

There are approximately 1.1 million (2018) saltwater anglers who must purchase a fishing license and saltwater stamp. This is required for all residents and nonresidents who recreationally fish in public saltwater and who are not exempt for any reason.

In 2015, commercial fisheries in Texas contributed approximately \$1 billion in sales, \$361 million in income, and nearly 15,000 jobs.² Commercial fishermen have specific eligibility requirements for each type of license they must have to harvest specific types of finfish or shellfish. Wholesale fish, bait dealers, and fish guides are also licensed under specific qualifications.

²National Marine Fisheries Service. 2017. Fisheries Economics of the United States, 2015. U.S. Dept. of Commerce, NOAA Tech. Memo. NMFS-F/SPO-170, 247p.

F. Describe how your program or function is administered, including a description of the processes involved in the program or function. Include flowcharts, timelines, or other illustrations as necessary to describe agency policies and procedures. Indicate how field/regional services are used, if applicable.

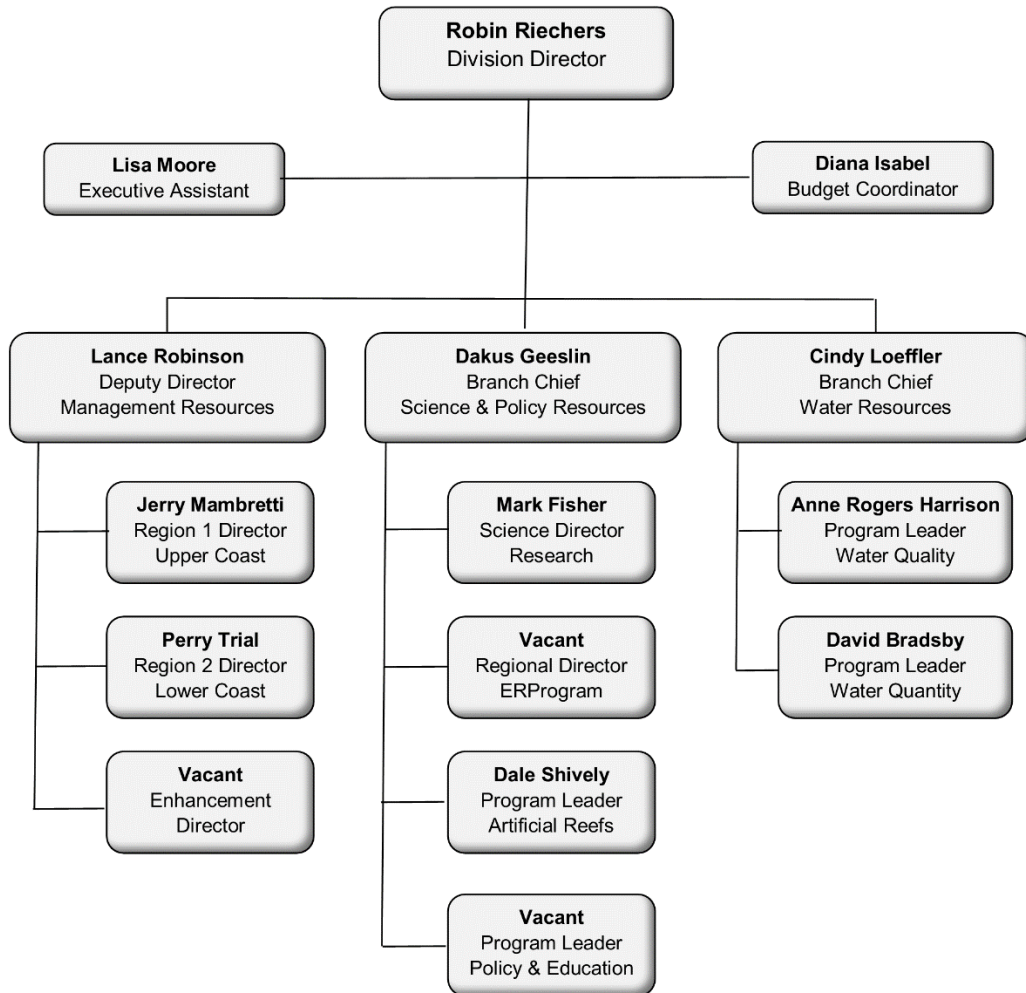
The CF Division is administered by a division director and a management team composed of a deputy division director, who is also the management resources branch chief, a science and policy branch chief, and a water resources branch director.

Three regional field directors (two management and one ecosystem resources), an enhancement director, and a science program director support the management and supervision of ten field stations located from Port Arthur to Brownsville. These include ecosystem leaders, team leaders, and hatchery managers, who report to regional and program directors, direct biologists, and technicians. Field staff collect data about marine resource conditions, fish, shrimp, crab, and oyster populations, habitat quantity and quality, users of the resource, and will make management recommendations as needed. Staff respond to fish and wildlife mortality events (pollution and anthropogenic causes) and determine the causes and how they might impact habitats and populations. At the three hatcheries, fish are reared for stocking in public waters. Data from all of the programs are used as the basis for subsequent management recommendations or to determine approaches to increase efficiency.

Routine meetings of program directors and larger groups of Coastal leadership teams are used as planning and strategic work sessions. Teams are used extensively to address current policy and management issues and to get the largest possible input on the logistic and policy consequences of potential decisions. Partially because of the diverse nature of constituent groups, communications processes within the CF Division are considered of the utmost importance.

The following is the Coastal Fisheries Division organization chart:

COASTAL FISHERIES DIVISION



- G. Identify all funding sources and amounts for the program or function, including federal grants and pass-through monies. Describe any funding formulas or funding conventions. For state funding sources, please specify (e.g., general revenue, appropriations rider, budget strategy, fees/dues).**

Coastal Fisheries Division	
Method of Finance	Amount
L8016 – Unclaimed Refunds of Motorboat Fuel Tax	\$24,360
L0009 GR-Dedicated Game, Fish and Water Safety	\$9,154,729
L0555 - Federal Funds	\$5,601,366
L0666 - Appropriated Receipts	\$1,138,517
L0777 - Interagency Contracts	\$280,539
	\$16,199,510

- H. Identify any programs, internal or external to your agency, that provide identical or similar services or functions to the target population. Describe the similarities and differences.**

No single internal or external program can provide the services of the CF Division in its entirety; however, some programs have functions similar to portions of this program.

INTERNAL

Freshwater fisheries management (Inland Fisheries Division) functions are similar to the marine fisheries management functions that the CF Division uses. Obvious differences between freshwater and marine environments produce substantial differences in management tools. The CF Division also has significant responsibilities in commercial fisheries management. More recently, the CF Division gained authorization for state management of the private recreational red snapper fishery in federal waters.

Coastal habitat restoration, enhancement and management are responsibilities that are shared with the Wildlife Division. However, these programs differ in that the CF Division’s efforts focus on public resource areas such as state-owned submerged lands and Coastal Management Areas while the Wildlife Division’s focus is on Department-managed Wildlife Management Areas and on private lands. The Artificial Reef Program is a legislatively mandated habitat-enhancement function unique to the CF Division.

Habitat conservation through permit and project review is a responsibility of the Coastal Fisheries, Inland Fisheries, and Wildlife Divisions. Inland Fisheries and Coastal Fisheries divided responsibilities with project review along similar boundaries of the permitting and reviewing agencies with which the CF Division’s role is coordinated. The Wildlife Division’s review of responsibilities is predominantly regarding terrestrial projects. The CF Division and Inland Fisheries (IF) Division collaborate and coordinate with the Wildlife Division when projects overlap the responsibilities of the respective programs.

The CF Division and the IF Division share in the Department’s responsibilities of investigation and response for fish and wildlife mortality for both anthropogenic and pollution events. Additional shared roles include reviewing and issuing Introduction permits and Aquatic Resource relocation plans for introductions, transplants, and relocations of fish, shellfish, and aquatic vegetation within Texas waters to reduce impacts from exotic species. The two

divisions also share in trustee duties for Natural Resource Damage Assessment (NRDA) projects.

The CF Division leads the Department's research, management and inter-agency coordination on water-related issues, including assuring adequate instream flows and freshwater inflows, respectively for Texas' rivers, bays, and estuaries. The Water Resources Branch conducts activities collaboratively with the IF Division's Habitat Conservation Branch. The Water Resources Branch focuses on policy issues while the Habitat Conservation Branch focuses on research, field studies, habitat assessment, protection, and restoration.

Education and outreach activities are functions shared with many other divisions. The CF Division has some unique opportunities for both activities at its Sea Center Texas and Marine Development Center with thousands of school-sponsored participants and their 84,000 annual visitors. Additionally, the Coastal Expo Program is unique to the CF Division in that most events are held inland often focusing on largely minority groups in urban locations. Other outreach functions are provided to local schools and interested organizations through local field stations. The CF Division also serves as partner organization in Coastal Brigades, a youth conservation leadership program with a focus on coastal resources.

Responsibilities for oversight of aquaculture facilities and operations are shared between the Coastal Fisheries, Inland Fisheries, and Law Enforcement Divisions. The CF Division has primary responsibility for inspections of commercial aquaculture facilities rearing marine species before and after startup and in the case of disease outbreak.

EXTERNAL

The National Marine Fisheries Service (NMFS), Gulf States Marine Fisheries Commission (GSMFC), and the Gulf of Mexico Fishery Management Council (GMFMC) are federal agencies or compacts that perform at a federal level while the CF Division performs at a state level. The CF Division represents Texas as sitting members of the GSMFC and GMFMC and represents Texas as the state representative to NMFS.

The Texas Commission on Environmental Quality (TCEQ), Texas Department of Agriculture (TDA), and Texas Animal Health Commission (TAHC) have some responsibilities for approval and oversight of aquaculture facilities. These responsibilities are largely complimentary with those of the CF Division.

The General Land Office (GLO) and the Coastal Coordination Advisory Council (CCAC) both have some oversight responsibilities for coastal natural resources issues; however, their role is primarily one of funding and development programs and review of coastal consistency with proposed projects along the coast.

While there is overlap with other state and federal agencies who review and comment on environmental documents and participate in water quality assessments, studies, project reviews, spill response, and damage claims, the CF Division has the sole responsibility of representing the state's fish and wildlife resource interest under state and federal law.

TCEQ is responsible for establishing and implementing the Texas surface water quality standards. The CF Division participates in this process by providing biological expertise, natural resource information and studies, and discussing policy options for matters affecting fish and wildlife.

TCEQ is also responsible for issuing water rights and addressing permitting issues regarding environmental flows, the Texas Instream Flow Program, and water needs for the environment and wildlife. The CF Division consults with TCEQ and provides information to assist TCEQ in making their determinations when it considers in water use deliberations and water rights permitting.

The Texas Water Development Board (TWDB) administers the regional water planning program and is involved in numerous other water development endeavors while the Department primarily considers fish, wildlife, and recreation resources.

Large public marine aquaria like the Texas State Aquarium are important partners and sources for some of the same information as Sea Center Texas; however, Sea Center Texas is free to visitors and focuses effort on educating visitors on coastal Texas natural resources, whereby others tend to have a more regional or global emphasis.

The Department cooperates with the Texas Department of State Health Services (DSHS) during harmful algal blooms (HAB) (e.g., red tide, *Dinophysis* blooms), spill/pollution, and fish kill events. The CF Division's focus during these events is to assess the impact to the fishery and ecosystem, while DSHS is charged with monitoring for any public health risks.

- I. **Discuss how the program or function is coordinating its activities to avoid duplication or conflict with the other programs listed in Question H and with the agency's customers. If applicable, briefly discuss any memorandums of understanding (MOUs), interagency agreements, or interagency contracts.**

The CF Division works in close cooperation with the other Department's divisions to achieve common and mutual goals. While there is overlap between the divisions in certain areas, the roles and responsibilities for each division are distinct. All division efforts are aimed at fulfilling the Department's mission.

Externally, the CF Division participates in groups like GOMA, GOMP, National Estuary Programs, GSMFC, GMFMC, and frequent direct contact with NMFS, all of which are involved in coastal resource management.

TCEQ, TDA, and the Department have entered a memorandum of understanding (MOU) to ensure the collaborative and responsible regulation of aquaculture facilities. The memorandum addresses topics such as wastewater discharge permit review, facility inspection, disease management, and exotic species control.

The CF Division brings a different set of priorities and responsibilities to addressing environmental flow issues that is complimentary to the efforts of external groups. The CF

Division provides biological expertise, natural resource information and studies, groundwater and water availability modeling from an ecological perspective, and an enhanced environmental component to many projects.

The CF Division works closely with other agencies who review USACE Clean Water Act permits and provide other environmental reviews. This collaboration minimizes conflicts between the various agencies' comments. Additionally, the CF Division works within stakeholder and interagency workgroups to develop habitat restoration, enhancement, and management projects in order to minimize duplication of effort.

J. If the program or function works with local, regional, or federal units of government, include a brief description of these entities and their relationship to the agency.

The CF Division partners with local units of government (city, county, regional governmental units) regarding activities related to tourism, recreational and commercial fishing, conservation, and environmental education. CF Division staff also work with members of the Texas Sea Grant program, regional water planning boards, National Estuary Programs, and universities on coastal resource issues.

The following are examples of the kinds of MOU's, contracts, and agreements the CF Division has in place.

- The Department has an MOU with TCEQ and TDA regarding aquaculture regulations.
- The CF Division works with GLO and DSHS regarding oyster lease management and the oyster fishery. These occasionally take the form of contracts or interagency agreements but may also occur on a less formal basis.
- Often in response to specific water rights permitting and water development projects, the Department (CF Division and Inland Fisheries Division), TWDB and TCEQ work together under an MOU to determine freshwater inflow and instream flow needs.
- The CF Division in cooperation with the Inland Fisheries Division has an MOU with the Southeastern Aquatic Resources Partnership (SARP), a consortium of 13 southeastern states, to develop an aquatic habitat plan and carry out habitat restoration activities.
- Interagency contracts for special research activities often with Texas A&M University (TAMU), University of Texas (UT) Marine Science Institute, University of Houston (UH)-Clear Lake, and others are completed as required, usually on an annual basis.
- An interagency agreement with USGS for offshore artificial reef site water quality analyses has been in place since 2013 and is renewed biennially.
- Coastal Fisheries staff work with river authorities, councils of government, and other parties on a wide-range of water quality issues and activities, such as participating in the Clean Rivers Program, Total Maximum Daily Load projects, and in response to fish and wildlife kills.
- Coastal Fisheries works with TWDB and regional water planning groups on developing regional water plans to address the state's long- and short-term water needs.
- Staff work extensively with federal agencies including USACE, USFWS, NMFS and EPA on environmental project review.

- Technical support is provided to city governments on grants and partnerships aimed at conserving coastal resources.

K. If contracted expenditures are made through this program please provide

- a short summary of the general purpose of those contracts overall;
- the amount of those expenditures in fiscal year 2018;
- the number of contracts accounting for those expenditures;
- the method used to procure contracts;
- top five contracts by dollar amount, including contractor and purpose;
- the methods used to ensure accountability for funding and performance; and
- a short description of any current contracting problems.

Contracts are purchase orders that are initiated for third-party, pass-through grants to various universities or non-profit organizations for specific projects to support the mission of the CF Division. Other purchase orders are initiated for the purchase of new equipment, as well as maintenance and operations of our facilities and equipment. Contracts are also initiated to support the various programs and objectives for other goods and services. In 2018, 749 contracts (count reflects purchase order's accounting for expenses and may include instances of purchase orders involving multiple divisions which are also counted elsewhere) accounted for expenditures totaling \$4,707,194. For the purpose of this analysis, the Department considers all expenditures made by purchase order to be contract expenditures. State purchasing and contract policy and procedures are utilized to procure contracts. In addition, Parks and Wildlife Code allows for contracting with non-profit organizations. To ensure accountability and performance, third-party contracts have a statement of work that outlines deliverables that must be achieved. Retainage is held from these contractors until the deliverables are met and a final report is provided. These third-party agreements are usually federally funded, so they must also conform to the federal requirements. Project managers and contract managers are assigned to each third-party contract, and they are accountable for validating and approving expenses submitted for payment. For other vendor purchase orders, a vendor performance report is submitted to the Comptroller of Public Accounts office for contracts over \$25,000. For goods and services, the responsible party verifies that what was ordered was received and then initiates payment. The Department's financial systems, Business Information System (BIS), is the system of record and funds are budgeted and controlled to ensure that funding is available. Currently, there are no contracting problems to report.

The top five contracts by dollar amount, including contractor and purpose for the CF Division are:

Purchase Order	Contractor	Amount	Purpose
496204	THE ARTIST BOAT INC	\$1,000,000	Pass-through grant (Coastal Wetlands Conservation Grant Program) for Artist Boat, as sub-grantee to acquire, in fee simple, 65 acres of the Anchor Bay tract within West Galveston Bay. The proposed acquisition tract will directly benefit and protect approximately one (.08) acre of irregularly exposed intertidal emergent marsh, eighteen (17.6) acres of regularly flooded estuarine intertidal emergent marsh, twenty-two (21.6) acres of regularly flooded sand flat habitat, ten (10.0) acres of irregularly flooded estuarine emergent salt flat marsh habitat, and fifteen (15.0) acres of upland coastal prairie.
504042	UNIVERSITY OF TEXAS RIO GRANDE VALLEY	\$238,536	Pass-through grant (State Wildlife Grant Program) to the university for a research project entitled "Establishing a Harmful Algal Bloom and Plankton Community Composition Observing Time-series in the Lower Laguna Madre at Brazos Santiago Pass."
492695	GALVESTON BAY FOUNDATION INC	\$186,775	Pass-through grant (through TCEQ) entitled "Regional Conservation Maintenance and Management."
504412	CHESAPEAKE BOATS INC	\$186,750	Repair of research vessel that was damaged in Hurricane Harvey.
475324	UNIVERSITY OF TEXAS RIO GRANDE VALLEY	\$179,194	Interagency Contract with the university for a project entitled "Artificial Reef Biological Monitoring and Research Program FY2016 - FY2018."

L. Provide information on any grants awarded by the program.

N/A

M. Are there any barriers or challenges that impede the program's performance, including any outdated or ineffective state laws? Explain.

- S.B. 3 and H.B. 4 (80R) established the Texas Water Trust (Trust) to hold water rights dedicated to environmental needs, including instream flows, water quality, fish and wildlife habitat, or bay and estuary inflows. The Trust is within the Texas Water Bank, which is administered by TWDB. To date, only three water rights have been placed in the Trust. The long-term benefits of obtaining water rights to ensure instream and freshwater inflows could provide long-term natural resource benefits. A greater use of this as a management tool should either occur at TWDB, or placement in the Department could give the program greater visibility as a protection tool.
- Parks and Wildlife Code §12.024 allows for the Department, on its request, to be a full party in any hearing on an application to store, take, or divert water. During its last Sunset Review, TCEQ's rules at 30 Tex. Admin. Code §§55.103, 55.201, 55.203, 55.256, and 80.109 were changed prohibiting TPWD's participation, as a landowner or stakeholder of any kind, in permit hearings. In order to be able to protect the interest of the state's fish and wildlife resources, as well as the status as a landowner of state parks and wildlife

management areas, the ability of the Department to have full party participation and, in particular, to be a full party when the Department is an adjacent landowner, would allow for greater protection of Texas' aquatic terrestrial and habitat resources.

N. Provide any additional information needed to gain a preliminary understanding of the program or function.

The CF Division has been collecting fisheries management data systematically since 1974. This 45-year database is currently considered one of the finest and most complete coastal information sources available. Each year, about 7,000 fisheries samples are collected and over 1,100 fisheries harvest surveys are conducted by CF Division staff to assess the status of Texas' recreational and commercial fisheries, the populations of marine organisms, and habitats on which they depend. Since 1974, CF Division staff have collected data on over 700 different species of marine organisms.

An independent peer review, Science Review of the Inland and Coastal Fisheries Divisions, Texas Parks and Wildlife Department, American Fisheries Society (January 31, 2005) found that "the Inland and Coastal Fisheries Divisions have developed a well-defined set of protocols for obtaining comprehensive, scientifically sound data on fish populations, habitats, and constituents". Further, they found that "both fisheries divisions of the Department are national leaders in their commitment to the human dimensions component of fisheries."

Texas also pioneered the development of marine fish hatcheries for stocking red drum and spotted seatrout, and new southern flounder. The marine hatchery program is a model for other coastal states' marine fish stocking programs. Use of the information derived from these analyses and fishing stocking protocols, based on scientific evaluations of need, has allowed managers to improve recreational fishing along the Texas coast to its current decades-high level.

Because the Coastal Fisheries Management Program is held in such high esteem, the Department's influence in interjurisdictional Gulf-wide management plans and decisions has been substantial.

The CF Division's Artificial Reef Program was the first of its kind in this hemisphere and was recognized as a Technology Pioneer by the Offshore Energy Center. The program uses donations from petroleum companies to create artificial habitats (reefs) for aquatic life – serving anglers, divers, and conservationists. The companies who participate also receive benefits and help to maintain the habitats in Texas and federal waters off the Texas coast.

The CF Division's Delehide Cove Wetland Restoration and Protection Project was awarded one of two 2005 National Wetland Conservation Awards. Coastal Fisheries staff were also an integral member of the workgroup that implemented the Brays Bayou Marsh at Mason Park and received the 2006 Gulf Guardian Award for Partnerships from the Gulf of Mexico Program.

As a result of the CF Division's work in conducting surveys and assessments in monitoring a major harmful algal bloom in 2005, and its efforts in coordinating various agencies and

establishing timely communiqués to the public through various media venues, the CF Division received an EPA Gulf Guardian award (3rd place, Partnership) in 2006.

In 2008, the Coastal Fisheries Ecosystem Team received the Texas Public Employees Association Unsung Hero award from the Office of Governor Rick Perry in recognition of their work in monitoring and managing the recreational and commercial fisheries of the state of Texas.

The Edwards Aquifer Recovery Implementation Program (EARIP), of which the Department is a member, received the 2013 Partners in Conservation Award from the Secretary of the U.S. Department of the Interior. The EARIP was created in 2006 and modified by the Texas Legislature through S.B. 3 (80R) in 2007. The EARIP stakeholder group worked to develop and implement a Habitat Conservation Plan that balances the needs of both federally-listed and non-listed species with the needs of communities, agriculture, and industry who depend upon the Edwards Aquifer.

Department staff from the Legal, Coastal Fisheries, and Inland Fisheries Divisions began working with the Brazos River Authority (BRA) in 2004 on BRA's System Operation (SYSOPS) permit to address the Department's concerns regarding potential impacts to fish, wildlife, and recreation. After a contested case hearing, the TCEQ issued its final decision in 2016, allowing BRA to operate its 13 existing reservoirs as a system, which results in more water available to BRA without building additional new reservoirs. BRA has committed to depositing water to the Texas Water Trust for management by the Department to benefit environmental flows in the Brazos Basin. The TCEQ order also recognized all the additional fish and wildlife protection measures achieved by agreement between TPWD and BRA, such as reservoir management guidelines to reduce impacts to fisheries and additional diversion restrictions on seven tributaries to protect water quality. Finally, return flows (water discharged back to river after initial diversion and use) are treated as a new appropriation, making the diversion of those flows subject to environmental flow requirements. In 2014, the American Fisheries Society recognized Department staff in Inland Fisheries and Coastal Fisheries Divisions for the collaboration with the BRA to address reservoir fisheries and recreation.

In 2014, the Coastal Conservation Association Texas honored Dr. Robert Vega with a Lifetime Achievement Award for his 33 years of service in the Coastal Fisheries Stock Enhancement Program. Dr. Vega served as the director for the program for 27 years and, under his guidance, worked toward strengthening the scientific basis of marine stock enhancement, increasing the fitness of hatchery fish released into natural ecosystems and improving upon the effectiveness and efficiency of the stocking program.

Annually, the CF Division participates in at least ten largescale community outreach events in partnership with the Communications Division's Get Outside Program. In total, these events reach an average of 10,000 individuals annually, with most of those being minorities. In 2019, the CF education team began to provide teachers and K-12 students opportunities to connect with CF Division staff virtually by using video conferencing software. During the program's pilot in the winter/spring of 2019, over 2,000 students from Texas, Michigan, Wisconsin, Ohio, New York, South Carolina, Utah, Canada, and Ghana took advantage of distance learning programs.

- O. **Regulatory programs relate to the licensing, registration, certification, or permitting of a person, business, or other entity. For each regulatory program, if applicable, describe**
- **why the regulation is needed;**
 - **the scope of, and procedures for, inspections or audits of regulated entities;**
 - **follow-up activities conducted when non-compliance is identified;**
 - **sanctions available to the agency to ensure compliance; and**
 - **procedures for handling consumer/public complaints against regulated entities.**

Recreational Fishing Licenses

- The authority for issuance of all licenses and tags listed below is established in Parks and Wildlife Code §§46.001-46.015.
- These licenses are needed to provide the Department with data on fishing effort and harvest. These data will allow the CF Division to assess impacts on fisheries populations and determine if further regulations on take and possession of aquatic resources are warranted in order to maintain sustainability of the fishery.
- Rules apply to the taking, attempting to take, and possession of living marine aquatic resources.
- Rules cover all individuals not exempt from fishing license requirements.
- Individuals engaged in fishing under the authority of one of these licenses may be asked to provide proof of having a license during random checks by TPWD law enforcement officers. Non-compliance may result in a warning or a citation. A person who violates a provision of Parks and Wildlife Code §§46.001-46.014, or who fails or refuses to show an officer his license or tag on the request of the officer, commits an offense that is a Class C Parks and Wildlife Code misdemeanor. Conviction may result in a fine.
- The Department promotes the use of the Operation Game Thief program where complaints against individuals demonstrating non-compliance may be reported anonymously via a 1-800 telephone number. Complaints may also be submitted to the Department orally or in writing. Reports and complaints are forwarded to the Law Enforcement Division.
- Licenses and tags relevant to this section are:
 1. Recreational Fishing Licenses
 2. Saltwater Stamp
 3. Red Drum Tag/Exempt Angler Tag
 4. Saltwater Trotline Tag

Commercial Fishing and Business Licenses

- The authority for issuance of all licenses listed below is established in Parks and Wildlife Code §§47.001-47.055.
- These licenses are needed to provide the Department with data on fishing effort and harvest. These data will allow the CF Division to assess impacts on fisheries populations and determine if further regulations on take and possession of aquatic resources are warranted in order to maintain a sustainable fishery.
- Rule applies to the taking, attempting to take, possession, purchase, sale, and transport of aquatic resources in the salt waters of Texas.

- No person who possesses or handles aquatic products for commercial purposes may refuse to allow an authorized employee of the Department to inspect the aquatic products at the dealer's or handler's place of business, or while the commercial fisherman is pursuing his trade.
- Non-compliance may result in a warning or a citation and seizure of gear and aquatic product. A person who violates a provision of Parks and Wildlife Code §§47.001-47.040 commits an offense that is a:
 1. Class C Parks and Wildlife Code misdemeanor, and is subject to fine; or
 2. Class B Parks and Wildlife Code misdemeanor and is subject to fine and/or seizure of boats, nets, seines, trawls, or other tackle in possession of a person violating §47.003(a).
 3. Conviction may result in a fine, loss of gear, and/or imprisonment.
- The Department promotes use of the Operation Game Thief program where complaints against individuals demonstrating non-compliance may be reported anonymously via a 1-800 telephone number. Complaints may also be submitted to the Department orally or in writing. Reports and complaints are forwarded to the Law Enforcement Division.
- Licenses relevant to this section are:
 1. General Commercial Fisherman's License
 2. Fishing Guide License
 3. Commercial Fishing Boat License
 4. Class A Menhaden Boat License
 5. Class B Menhaden Boat License
 6. Bait Dealer License – Individual
 7. Bait Dealer License – Place of Business/Building
 8. Bait Dealer Vehicle License – Place of Business/Motor
 9. Retail Fish Dealer License
 10. Retail Fish Truck Dealer License
 11. Texas Finfish Import License
 12. Saltwater Trotline Tags
 13. Wholesale Fish Dealer License
 14. Wholesale Fish Dealer License – Vehicle

Oyster Licenses

- The authority for issuance of all licenses listed below is established in Parks and Wildlife Code §76.119 and §§76.301-76.304.
- These licenses are needed to provide the Department with data on fishing effort and harvest. These data will allow the CF Division to assess impacts on fisheries populations and determine if further regulations on take and possession of oysters are warranted in order to maintain a sustainable fishery.
- Rule applies to the taking, attempting to take, possession, purchase, and sale of oyster resources in the salt waters of Texas.
- No person who possesses or handles oysters for commercial purposes may refuse to allow an authorized employee of the Department to inspect the aquatic products at the dealer's or handler's place of business, or while the commercial fisherman is pursuing his trade.

- Non-compliance may result in a warning or a citation and seizure of gear and aquatic product. A person who violates a provision of Parks and Wildlife Code §§76.101-76.302 commits an offense that is a Class C, B, or A Parks and Wildlife Code misdemeanor; or a Parks and Wildlife Code felony. Conviction may result in a fine, loss of gear, and/or imprisonment.
- The Department promotes use of the Operation Game Thief program where complaints against individuals demonstrating non-compliance may be reported anonymously via a 1-800 telephone number; complaints may also be submitted to the Department orally or in writing. Reports and complaints are forwarded to the Law Enforcement Division.
- Licenses relevant to this section are:
 1. Commercial Oyster Boat Captain's License
 2. Commercial Oyster Fisherman's License
 3. Sport Oyster Boat License

Commercial Oyster License Moratorium

- The authority for issuance of all licenses and fees listed below is established in Parks and Wildlife Code §§76.401-76.407.
- The purpose of these regulations is to promote efficiency and economic stability in the oyster industry and to conserve economically important oyster resources.
- Issuance of licenses under this management program is limited to individuals demonstrating eligibility in the commercial oyster fishery. Individuals who have not renewed their licenses can apply to a review board of elected oyster fishers who make recommendations concerning hardship and appeal cases concerning eligibility.
- The Department administers a voluntary license buyback program whereby license holders can submit by application their oyster boat license for resale to the Department and retirement.
- The Department promotes use of the Operation Game Thief program where complaints against individuals demonstrating non-compliance may be reported anonymously via a 1-800 telephone number. Complaints may also be submitted to the Department orally or in writing. Reports and complaints are forwarded to the Law Enforcement Division.
- Licenses relevant to this section are:
 1. Commercial Oyster License
 2. Commercial Oyster License Transfer

Oyster Lease, Transfer and Harvest Permits

- Lease and permit requirements are established in Parks and Wildlife Code §§76.017 and 76.031-76.040.
- These permits are needed to provide the Department with data on fishing effort and harvest. These data will allow the CF Division to assess impacts on fisheries populations and determine if further regulations on take and possession of oysters are warranted in order to maintain sustainability of the fishery.
- Lease regulates location, marking, and reporting of private oyster leases in public waters.
- Permit regulates the movement of oysters from restricted waters of the state to private leases, and their harvest to protect oyster populations from over harvest, and to help ensure a quality product is available for consumers.

- The oyster program administrator issues leases to individuals under specific statutory guidelines.
- The oyster program administrator issues permits to the leaseholders as needed; meetings with oyster leaseholders are conducted to resolve issues of concern.
- The Department can file charges and/or revoke the lease and/or permit for non-compliance.
- Lease and permit holders can appeal decisions, work with staff to solve issues, or submit written or oral complaints. Reports and complaints may be forwarded to the Law Enforcement Division.

Shrimp Licenses

- The authority for issuance of all licenses and tags listed below is established in Parks and Wildlife Code §§77.001-77.072.
- These licenses are needed to provide the Department with data on fishing effort and harvest. These data will allow the CF Division to assess impacts on fisheries populations and determine if further regulations on take and possession of shrimp resources is warranted in order to maintain a sustainable fishery.
- Rule applies to the taking, attempting to take, possession, purchase, and sale of shrimp resources in the salt waters of Texas and the Exclusive Economic Zone and landed in this state.
- No person who possesses or handles shrimp for commercial purposes may refuse to allow an authorized employee of the Department to inspect the aquatic products at the dealer's or handler's place of business, or while the commercial fisherman is pursuing his trade.
- Non-compliance may result in a warning or a citation and seizure of gear and aquatic product. A person who violates a provision of Parks and Wildlife Code §§77.001-77.072 commits an offense that is a Class C, B, or A Parks and Wildlife Code misdemeanor. Conviction may result in a fine, loss of gear, and/or imprisonment.
- The Department promotes use of the Operation Game Thief program where complaints against individuals demonstrating non-compliance may be reported anonymously via a 1-800 telephone number. Complaints may also be submitted to the Department orally or in writing. Reports and complaints are forwarded to the Law Enforcement Division.
- Licenses relevant to this section are:
 1. Commercial Shrimp Boat Captain's License
 2. Bait-Shrimp Dealer's License (coastal counties)
 3. Individual Bait Shrimp Trawl Tag

Commercial Gulf Shrimping License Moratorium

- The authority for issuance of all licenses and fees listed below is established in Parks and Wildlife Code §§77.151-77.154.
- The purpose of these regulations is to promote efficiency and economic stability in the shrimping industry and to conserve economically important shrimp resources.
- Issuance of licenses under this management program is limited to individuals demonstrating eligibility in the Gulf shrimp fishery. Individuals who have not renewed their licenses can apply to a review board of elected shrimp fishers who make recommendations concerning hardship and appeal cases concerning eligibility.

- Licenses relevant to this section are:
 1. Gulf Shrimp Boat License
 2. Gulf Shrimp Boat License Transfer

Shrimp License Management

- The authority for issuance of all licenses and fees listed below is established in Parks and Wildlife Code §§77.111-77.123.
- The purpose of these regulations is to promote efficiency and economic stability in the shrimping industry and to conserve economically important shrimp resources.
- Issuance of licenses under this management program is limited to individuals demonstrating eligibility in the bay and/or bait-shrimp fishery. Individuals who have not renewed their licenses can apply to a review board of elected shrimp fishers who make recommendations concerning hardship and appeal cases concerning eligibility, license transfer, license renewal, license suspension, license revocation, and vessel length and engine changes.
- The Department administers a license buyback program whereby license holders can submit by application their bay and/or bait-shrimp license(s) for resale to the Department and retirement.
- Non-compliance of shrimping regulations may result in a warning or a citation and seizure of gear and aquatic product. A person who violates a provision of Parks and Wildlife Code §77.111-77.123 or a TPW Commission regulation, commits an offense that is a Class C, B, or A Parks and Wildlife Code misdemeanor. Conviction may result in a fine, loss of gear, and/or imprisonment. Multiple convictions may result in suspension and/or revocation of license.
- The Department promotes use of the Operation Game Thief program where complaints against individuals demonstrating non-compliance may be reported anonymously via a 1-800 telephone number. Complaints may also be submitted to the Department orally or in writing. Reports and complaints are forwarded to the Law Enforcement Division.
- Licenses relevant to this section are:
 1. Bait-Shrimp Boat License
 2. Bay-Shrimp Boat License
 3. Bait-Shrimp Boat License Transfer Fee
 4. Bay-Shrimp Boat License Transfer Fee

Crab License Management

- The authority for issuance of all licenses and fees listed below is established in Parks and Wildlife Code §§78.101-78.115.
- The purpose of these regulations is to promote efficiency and economic stability in the crabbing industry and to conserve economically important crab resources.
- Issuance of licenses under this management program is limited to individuals demonstrating eligibility in the crab fishery. Individuals who have not renewed their licenses can apply to a review board of elected crab fishers who make recommendations concerning hardship and appeal cases concerning eligibility, license transfer, license renewal, license suspension, and license revocation. The Department will administer a license buyback program whereby license holders can submit by application their crab license(s) for resale to the Department and retirement.

- Non-compliance may result in a warning or a citation and seizure of gear and aquatic product. A person who violates a provision of Parks and Wildlife Code Chapter 78 or a regulation of the TPW Commission commits an offense that is a Class C Parks and Wildlife Code misdemeanor; conviction may result in a fine, loss of gear, and/or imprisonment. Multiple convictions may result in suspension and/or revocation of license.
- The Department promotes use of the Operation Game Thief program where complaints against individuals demonstrating non-compliance may be reported anonymously via a 1-800 telephone number. Complaints may also be submitted to the Department orally or in writing. Reports and complaints are forwarded to the Law Enforcement Division.
- Licenses relevant to this section are:
 1. Commercial Crab Fisherman’s License
 2. Commercial Crab Fisherman’s License Transfer

Finfish License Management

- The authority for issuance of all licenses and fees listed below is established in Parks and Wildlife Code §§47.071-47.082.
- The purpose of these regulations is to promote efficiency and economic stability in the finfish fishing industry and to conserve economically important finfish resources.
- Issuance of licenses under this management program was limited to individuals demonstrating eligibility in the finfish fishery. Individuals who have not renewed their licenses can apply to a review board of elected finfish fishers who make recommendations concerning hardship and appeal cases concerning eligibility, license transfer, license renewal, license suspension, and license revocation. The Department will administer a license buyback program whereby license holders can submit by application their finfish license(s) for resale to the Department and retirement.
- Non-compliance may result in a warning or a citation and seizure of gear and aquatic product. A person who violates a provision of Parks and Wildlife Code Chapter 47 or a regulation of the TPW Commission commits an offense that is a Class C Parks and Wildlife Code misdemeanor. Conviction may result in a fine, loss of gear, and/or imprisonment. Multiple convictions may result in suspension and/or revocation of license.
- The Department promotes use of the Operation Game Thief program where complaints against individuals demonstrating non-compliance may be reported anonymously via a 1-800 telephone number. Complaints may also be submitted to the Department orally or in writing. Reports and complaints are forwarded to the Law Enforcement Division.
- Licenses relevant to this section are:
 1. Commercial Finfish Fisherman’s License
 2. Commercial Finfish Fisherman’s License Transfer

Oyster License Management

- The authority for issuance of all licenses and fees listed below is established in Parks and Wildlife Code §§47.071-47.082.
- The purpose of these regulations is to promote efficiency and economic stability in the oyster fishing industry and to conserve economically important oyster resources and to enhance the ecosystem services provided by increased oyster habitat.
- Issuance of licenses under this management program was limited to individuals

demonstrating eligibility in the oyster fishery. Individuals who have not renewed their licenses can apply to a review board of elected oyster fishers who make recommendations concerning hardship and appeal cases concerning eligibility, license transfer, license renewal, license suspension, and license revocation. The Department will administer a license buyback program whereby license holders can submit by application their oyster boat license(s) for resale to the Department and retirement.

- Non-compliance may result in a warning or a citation and seizure of gear and aquatic product. A person who violates a provision of Parks and Wildlife Code Chapter 76 or a regulation of the TPW Commission commits an offense that is a Class C, B, or A Parks and Wildlife Code misdemeanor. Conviction may result in a fine, loss of gear, and/or imprisonment. Multiple convictions may result in suspension of license.
 - The Department promotes use of the Operation Game Thief program where complaints against individuals demonstrating non-compliance may be reported anonymously via a 1-800 telephone number. Complaints may also be submitted to the Department orally or in writing. Reports and complaints are forwarded to the Law Enforcement Division.
1. License relevant to this section is:
 1. Oyster Boat License

Permit to Introduce Fish, Shellfish, or Aquatic Plants into Public Waters

- The authority for issuance of these permits is established in Parks and Wildlife Code §66.015.
- The purpose of these regulations is to create a mechanism to allow close monitoring of the introduction of fish, shellfish, and aquatic plants into public waters in order to minimize potential environmental and resource damages. This permit program is managed by Inland Fisheries Division staff; however, CF Division staff issue permits for introduction of aquatic plants into public coastal waters.
- Non-compliance may result in a warning or a citation and seizure of gear and aquatic product. A person who violates a provision of Parks and Wildlife Code §66.015 or a regulation of the TPW Commission commits an offense that is a Class B Parks and Wildlife Code misdemeanor. Conviction may result in a fine, loss of gear, and/or imprisonment. Multiple convictions will result in an offense that is a Class A Parks and Wildlife Code misdemeanor or a Parks and Wildlife Code felony.

Seek Restitution for State Fish and Wildlife Resources Impacted by Kills and Any Type of Pollution

- The authority to investigate fish kills and pollution events and to seek restitution for the monetary value of lost fish and wildlife resources through suit in county or district court is established in Parks and Wildlife Code §12.0011 and the authority for civil suit for recovery value is established in §§12.301-12.308.
- The purpose of this regulation is to recover monetary value and restitution for lost fish and wildlife resources.
- Non-compliance may result in liability to pay damages determined by the valuation of the injured resources established in rules adopted by the TPW Commission under Subchapter D, Chapter 12, Parks and Wildlife Code, or the replacement cost of the injured resources.

Discharges and Discharge Permits

- The authority to file a lawsuit in district court to enforce the provisions of the Texas Water Code regarding unauthorized discharges to the extent that a violation affects aquatic life and wildlife may seek injunctive relief and/or civil penalties, and recover damages is established in Texas Water Code §7.109 and §26.129 and the authority for civil suit for recovery value is established in Parks and Wildlife Code §§12.301-12.308.
- The purpose of this regulation is to recover monetary value and restitution for lost fish and wildlife resources.
- Non-compliance may result liability to pay damages determined by the valuation of the injured resources established in rules adopted by the TPW Commission under Subchapter D, Chapter 12, Parks and Wildlife Code, or the replacement cost of the injured resources.

Scientific Areas

- The authority to establish state scientific areas and make rules and regulations necessary for the management of those areas, is established in Parks and Wildlife Code §§81.501-81.502.
- The purpose of this regulation is to preserve flora and fauna of a scientific value associated with the scientific areas.
- Non-compliance may result in a warning or a citation. A person who violates a provision of 31 Tex. Admin. Code §57.921 as authorized by Parks and Wildlife Code §§81.501-81.502 commits an offense that is a Class C Parks and Wildlife Code misdemeanor. Conviction may result in a fine.
- The Department promotes use of the Operation Game Thief program where complaints against individuals demonstrating non-compliance may be reported anonymously via a 1-800 telephone number. Complaints may also be submitted to the Department orally or in writing. Reports and complaints are forwarded to the Law Enforcement Division.

- P. For each regulatory program, if applicable, provide detailed information on complaint investigation and resolution. Please adjust the chart headings as needed to better reflect your agency's particular programs. If necessary to understand the data, please include a brief description of the methodology supporting each measure.**

Coastal Fisheries staff will attempt to discuss any issue regarding complaints they may receive directly with the individual. If there are any specific complaints regarding staff, then these complaints will be referred, as appropriate, to the Human Resources Division or Internal Affairs.

A. Provide the following information at the beginning of each program description.

Name of Program or Function: **Communications Division**

Location/Division: 4200 Smith School Road, Austin, Texas 78744

Contact Name: Josh Havens, Communications Division Director

Statutory Citation for Program: **Parks and Wildlife Code**

- §11.018 (Employees)
- §31.108 (Boater Education Program)
- §62.014 (Hunter Education Program)

B. What is the objective of this program or function? Describe the major activities performed under this program.

The Communications Division’s primary objectives are to increase participation in outdoor recreation, enhance awareness of the need to conserve natural and cultural resources, and encourage safe, legal, and ethical participation in outdoor recreation and natural resource conservation. To achieve these goals, the Communications Division uses a wide range of media products, communication tools, nature tourism programs, customer data analysis and marketing, and outreach and education efforts and programs.

Organizationally, the Communications Division consists of four main branches: Outreach and Education, Media Communications, Marketing, and Creative and Interactive Services. Each branch houses multiple programs and functions overseen by the division director and supported by the division’s budget office. The services and functions of the Communications Division’s four branches are:

Outreach and Education Branch

Hunter Education

The Hunter Education Program provides hands-on curriculum for youth and adults to learn the basics of sporting arm and hunting safety; wildlife identification, regulations, and management; fair chase, hunting ethics and how to take the proper shot in order to reduce wounding of animals; and taking care of game “from field to fork.”

Courses are provided in three formats: classroom, Internet + field, and Internet-only (for adults 17+ years of age). Hunter Education staff train fellow staff (e.g. game wardens, biologists), professional educators (school teachers), and volunteers to provide classroom and field training throughout Texas. All data (e.g. student and instructor profiles, certifications, scheduled courses/dates, etc.) is stored and/or retrieved through the online system. Instructors are provided a policy and procedures manual upon training, submit to both a game warden and Department background check, and are provided further training opportunities upon certification. Instructors also represent the program and Department by teaching firearm safety, wildlife, and other curriculum-related outreach events, such as the proper use of rifles, shotguns, handguns, and archery equipment (sporting arms).

Boater Education

The Boater Education Program provides a curriculum through classroom and distance learning for youth and adults to learn the basics of recreational boating safety. The curriculum follows American National Standards Institute (ANSI) standards administered by the National Association of State Boating Law Administrators (NASBLA). NASBLA is the states' representative to the U.S. Coast Guard, who is responsible for maritime rules and regulations on all navigable waters in the United States. Boater Education staff and lead volunteers train fellow staff (game wardens), professional educators (schoolteachers), and volunteers to provide classroom training throughout Texas. Participants can search and register for classes online. Instructors log actual prep/taught hours, verify attendance, complete evaluations, and pay fees for the courses online. All data (e.g. student and instructor profiles, certifications, scheduled courses/dates, etc.) is stored and/or retrieved through the online system. Instructors are provided training, submit to both a game warden and Department background check, and are provided further training opportunities upon certification. Instructors also represent the program and agency by teaching water safety and other curriculum-related outreach events. The Boater Education Program also partners with other NPOs and businesses that conduct NASBLA-approved courses (e.g. U.S. Coast Guard Auxiliary, Americas Boating Club, and American Sailing Association) that provide a Texas certification.

Aquatic Education

The Aquatic Education Program provides a hands-on curriculum for youth and adults to learn the basics of conventional and fly-fishing. Topics include equipment, knot-tying, tackle assembly, fish identification (ID) and fish habitats, safety, ethics and regulations, and aquatic resource stewardship. Department staff (based in major metro areas in North Texas, Central Texas, and the upper Gulf Coast region) and certified volunteer instructors, who have attended a free 4- to 6-hour workshop, conduct classes and events. Volunteer instructors may include teachers, scout leaders, youth group leaders, parks and recreation staff, church and community groups, after-school staff, and summer camp staff. Certified volunteer instructors can order supplies (Fish ID cards, How to Fish booklets, certificates, lapel pins, and more) for their class/event participants. In return for the supplies, instructors are required to report and document their time and participant statistics on a regular basis. Loaner equipment is available in major metro areas to certified instructors as well as additional teaching resources online through the Department's website. Volunteer area chiefs assist agency staff by conducting instructor workshops. A Tackle Loaner Program makes equipment available to the public through partners at state, county, and city parks. Borrowers can check out a basic rod-n-reel combo and small tackle box, free of charge, to go fishing for the day.

Conservation Education

The Conservation Education Program provides educational resources and activities for youth and adults, enabling them to understand and embrace the natural world, wildlife, and habitats knowing that the path to stewardship begins with knowledge and awareness. The Community Water Education Program oversees the "Texas Aquatic Science" (TAS) curriculum which is designed to help teachers make students aware of the importance of water to life, aquatic ecosystems, and what we must do to conserve water and aquatic life. Students learn

and demonstrate their new knowledge in creative products and performances through hands-on classroom and field activities, science investigations, games, models, Internet projects, field-based assessments of water quality, and environmental conditions in a variety of field trips. Lessons embed higher order thinking skills, provide depth and complexity of learning, and engage students in many contexts and methods. All activities are aligned with the state's curriculum standards, the Texas Essential Knowledge and Skills (TEKS), for sixth through eighth grades and for Aquatic Science and Environmental Science courses for high school. Through the program's train-the-trainer model, staff train facilitators (consisting of formal and non-formal educators) to use and train the curriculum through a 4- to 6- hour, hands-on workshop. State parks with suitable aquatic habitats onsite possess TAS educational trunks with supplies to carry out field investigations. Additionally, a network of over 65 certified outdoor learning centers are located throughout Texas for students' aquatic field experiences. Program staff track participation through the Department's Volunteer Management System, Excel database, and webpage use analytics.

In conjunction with the TAS curriculum, the Community Water Education Program also manages a corps of well-informed volunteer Texas waters specialists who provide education, outreach, and service dedicated to the beneficial management of aquatic resources and aquatic habitats within their communities for the state of Texas. Staff train volunteers through a variety of methods such as the "Texas Waters" curriculum, webinars, and in-field workshops. Staff track participation through the Department's Volunteer Management System.

Finally, the Conservation Education Team oversees the Project WILD Program which includes the "Project WILD", "Proyecto WILD", "Aquatic WILD", and "Growing Up WILD" curricula along with Texas species-specific resources, such as TPWD wildlife factsheets, wildlife diversity species database, and in-service training for educators in support of the wildlife-related Texas Essential Knowledge and Skills for math, science, language arts, and social studies. The program suite is specifically designed to promote awareness, understanding, and stewardship of wildlife to children and the educators who work with children. By reaching teachers, future teachers, and non-formal educators, the Project WILD Program helps to educate, inform, and engage Texas citizens in support of conservation from a young age. The Texas Education Agency approved the program's train-the-trainer model for Continuing Professional Education and Texas Environmental Education Advisory Committee credits. Program staff track data through registrations, use of a MS Access database, and the Department's Volunteer Management System.

Outreach and Recruitment

The Outreach and Recruitment Team hosts *Get Outside!* events across the state as part of larger public events like the State Fair of Texas, Mayfest, and San Antonio's FIESTA, which provide interactive, hands-on experiences for families to participate in outdoor activities like archery, fishing, camping skills, touch tanks, and more by Department staff and trained volunteers.

The Outreach and Recruitment Team also administers the National Archery in the Schools Program (NASP®). Public, private, and homeschools are the primary audience of NASP®. The Department certifies school staff as basic archery instructors and trains them on how to incorporate the NASP® in-school archery activities within the normal school day, usually in physical education. Texas adopted NASP® in 2004 and has trained more than 5,800 instructors and 115 trainers since its inception. The program hired a full-time coordinator in March 2007 to support the statewide program that currently includes more than 1,400 participating schools. Through partners, the program offers tournament opportunities at the local, state, and national levels.

The Department's Community Archery Program began in 2012 in the Dallas-Fort Worth area in partnership with the Archery Trade Association (ATA). The primary objective of the Community Archery Program is to increase archery awareness and opportunities within community park and recreation programs such as a city's parks and recreation departments, boys' and girls' clubs, and other similar after-school environments. In 2017, the Department expanded the Community Archery Program to include the Houston area. The Community Archery Program works to deliver ATA's "Explore Bowhunting" and "Explore Bowfishing" curricula to formal and non-formal educator audiences. The primary archery instructor certification utilized by the Community Archery Program is the United States Archery Association (USA Archery) Level 1 and 2 instructor curricula.

Media Communications Branch

Texas Parks & Wildlife Magazine

The Department's signature print communication product is the *Texas Parks & Wildlife* magazine. This is the oldest, continually published magazine in Texas, distributed monthly since 1942. This includes content distributed via 10 monthly hard copy issues, plus a mobile application, website, and broadcast email.

Press Office

The Department's Press Office distributes news releases, provides information to news outlets, responds to media requests, assists with the development and implementation of statewide media communication initiatives, and manages agency social media functions, including the departmentwide social media manager.

The Press Office is also responsible for producing content for multiple online and social media platforms including videos, photos, Facebook Live, Instagram Stories, and managing the "Inside Track" employee communication blog series on the Department's internal Intranet site. Additionally, this group manages production of year-round, weekly Texas fishing reports on conditions at more than 30 lakes and bays around the state and routinely consults with Department staff, including senior management, regarding sensitive or controversial public relations issues.

Media Productions

The Media Productions Team produces the *Texas Parks & Wildlife* television series, a half-hour television program, which airs weekly on all public TV stations in Texas and in some surrounding states. It is also responsible for producing the Department's statewide radio series, *Passport to Texas*, which airs on 100 stations statewide. As of 2019, it produces an audio podcast series called *Under the Texas Sky* that can be found on most podcast streaming services. The Media Productions Team also assists other divisions by producing internal training and support videos, as well as multi-media products for the Department's public relations efforts.

Marketing Branch

The Marketing Branch promotes the Department's sites, programs, products, and services with various targeted marketing tactics, including online advertising, billboards, print ads, social media, marketing for special publications, such as the *Texas State Parks Official Guide*, the *TPW Outdoor Annual: Hunting, Fishing, and Boating Regulations* and consumer-facing mobile apps, direct mail, email campaigns and e-newsletters, promotional web content, promotional signage, and printed materials.

This branch manages, markets, and promotes nature tourism programs such as the Great Texas Birding Classic, Great Texas Wildlife Trails, and Texas Paddling Trails.

It develops and promotes efforts to generate revenue to support the Department, including but not limited to sales of Conservation License Plates, entries to Big Time Texas Hunts and Public Hunt drawings, sales of fishing and hunting licenses, and TPW magazine subscriptions.

The marketing staff creates awareness and encourages participation in outdoor recreational opportunities including programs such as Neighborhood Fishin', Great Texas Birding Classic, ShareLunker, Great Texas Wildlife Trails, Texas Paddling Trails, and the state park seasonal activities and events.

This branch creates awareness of conservation issues and practices and promotes the responsible use of the outdoors through various initiatives. Examples include the "Protect the Lakes You Love" campaign that educates boaters on stopping the spread of aquatic invasive species such as zebra mussels and giant salvinia; print and mobile application versions of the *TPW Outdoor Annual: Hunting, Fishing, and Boating Regulations*; and the "Don't Dump Your Tank" and "Only Gulf Bait Shrimp" coastal campaigns.

Additionally, this branch manages the Department's email communications platform, including developing strategies for increasing the number of subscribers and producing quality e-newsletters ("State Parks Getaways", "Hunt Texas", "Fish Texas", and "Our Wild Texas") and email campaigns. The group is also responsible for overseeing and producing Spanish translations of publications such as the fishing, hunting, and boating regulations, and translating site signage and online resources.

The Marketing Branch conducts database analysis and Google Analytics website traffic evaluation to better understand customer demographics and purchasing behavior and to track and measure the effectiveness of marketing support for the Department's programs. It also conducts and advises on numerous agency consumer research surveys.

The branch oversees and assists Department staff with the development of sponsorship proposals and the adherence to sponsorship policies. The branch also oversees and approves use of the TPWD logo by outside entities, including partners, media outlets, and non-profits.

Finally, the Marketing Branch works with the Governor's Office of Economic Development and Tourism on key tourism initiatives and coordinates with other state agencies to achieve cost-efficiencies and benefits. The branch coordinates closely with the Texas Travel Industry Association, local convention and visitors' bureaus, chambers of commerce, and other tourism organizations. The marketing director also represents the Department on the Texas State Agency Tourism Council, a working committee of state agencies that have a role in tourism.

Creative and Interactive Services Branch

Print Publications and Design

The Print Publications and Design Team manages the Department's publications policy, reviewing publications for Department image, communication strategies and priorities compliance. It provides agency print design services that include advertising, brochures, promotional pieces, presentations, reports, displays, fleet graphics, etc., to communicate and promote the Department's goals, mission, sites, programs, products, and services. It provides printing and copying services, assisting agency personnel in consulting, specifying, estimating, bidding, and purchasing print projects for the Department. It also ensures agency compliance with state print purchasing rules and maximizes Department funds by obtaining competitive bids for prints and copies.

The team provides digital versions of publications for use and download on the Department's website and provides custom photography for TPWD publications, promotions, and magazine use.

This team manages the Department's photography archives, including research for TPWD and external requests, including newspaper and magazine requests for images of TPWD sites and programs.

Examples of publications designed, printing coordinated, and made available in digital format include: *Land and Water Resources Conservation and Recreation Plan*; *TPW Outdoor Annual: Hunting, Fishing and Boating Regulations*; *Texas Commercial Fishing Guide*; *Natural Agenda* (Department's strategic plan); Human Resources Division's and Law Enforcement Division's recruiting materials; and Big Time Texas Hunts' promotional materials.

Web and Interactive

The Web and Interactive Team develops and oversees the Department’s public website including the development of information architecture and website governance. It ensures compliance with federal and state requirements and laws for Texas state agency websites.

It continually employs best practices including automated testing, usability testing, and analytics to improve the quality, user experience, automation, and accessibility of the Department’s public website, as well as maximizing the reach of this important medium.

This team also provides web expertise, web content development direction, web analytics, user experience consulting, and training to Department staff. It develops and oversees the Department’s intranet website which is used for internal communication between all divisions and houses the Department’s policies. It develops and oversees the *TPW Outdoor Annual* official mobile application that communicates Texas hunting and fishing regulations for use without internet connection. It is also responsible for developing the *Texas State Park Guide* official mobile application that provides information and directions for use without internet connection on Texas state parks.

Electronic Information Resources (EIR) Accessibility

The creative and interactive services director is the Department’s EIR coordinator and member of the Department’s Accessibility Committee. The EIR coordinator manages the Department’s EIR accessibility policy and develops and ensures continual assessment and remediation of the Department’s website, which is the Department’s largest and most visible EIR product.

The EIR coordinator facilitates weekly automatic accessibility scanning of the Department’s website and employs manual accessibility on all new and revised web pages. Additionally, the coordinator provides assistance, training, and support to other divisions to comply with the EIR accessibility policy.

- C. What evidence can you provide that shows the effectiveness and efficiency of this program or function? In Exhibit 12, provide a list of statistics and performance measures that best convey the effectiveness and efficiency of this program or function. Also, please provide the calculation or methodology behind each statistic or performance measure. Please do not repeat measures listed in Exhibit 2 unless necessary to understand the program or function.**

**Texas Parks and Wildlife Department
Communications Division
Exhibit 12: Program Statistics and Performance Measures — Fiscal Year 2018**

Program Statistics or Performance Measures	Calculation (if applicable)	FY2018 Target	FY2018 Actual Performance	FY2018 % of Annual Target
NON-KEY MEASURES				
Hunting Accident Rate	****	2.00	1.70	85.00%

Program Statistics or Performance Measures	Calculation (if applicable)	FY2018 Target	FY2018 Actual Performance	FY2018 % of Annual Target
Volunteer Labor as a Percent of Other Outreach and Education Program Operating Costs	****	20%	43.31%	216.55%
Percent of Magazine Expenditures Recovered from Revenues	****	80%	79.21%	99.01%
Number of People Reached by Other Outreach and Education Efforts	****	70,000	127,021	181.46%
Number of Unique Visitors to the TPWD Website	****	12,358,264	12,732,832	103.03%
Number of Subscribers to the TPWD Email Subscription Service	****	563,378	867,107	153.91%
Average Number of TP&W Magazines Circulated (per issue)	****	160,800	164,089	102.05%
OTHER MEASURES				
Hunter education volunteer hours		*****	29,475	*****
Hunting deaths statewide		*****	3*	*****
People reached in aquatic education fishing classes and outreach events		*****	64,478	*****
People reached in <i>Community Water Education</i> program events		*****	24,000	*****
Teachers trained through <i>Project Wild</i>		*****	1,700	*****
People reached in <i>Get Outside!</i> events		*****	6,134**	*****
Instructors trained in Community Archery, Explore Bowhunting/Fishing		*****	254	*****
Students participating in <i>Texas - National Archery in the Schools</i>		*****	84,435	*****
TPW magazine readers - monthly average		*****	500,000	*****
TPW magazine mobile app total downloads by end of FY18		*****	45,000	*****
Facebook main account followers		*****	570,000	*****
YouTube Channel total views by end of FY18		*****	23,000,000	*****

Program Statistics or Performance Measures	Calculation (if applicable)	FY2018 Target	FY2018 Actual Performance	FY2018 % of Annual Target
Instagram main account followers		*****	225,000	*****
Weekly fishing report subscribers		*****	72,000	*****
PBS TV series weekly broadcast impressions		*****	134,000	*****
PBS TV series weekly impressions from 50 local cable channels, pbs.org, other		*****	44,000	*****
<i>Passport to Texas</i> radio series weekly impressions		*****	2,100,000***	*****
<i>Under the Texas Sky</i> podcast total listens		*****	150***	*****
<i>Big Time Texas Hunts</i> net revenue		*****	\$705,000	*****
Email (includes e-newsletter) subscribers		*****	1,000,000	*****
Total emails to subscribers		*****	39,000,000	*****
Conservation license plate net revenue		*****	\$506,089	*****
"Protect the Lakes You Love" invasive species awareness campaign total impressions		*****	179,000,000	*****
Neighborhood Fishin' online advertising campaign impressions		*****	1,000,000	*****
Texas State Park Guide underwriting dollars from sponsors/advertisers		*****	\$70,492	*****
Great Texas Birding Classic paid registrants		*****	975	*****
Great Texas Wildlife Trails maps sold		*****	2,261	*****
Spanish language web pages unique pageviews		*****	66,000	*****
TPWD website unique visitors per year		*****	12,000,000	*****
<i>Outdoor Annual</i> and State Park Guide mobile apps - mobile devices that have downloaded		*****	500,000	*****
Copies of Texas State Park Guide distributed		*****	275,000	*****
Public hunting lands map books distributed		*****	50,000	*****

Program Statistics or Performance Measures	Calculation (if applicable)	FY2018 Target	FY2018 Actual Performance	FY2018 % of Annual Target
Boat registration and water safety materials designed and printed		*****	1,700,000	*****

Table 12 Exhibit 12 Program Statistics and Performance Measures *See Exhibit 3

- * Represents a 90 percent decrease in hunting fatalities since the introduction of hunter education in Texas.
- ** *Get Outside!* had 8,550 participants in FY2017 and 6,134 participants in FY2018. In FY2018, the program made changes to its schedule in order to focus on reaching more diverse audiences by adding events like ¡Fiesta de los Niños! in San Antonio, Juneteenth, and The Austin Powwow.
- *** *Passport to Texas* went from 5 to 3 days per week when TPWD launched the *Under the Texas Sky* podcast in late 2018. This is the latest *Passport* audience figure from the last outside consultant audit.
- **** Information on the methodology used to collect and report data for the non-key measures in Exhibit 12 can be found in Schedule B (Performance Measure Definitions) of the TPWD FY2019-2023 Strategic Plan at: https://tpwd.texas.gov/publications/pwdpubs/media/pwd_bk_a0900_0622_07_18.pdf.
- ***** Non-LBB metrics shown above reflect division workload, but do not have official targets established.

D. Describe any important history regarding this program not included in the general agency history section, including how the services or functions have changed from the original intent. If the response to Section III of this report is sufficient, please leave this section blank.

The Communications Division originated in the Department’s Information and Education Section, which included the magazine, news, graphics, literature distribution, and hunter education (1972) and water safety (1977) programs. The video department and Project WILD were created in 1985.

The Conservation Communications Division was created in mid-1991 during a departmentwide reorganization. At that time, the division included media, magazine, marketing and the education branches (primarily responsible for hunter and boater education). In 1992 and 1993, outreach efforts such as the Texas Wildlife Expo, Becoming an Outdoors-Woman, aquatic (angler) education and Parrie Haynes Ranch began.

A second departmental reorganization in 1995 further strengthened the marketing function and streamlined other communications efforts. It was at this time that education and outreach became a separate entity supervised by the Resource Protection Division director. In 2000, the print shop was closed, and the Creative Services Branch was created. In 2002, Expo and Education and Outreach were made branches of the re-named Communications Division. Around the same time, a major outreach and education strategic planning effort throughout the Department was spearheaded by division staff.

The Communications Division was reorganized in 2010 to streamline the number of direct reports managed by the division director, creating four main branches led by senior managers that meet and consult with the division director.

The basic functions have not changed from the original intent, though they have been repositioned and enhanced by the addition of marketing, outreach, and research functions, and by the strategic development of web, mobile application, and social media functions to reach new audiences.

Additional history specific to the Outreach and Education Branch

Hunter Education

Hunter education started as a voluntary program in 1972 to serve Texas hunters traveling to other states, such as Colorado, that required hunter education training prior to hunting or purchasing a hunting license in those jurisdictions. Hunter education became mandatory for Texas hunters beginning in 1988 for those born on or after September 2, 1971.

Modifications were made to the course requirements in 2014, in order to shorten the course length to six hours and allow for online-only training for those 17 years of age and older. Subsequent actions by the Texas Legislature have exempted active and retired military and law enforcement personnel from having to meet hunter education requirements in order to be able to legally hunt in Texas.

Boater Education

Following a sudden increase of personal watercraft use and subsequent user conflict with anglers fishing from shore or wading, the Texas Legislature transitioned the program from voluntary to mandatory in 1997. Boaters aged 13 to 17 were then required to take an approved course to operate a powerboat over 15 horsepower or a sailboat over 14 feet, on the public waters of Texas. In 2011, subsequent legislation was passed to replace the age limit with a born after date of September 1, 1993. In addition, the new law provided a one-time exemption designed to remove a barrier to boating for people vacationing near Texas waterways.

Conservation Education

The Conservation Education Program was formalized in 2014. In the 2015-16 school year, 39 schools across the state, serving nearly 4,500 students, piloted the new “Texas Aquatic Sciences” curriculum developed by the Conservation Education Program. Since then, over 40,000 students have been taught the “Texas Aquatic Science” curriculum in the classroom either through the online portal, with printed textbooks, or a combination.

In 2016, the program compiled and edited a new curriculum for adults and, specifically, Texas Master Naturalists, called, “Texas Waters: Exploring Water and Watersheds”. This enables participants to earn a Texas Waters Specialist designation, along with 10 hours of volunteer service in their community in activities like aquatic based habitat improvement, restoration, or aquatic education and outreach.

- E. **List any qualifications or eligibility requirements for persons or entities affected by this program, such as licensees, consumers, landowners, for example. Provide a statistical breakdown of persons or entities affected.**

Hunter Education

Hunters in Texas, born on or after September 2, 1971, must successfully complete a hunter education course and must demonstrate proof of certification in the field upon request of a game warden. Proof of military, law enforcement, or hunter education deferral license can be accepted in lieu of hunter education certification. The most recent statistics of numbers of hunter education certifications and hunting incidents are available at: <https://tpwd.texas.gov/education/hunter-education/2018-hunting-accident-report.pdf> .

Boater Education

Operators of certain vessels (powerboat over 15 horsepower or windblown vessel over 14 feet) in Texas, born on or after September 1, 1993, must successfully complete an approved boater education course and must demonstrate proof of certification on the water upon request of a game warden or marine safety enforcement officer (MSEO).

The most recent statistics of numbers of boater education certifications and boating incidents are available at:

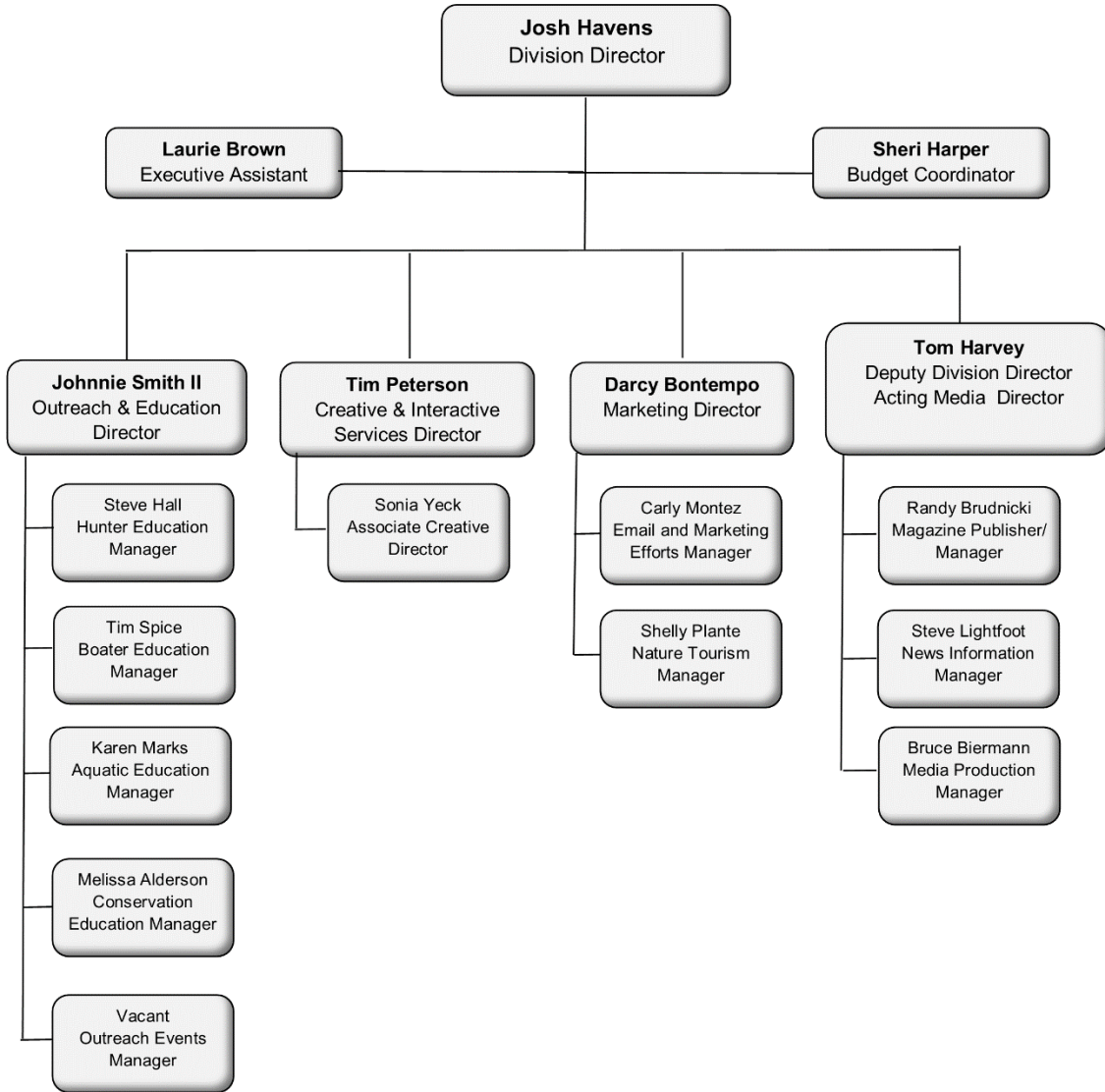
<http://idash.nasbla.net/idashboards/viewer/?guestuser=guest&dashID=54&c=0>. Select "Texas" from the dropdown menu.

- F. **Describe how your program or function is administered, including a description of the processes involved in the program or function. Include flowcharts, timelines, or other illustrations as necessary to describe agency policies and procedures. Indicate how field/regional services are used, if applicable.**

The Communications Division is administered through a division director, four senior branch leaders, the division budget office, and multiple supporting program or team managers. The division director manages resources and delegates responsibilities to the branch directors, who then relay information or delegate responsibilities to a manager, team lead, or directly to staff. The process works in reverse, as well: staff work through their team lead, manager, or group directors, who communicate with the division director as needed. This two-way flow of communication allows division management to create policies that incorporate staff observations and input.

The following is the Communications Division organization chart:

COMMUNICATIONS DIVISION



- G. Identify all funding sources and amounts for the program or function, including federal grants and pass-through monies. Describe any funding formulas or funding conventions. For state funding sources, please specify (e.g., general revenue, appropriations rider, budget strategy, fees/dues).

Communications Division	
Method of Finance	Amount
L0064 - GR-Dedicated State Parks	\$1,338,543
L0009 - GR-Dedicated Game, Fish and Water Safety	\$2,581,076
L0555 - Federal Funds	\$2,768,490
L0666 - Appropriated Receipts	\$2,432,720
L0777 - Interagency Contracts	\$38,457
L0802 - License Plate Trust Fund	\$56,908
Total	\$9,216,194

- H. Identify any programs, internal or external to your agency, that provide identical or similar services or functions to the target population. Describe the similarities and differences.

INTERNAL

Few internal programs provide the communications, education, and outreach services currently provided by Communications Division staff. The Coastal Fisheries Division has a staff member who works as a liaison to the press office team to help the Division in messaging coastal issues. The State Parks Division has two employee positions that focus on promotion and marketing, working in coordination with the marketing group. Game wardens and some other employees conduct youth outreach and activities as an adjunct to their community policing and enforcement work, and many serve as boater and hunter education instructors in programs managed by the Communications Division. Many Department employees perform education and outreach that either support programs coordinated by the Communications Division or complement activities and events of the division.

Outreach and Education Branch

Aquatic Education

The State Parks Division provides fishing programs at their parks; some utilize the Angler Education Program curriculum and volunteers. Others offer a Fish with a Ranger Program utilizing park rangers as mentors. The State Parks Division also provides a Texas Outdoor Family Camping Program and utilizes the Angler Education Program’s curriculum.

The Coastal Fisheries and Inland Fisheries Divisions each have combo hatchery/visitor centers and offer fishing and angler education programs utilizing Angler Education curriculum and volunteers.

Marketing Branch

Communications staff (primarily marketing and the press office) manage and/or promote nature tourism programs and non-consumptive wildlife viewing. The Wildlife Division’s Wildlife Diversity Program also has a dedicated staff person who does similar work for their programs and events (Nature Trackers, City Nature Challenge, etc.). The Wildlife Diversity

Program staff produces social media videos and content, develop communication plans for social media campaigns, and manage programs/events. While Communications staff promotes from an outdoor recreation and nature tourism perspective, the Wildlife Diversity Program staff promotes these programs from more of a resource perspective, e.g. citizen science. An opportunity exists to reach a bigger audience through better collaboration between the Wildlife Diversity Program and the Communications Division.

Human dimensions research is conducted by several divisions. The marketing research analyst within the Communications Division conducts human dimensions research that is often collaborative with the Wildlife, Inland Fisheries, Coastal Fisheries, and State Parks Divisions. The Communications Division's marketing research analyst specifically conducts marketing research and database analytics to better understand agency customers and to evaluate effectiveness of marketing programs. The marketing research function focuses on research of all agency customers to identify strategies for marketing efforts; whereas, the analysts from the Inland Fisheries, Coastal Fisheries, and Wildlife Divisions have typically focused more uniquely on their customers and stakeholders to understand demographics, motivations, attitudes, opinions, and the economic impact generated by hunting and fishing. Additionally, an analyst from the Financial Resources Division focuses on license pricing and revenue. The State Parks Division's business analyst utilizes data analytics to evaluate state park customer demographics and purchasing behavior.

The State Parks Division's business management marketing staff provide overlapping but distinctive functions from the Communications Division's Marketing Branch which both work on state park advertising. The Marketing Branch oversees statewide marketing efforts for state parks, whereas the marketing staff in the State Parks Division generally focus on regional and local efforts and partnerships. The State Parks Division's marketing staff is responsible for the development of brochures, rack cards, and literature for park sites, travel information centers, and local chambers, as well as merchandising for state park sites. State Parks' marketing is responsible for promoting state parks at a wide number of trade shows and events and overseeing a field promotions team made up of parks staff interested in promotional activities. State Parks' marketing oversees and manages the State Parks Pass Program, and both groups are involved in marketing efforts to promote State Parks Pass sales. The Marketing Branch oversees the advertising sales, project planning, editorial, and distribution of the *Texas State Parks Official Guide* and the State Parks Division's marketing staff oversees coordination with the field staff for updated site information to include in the guide. The Marketing Branch is responsible for TPWD logo use guidelines and agreements, but State Parks' marketing staff also oversee branding for the State Parks' logo.

EXTERNAL

Outreach and Education Branch

Hunter Education

Though external individuals and organizations are key to the Department's hunter and boater education program efforts, no other entity coordinates or implements the mandatory programs as charged in statute (Parks and Wildlife Code §62.014, Hunter Education and §§31.108-110, Boater Education). The Texas Department of Public Safety administers License to Carry coursework that provides a component of safe handgun handling and use, but it does not duplicate hunter education curricula other than a few safety tips and pointers involving a specific firearm type. The purpose of each program is entirely different. The National Rifle Association (non-profit) offers related training and certifications for specific firearms and ranges (e.g. rifle, shotgun, handgun, and range safety officer), and Texas hunter education instructors seek out these opportunities to further increase their knowledge and skills around specific firearms. The Hunter Education Program promotes these as advanced in-service opportunities for instructors but does not cover these in a basic hunter education instructor training venue.

Boater Education

No other program or organization has legislative authority to provide an education certification for recreational boat operators. Many organizations teach recreational boating safety but cannot provide the state-approved certification.

Aquatic Education

Fishing's Future, a 501(c)(3) non-profit organization, utilizes the Department's angler education program curriculum to provide fishing education programs to families across the state. In 2018, they received a grant from the Recreational Boating and Fishing Foundation to conduct First Catch Center fishing events for small groups of families.

Outdoors Tomorrow Foundation, a 501(c)(3) non-profit, offers a fee-based Outdoor Adventures curriculum to schools. This curriculum is a compilation of TPWD trainings under a Memorandum of Agreement. Department staff conduct the teacher training workshops.

Texas Wildlife Association offers an annual summer camp program for teens, the Bass Brigades and the Coastal Brigades. The Department's angler education staff and volunteers provide support to both camps.

Conservation Education

Texas Aquatic Science offers a free online curriculum and a Texas-specific textbook, correlated with the Texas Essential Knowledge and Skills (TEKS) for middle school and high school, that is not duplicated anywhere in the state. Many water-based agencies and non-profits offer field activities, such as water quality testing through Texas Stream Team. In addition, the Communications Division has certified many of them as Texas Aquatic Science Certified Field

Sites for a greater connection to schools and their community, as well as part of advanced training opportunities for Texas Waters Specialist certification.

The Department oversees and executes Project WILD, a national program which is established in almost every state's respective conservation agency.

Outreach and Recruitment

The National Archery in the Schools Program (NASP®) is a unique in-school archery program without duplicative or similarly designed programs in the state.

Media Communications Branch

Texas Parks and Wildlife Television Series

External television programs deal with somewhat similar topics, including hunting and fishing shows, and programs such as Nature or Nova on PBS; however, none of these programs exclusively showcase both the natural and cultural resources of Texas, and none focus on Texas in covering a complete range of conservation and recreation topics. In addition, the TV series focuses on specific activities and programs of the Department, providing extensive coverage of wildlife and fisheries management, state parks, conservation law enforcement, and outdoor recreation with an emphasis on engaging new or nontraditional users/customers.

Texas Parks & Wildlife magazine

The mission of the magazine is unique among other state publications, including *Texas Highways*. *Texas Parks & Wildlife* is the only magazine in Texas charged with developing public awareness of the need to conserve the state's natural and cultural resources. The magazine encourages resource conservation and an ethic of stewardship while celebrating the many different forms of outdoor recreation in Texas. The magazine serves as a delivery agent for the Department's message of "common ground" among hunters, anglers and non-traditional outdoors enthusiasts and conservationists, a forum where the voices of all who love the Texas outdoors can be heard.

***Passport to Texas* radio series**

There are no other radio programs that focus on state park promotion, environmental issues, outdoor recreation information and other items directly related to Department programs and activities.

Marketing Branch

The Communication Division's Marketing Branch and the Governor's Tourism Office both promote travel to state parks and other nature tourism destinations and activities. The Department's Marketing Branch focuses on promoting in-state travel and travel to mostly small communities where state parks, other agency sites, and nature tourism programs are located. The Governor's Tourism Office focuses on encouraging out-of-state visitors to travel to Texas for a wide range of destinations and activities, from shopping and fine dining in Houston to Galveston beach attractions, etc., with hotel occupancy taxes being a primary revenue source to finance its advertising efforts. The Marketing Branch, and other

Communications Division areas, provide fact-checking, travel suggestions, familiarization trip support and social media, photos, and video content to the Office of the Governor to assist them in promoting travel to parks and other nature tourism destinations and activities.

Creative and Interactive Services Branch

There are no other websites in state government, outside of TPWD's websites and social media accounts, that provide the critical up-to-date and official information on state parks, fishing, boating, or hunting opportunities and regulations; or, provide the kind of trusted and accurate information needed by the public related to conservation and wildlife issues.

- I. **Discuss how the program or function is coordinating its activities to avoid duplication or conflict with the other programs listed in Question H and with the agency's customers. If applicable, briefly discuss any memorandums of understanding (MOUs), interagency agreements, or interagency contracts.**

Outreach and Education Branch

Hunter Education

Texas AgriLife Extension -Texas 4-H Natural Resources and Shooting Sports Programs(interagency agreement): The Department has provided cooperative funds to Texas AgriLife Extension for the agency since 1993, to more effectively and efficiently incorporate hunter education training into their efforts and networks (e.g. county extension agents, agriculture or vocational agriculture communities, Future Farmers of America (FFA), and 4H Chapters).

Texas Wildlife Association (TWA) - Texas Youth Hunting Program (Memorandum of Agreement): TPWD works with TWA to certify their participants in hunter education prior to youth and mentor hunts, and outdoor camps, provided primarily by the organization on private lands.

Texas Schools – By Memorandum of Understanding, over 1,000 trained and certified agriculture science and outdoor education teachers incorporate hunter education courses/certification within their wildlife and outdoor safety curriculum since 1972- a great win-win in Texas for youth needing to gain certification or wanting to learn about being safe in the outdoors, around sporting arms, and to also learn about wildlife, conservation, and outdoor regulations.

Boater Education

U.S. Coast Guard Auxiliary, U.S. Power Squadrons, and American Sailing Association: Staff works with other boating safety organizations who use boater education coursework as a primer for their more extensive training courses.

Aquatic Education

All programs listed in question H work in partnership with the Angler Education Program to provide fishing education to youth and families.

Conservation Education

All programs listed in question H work in partnership with the Conservation Education Program to provide the knowledge and awareness of the natural world, wildlife, and habitats, to guide life-long stewards in youth and adults.

Outreach and Recruitment

Staff coordinate the National Archery in the Schools Program (NASP®) for Texas with support from the National NASP® office and curricula. The Department is the only authorized agency to lead NASP® efforts in Texas as dictated by the founding Principles and Guidelines of NASP®. Only the state natural resource agency within each state may coordinate NASP® within their jurisdiction.

The Department has a formal MOU with the Archery Trade Association (ATA) to be the sole provider and program coordinator of the “Explore Bowhunting” and “Explore Bowfishing” curricula utilized in the Department’s Community Archery Programs.

Marketing Branch

The Communications Division currently works with Wildlife Diversity (WD) staff on certain events and serves on the planning team that develops and promotes the Bird City Texas Program, where each person on the team has specific roles based on their areas of expertise. The Communications Division also collaborates with WD staff for their scientific (non-marketing) expertise on the Texas Pollinator BioBlitz each year. The Great Texas Birding Classic works with WD staff on conservation grant criteria and bird-specific knowledge and guidance (i.e., the event checklist).

Research analysts generally work on separate projects with little to no overlap. A cross-divisional team was recently formed to conduct research to better understand how to recruit, retain, and reactivate (R3) anglers and hunters. This cross-divisional team is comprised of research professionals, biologists, data analysts, and business analysts to conduct research to better understand current and potential customers’ needs, desires, and barriers to participation in hunting and fishing. This research will be used to develop customer-facing strategies and programs related to education and outreach, communications, marketing, licenses, regulations, and access to ultimately increase and enhance participation in hunting and fishing.

The Marketing Branch staff and the State Parks Division’s marketing staff have significantly improved their coordination in recent years. Each worked closely together on the communications plan and advertising for the new state park business reservation system. The marketing team provides strategic input and expertise in online advertising in support of the new reservation system. The team is also a member on the State Parks Promotions Team and provides input and enhances promotional coordination between the two groups.

Marketing Branch staff and the four other state agencies that are signatories on the Tourism Memorandum of Understanding, Texas Department of Transportation, Texas Historical Commission, Texas Commission on the Arts, and the Office of the Governor-Economic Development and Tourism, communicate on an on-going basis and meet quarterly at Texas State Agency Tourism Council meetings, as well as develop the annual MOU strategic marketing plan.

Creative and Interactive Services Branch

The Creative and Interactive Services Branch includes the centralized Print Publication/Graphic Design team that implements coordinated and cost-effective procedures for the development, production, procurement, reproduction, and distribution of Department publications and graphic materials. Creative and Interactive Services (CIS) ensures that agency publications and procedures are in compliance with federal and state law and statutes. This expertise supports other divisions within the Department.

Additionally, the CIS group includes the centralized web team that has specialized training and skills in the areas of web user experience, accessibility, and backend development. This expertise is used to support other divisions' web developers by providing direction, assistance and training.

- J. If the program or function works with local, regional, or federal units of government, include a brief description of these entities and their relationship to the agency.**

Outreach and Education Branch

Hunter Education

- U.S. Fish and Wildlife Service (USFWS)- Federal Assistance Program Staff: The Department works closely with USFWS staff to submit grant and performance documents in compliance with receipt of federal funds for program implementation and enhancement.
- Various municipal and county parks and recreation departments.
- International Hunter Education Association – USA: Provides national hunting standards and reciprocity with other states that have similar requirements of both their resident and non-resident hunters.
- National Bowhunter Education Foundation: Provides national bowhunting standards and reciprocity with other states that have similar requirements of both their resident and non-resident hunters.
- National, federal, and international groups: Staff belong to various groups to exchange ideas and to monitor reciprocity and standards issues between jurisdictions.
- Local Level: Individual volunteers, schools, and organizations comprise the bulk of activity in the programs once trained by Department staff in program policies and procedures of the certification programs, and in knowledge and skills of the activities themselves.

Boater Education

- Lower Colorado River Authority (LCRA): Coordinates water safety programs in Central Texas.
- Municipal and county parks and recreation departments: Provides training and water safety materials.
- National Association of State Boating Law Administrators (NASBLA): Represents the recreational boating authorities of all 50 states and U.S. territories and is the states' liaison to the U.S. Coast Guard.
- U.S. Army Corps of Engineers: Collaborates on water safety issues and responses.
- National, federal, and international groups: Staff belong to various groups to exchange ideas and to monitor reciprocity and standards issues between jurisdictions.
- Local Level: Individual volunteers, schools, and organizations comprise the bulk of activity in the programs once trained by Department staff in program policies and procedures of the certification programs, and in knowledge and skills of the activities themselves.

Aquatic Education

- U.S. Fish and Wildlife Service (USFWS) - Federal Assistance Program Staff: The Department works closely with USFWS staff to submit grant and performance documents in compliance with receipt of federal funds for program implementation and enhancement.
- Multiple municipal and county parks and recreation departments.
- National, federal, and international groups: Staff belong to various groups to exchange ideas and to monitor reciprocity and standards issues between jurisdictions.
- Local Level: Individual volunteers, schools, and organizations comprise the bulk of activity in the programs once trained by Department staff in program policies and procedures of the certification programs, and in knowledge and skills of the activities themselves.

Conservation Education

- Lower Colorado River Authority: Co-leads with TPWD, Groundwater to the Gulf, a 3-day teacher training.
- U.S. Fish and Wildlife Service (USFWS) - Federal Assistance Program Staff: The Department works closely with USFWS staff to submit grant and performance documents in compliance with receipt of federal funds for program implementation and enhancement.
- Texas Water Development Board (TWDB): Disseminates information, provides leadership, and educates the public regarding conservation and content of Texas waters.
- Texas Forestry Service: Texas Aquatic Sciences (TAS)-certified field site partner.
- National Park Service: TAS-certified field site partner.
- Project WILD: Department coordinates with eleven major public universities, and hundreds of schools, to provide teacher and youth training about natural resources.
- Texas A&M AgriLife Extension: Majority of Texas Waters Specialists are trained and certified through the Texas Master Naturalist Program.
- Multiple municipal and county parks and recreation departments: Host TAS and Texas Waters training opportunities.
- Staff belong to various national, federal, and international groups to exchange ideas and to monitor reciprocity and standards issues between jurisdictions.

- Local Level: Individual volunteers, schools, and organizations comprise the bulk of activity in the programs once trained by Department staff in program policies and procedures of the certification programs, and in knowledge and skills of the activities themselves.

Outreach and Recruitment

- Municipalities: The Department partners with municipal and county parks and recreation departments to provide and promote outdoor recreation opportunities through TPWD programs such as Texas Paddling Trails, Great Texas Wildlife Trails and Neighborhood Fishin'. The Department also partners with these organizations to raise awareness of conservation efforts such as the "Protect the Lakes You Love" campaign to stop the spread of aquatic invasive species.
- Archery Trade Association (ATA): The Department partners with ATA through sponsorship of our community archery program. They have supported the program by providing curriculum for "Explore Bow Hunting" and "Explore Bowfishing". In addition to the curricula, ATA provides equipment that the department packages and loans to instructors teaching courses across the state.
- Outdoors Tomorrow Foundation (OTF): The Outdoors Tomorrow Foundation combines many of the outdoor skills courses into one year-long curriculum. Thus, they expand the reach of the Division's Hunter, Boater and Angler Education Programs, as well as the Department's Community Archery Program.
- National, federal, and international groups: Staff belong to various groups to exchange ideas and to monitor reciprocity and standards issues between jurisdictions.
- Local Level: Individual volunteers, schools, and organizations comprise the bulk of activity in the programs once trained by Department staff in program policies and procedures, of the certification programs, and in knowledge and skills of the activities themselves.
- The National Archery in the Schools Program: Works closely with public, private, and home schools.

Media Productions Branch

Press Office

The Press Office works collaboratively with media relations and public information professionals from other city, county, state, and federal agencies as needed for media communication topics of mutual interest. On occasion, this includes joint news releases on projects undertaken by or involving multiple agencies.

Marketing Group

Marketing staff work closely with other state agencies involved in tourism, as well as with local convention and visitor bureaus and chambers of commerce to promote state parks and outdoor recreation. Marketing staff also provide nature tourism expertise for the Office of the Governor's tourism assessments.

Great Texas Wildlife Trails work with municipal, county, and federal organizations to promote their wildlife viewing sites.

Texas Paddling Trails work with local communities to develop and promote use of 76 paddling trails throughout the state.

Cities and water municipalities provide partnership funding to support invasive species public awareness campaigns, including the City of Dallas, Coastal Water Authority, Guadalupe Blanco River Authority, Lower Colorado River Authority, North Texas Municipal Water District, San Jacinto River Authority, Tarrant Regional Water District, Sabine River Authority, and Trinity River Authority.

Marketing staff participate in the national Association of Fish and Wildlife Agencies (AFWA); one staff member is the chair for the national Wildlife Viewing and Nature Tourism Working Group. Marketing staff have recently assisted other work teams such as the National Conservation Outreach Plan and the Education, Outreach, and Diversity - Wildlife Diversity and Conservation Funding Joint Working Group to develop, support, and collaborate on national-level marketing and nature tourism related campaigns and promotions.

The Recreational Boating and Fishing Foundation (RBFF) promotes fishing and boating at national levels and partners with the Communications Division's Marketing Branch to coordinate related efforts.

Marketing staff partner with the Texas Commission on Environmental Quality (TCEQ - Take Care of Texas Campaign) to promote natural resource conservation and provide a free state park guide to people who pledge to practice good stewardship.

- K. If contracted expenditures are made through this program please provide**
- **a short summary of the general purpose of those contracts overall;**
 - **the amount of those expenditures in fiscal year 2018;**
 - **the number of contracts accounting for those expenditures;**
 - **the method used to procure contracts;**
 - **top five contracts by dollar amount, including contractor and purpose;**
 - **the methods used to ensure accountability for funding and performance; and**
 - **a short description of any current contracting problems.**

Contract Management:

The Communications Division manages contracted expenditures to obtain goods and services to help fulfill the Department's mission, to complement in-house resources, and to make possible delivery of services from division programs to support other divisions and the Department as a whole. Care is always taken to abide by state purchasing guidelines and to seek the most cost-effective uses of funds, including use of competitive bidding and related practices as required. While the Communications Division has significant in-house resources and expertise that serve the Department well, division management recognizes that use of private sector or other contracted resources can be cost-effective, and is occasionally necessary, to fulfill program and agency needs. During FY2018, the Communications

Division's expenditures totaled \$4,636,210 from 660 contracts (count reflects PO's accounting for expenses, which may include instances of PO's involving multiple divisions and counted elsewhere). For the purposes of this analysis, the Department considers all expenditures made by PO to be contract expenditures. To ensure accountability for funding and performance, the requestor of the contracted goods or services (or their designee) monitors dates, costs, installation, implementation, and invoicing to ensure compliance with the terms, conditions, and requirements of the contract. Communications Division staff identify problems and resolve minor issues directly with the vendor. Upon completion of a service, staff verify the service was performed in accordance with the requirements of the contract. For goods, staff inspect shipments upon delivery to ensure all specifications were met. Communications Division personnel do not enter a receipt in the Department's financial system (BIS) for quantities not received or accepted, services not performed as required, or items not yet delivered or that did not meet specifications. The Department's Financial Resources Division accounts payable section cannot process payment for an invoice not receipted in the financial system. As for contracting problems, none were identified.

The top five contracts by dollar amount for the Communications Division are:

Purchase Order	Contractor	Amount	Purpose
496469	KICKINGASS GUN RANGE LLC DBA SHADY OAKS GUN RANGE	\$710,029	Target range grant, to construct range facilities.
496581	CORPUS CHRISTI GUN CLUB	\$252,136	Target range grant, to construct range facilities.
510142	POSTMASTER ATTN FINANCE WINDOW	\$175,000	Magazine mail
471401	TEXAS WILDLIFE ASSOCIATION	\$159,623	Texas Youth Hunting Program
505321	POSTMASTER ATTN FINANCE WINDOW	\$150,000	Magazine mail

L. Provide information on any grants awarded by the program.

The Target Range Grant Program supports the development of public, safe, and accessible shooting facilities that align with Department hunter education activities and programs. Benefits of participation include partnership opportunities within the target range community, recreational opportunities for shooting sports, and regional locations for hunters to practice their skills. The Target Range Grant Program was transferred to the State Parks Division's Recreational Grants Program on August 1, 2019.

M. Are there any barriers or challenges that impede the program’s performance, including any outdated or ineffective state laws? Explain.

Marketing efforts are hampered by funding and statutory authority limitations. Currently, revenue generated through entrepreneurial or partnership efforts is brought in as appropriated receipts that must be expended within the fiscal year it is secured, thus negatively impacting the Department’s ability to strategically invest these dollars. In addition, the Department lacks the appropriation authority to invest the revenue generated from agency programs in effective “return on investment” marketing efforts that would result in additional revenue. Parks and Wildlife Code does not give authority for the Department to offer certain hunting, fishing, or combination license products that may enhance recruitment and retention of hunters and anglers, reduce attrition of existing license buyers, or to implement promotions that reduce fishing or combination license fees. The Department does have limited authority to exempt the fishing license requirement or to waive or reduce resident hunting license fees for participants in an event that is sponsored or co-sponsored by the Department. Finally, statutes such as the Motor Vehicle Records Disclosure Act under Transportation Code §730.004 governing the privacy and disclosure of personal information, prevents TPWD from accessing customer information and impedes its ability to carry out its marketing functions to the fullest and most cost-effective extent.

N. Provide any additional information needed to gain a preliminary understanding of the program or function.

N/A

O. Regulatory programs relate to the licensing, registration, certification, or permitting of a person, business, or other entity. For each regulatory program, if applicable, describe

- why the regulation is needed;
- the scope of, and procedures for, inspections or audits of regulated entities;
- follow-up activities conducted when non-compliance is identified;
- sanctions available to the agency to ensure compliance; and
- procedures for handling consumer/public complaints against regulated entities.

Outreach and Education Branch

Hunter Education and Boater Education

- Education regulations reflect the public’s desire to make hunters and boaters more safe, responsible, knowledgeable, and involved.
- Education courses are designed to minimize poor behavior and increase compliance to laws related to hunting, shooting, boating, and swimming.
- Hunters and boaters that receive citations can be granted relief from the fine for the violations (as granted by Justice of Peace) if they complete a hunter or boater education course. Boaters that receive a citation for certain violations are required to complete a boater education course as part of the penalty (remedial education).

- The Department’s game wardens serve as both educators and enforcers of the state’s mandatory hunter and boater education requirements.

P. For each regulatory program, if applicable, provide detailed information on complaint investigation and resolution. Please adjust the chart headings as needed to better reflect your agency’s particular programs. If necessary to understand the data, please include a brief description of the methodology supporting each measure.

Texas Parks and Wildlife Department Communications Division Exhibit 12: Information on Complaints Against Regulated Persons or Entities Fiscal Years 2017 -2018		
	FY2017	FY2018
Total number of regulated persons	Boater Education certified 20,221 participants. Hunter Education certified 59,294 participants.	Boater Education certified 22,828 participants. Hunter Education certified 55,813 participants.
Total number of regulated entities	N/A	N/A
Total number of entities inspected	N/A	N/A
Total number of complaints received from the public	Estimated 5-10 calls per year relating to hunter and boater education.	Estimated 5-10 calls per year relating to hunter and boater education; 1 complaint received in FY18 about a target range.
Total number of complaints initiated by agency	N/A	N/A
Number of complaints pending from prior years	N/A	N/A
Number of complaints found to be non-jurisdictional	N/A	N/A
Number of jurisdictional complaints found to be without merit	N/A	N/A
Number of complaints resolved	All complaints resolved.	All complaints resolved.
Average number of days for complaint resolution	Resolved at time of call or email (1), same day.	Resolved at time of call or email (1), same day; 1 target range complaint resolved in FY2018.
Complaints resulting in disciplinary action:	N/A	N/A
Other		1 potential volunteer instructor’s instructor certification was denied after investigation.

In addition, Communications staff will attempt to discuss any issue regarding complaints they may receive directly with the individual. If there are any specific complaints regarding staff, then these complaints will be referred, as appropriate, to the Human Resources Division or Internal Affairs.

A. Provide the following information at the beginning of each program description.

Name of Program or Function: Departmentwide

Location/Division: 4200 Smith School Road, Austin, Texas 78744

Contact Name: Julie Horsley, Director of Planning, Analysis & Reporting

Statutory Citation for Program: Various provisions, include but are not limited to, the following:

Parks and Wildlife Code

- §12.703 (Point of Sale System)

General Appropriations Act, Article IX

- §15.02 (Payments to the State Office of Risk Management)

Transportation Code

- Chapter 504 (License Plates)

B. What is the objective of this program or function? Describe the major activities performed under this program.

Departmentwide is considered a department program for budgeting purposes only. It is intended to reflect agency costs and obligations associated with initiatives that are agency-wide in scope or benefit and do not easily fit into a specific division, otherwise. Examples of items reflected in Departmentwide include debt service on bonds, the Department’s license point-of-sale contract, State Office of Risk Management (SORM) assessments, lease of office space, and pass-through plate funding held by TPWD on behalf of various non-profit entities.

C. What evidence can you provide that shows the effectiveness and efficiency of this program or function? In Exhibit 12, provide a list of statistics and performance measures that best convey the effectiveness and efficiency of this program or function. Also, please provide the calculation or methodology behind each statistic or performance measure. Please do not repeat measures listed in Exhibit 2 unless necessary to understand the program or function.

N/A

D. Describe any important history regarding this program not included in the general agency history section, including how the services or functions have changed from the original intent. If the response to Section III of this report is sufficient, please leave this section blank.

N/A

- E. List any qualifications or eligibility requirements for persons or entities affected by this program, such as licensees, consumers, landowners, for example. Provide a statistical breakdown of persons or entities affected.

N/A

- F. Describe how your program or function is administered, including a description of the processes involved in the program or function. Include flowcharts, timelines, or other illustrations as necessary to describe agency policies and procedures. Indicate how field/regional services are used, if applicable.

N/A

- G. Identify all funding sources and amounts for the program or function, including federal grants and pass-through monies. Describe any funding formulas or funding conventions. For state funding sources, please specify (e.g., general revenue, appropriations rider, budget strategy, fees/dues).

Departmentwide	
Method of	Amount
L0001 - General Revenue Fund	\$3,232,981
L0400 - Sporting Goods Sales Tax-State	\$111
L0401 - Sporting Goods Sales Tax-Local	\$5,102
L0009 - GRD Game, Fish and Water Safety Account	\$6,661,890
L0064 - State Parks Account	\$1,120,189
L0666 - Appropriated Receipts	\$3,465,034
L0802 - License Plate Trust Fund	\$151,532
Total	\$14,636,840

- H. Identify any programs, internal or external to your agency, that provide identical or similar services or functions to the target population. Describe the similarities and differences.

N/A

- I. Discuss how the program or function is coordinating its activities to avoid duplication or conflict with the other programs listed in Question H and with the agency's customers. If applicable, briefly discuss any memorandums of understanding (MOUs), interagency agreements, or interagency contracts.

N/A

- J. If the program or function works with local, regional, or federal units of government, include a brief description of these entities and their relationship to the agency.

N/A

K. If contracted expenditures are made through this program please provide

- a short summary of the general purpose of those contracts overall;
- the amount of those expenditures in fiscal year 2018;
- the number of contracts accounting for those expenditures;
- the method used to procure contracts;
- top five contracts by dollar amount, including contractor and purpose;
- the methods used to ensure accountability for funding and performance; and
- a short description of any current contracting problems.

Contracts include those in support of agency-wide initiatives, such as the automated hunting and fishing license sales system, leased office space, Statewide Cost Allocation Plan (SWCAP), and payments to the State Office of Risk Management (SORM), as well as others, such as those for pass-through of plate funds to non-profit entities. During FY2018, a total of 27 purchase orders accounted for contract expenses of \$5,759,111. The count may include instances of purchase orders involving multiple divisions that are counted elsewhere.

The methods used to procure contracts vary based on the dollar amount and type of goods or services needed, but in general they can include spot purchases, term contracts, competitive solicitations, and interagency contracts. All methods comply with state purchasing policies and procedures. All contracts are administered in compliance with the Texas Statewide Procurement Division and Department’s Procurement and Contract Management Guide. As per the guide, each contract is assigned a contract manager to monitor vendor progress and performance, authorize payments consistent with contract documents, resolve disputes, submit vendor performance reports in accordance with state policies, and take action when performance is not acceptable. No contracting problems were identified.

For the Departmentwide program, the top five FY2018 purchase orders were:

Purchase Order	Contractor	Amount	Purpose
420614	Gordon Darby Inc.	\$3,602,641	License system vendor for the automated license point-of-sale system.
502248	State Office of Risk Management	\$891,448	Workers’ Compensation and Risk Management Services.
463717	Kansas City Life Insurance Company	\$637,426	Office Lease Payment – Airport Commerce.
504900	State Office of Risk Management	\$293,907	Final Workers’ Compensation Coverage.
509161	Comptroller of Public Accounts	\$69,611	Billing for Statewide Cost Allocation Plan.

L. Provide information on any grants awarded by the program.

N/A

M. Are there any barriers or challenges that impede the program's performance, including any outdated or ineffective state laws? Explain.

N/A

N. Provide any additional information needed to gain a preliminary understanding of the program or function.

N/A

O. Regulatory programs relate to the licensing, registration, certification, or permitting of a person, business, or other entity. For each regulatory program, if applicable, describe

- why the regulation is needed;
- the scope of, and procedures for, inspections or audits of regulated entities;
- follow-up activities conducted when non-compliance is identified;
- sanctions available to the agency to ensure compliance; and
- procedures for handling consumer/public complaints against regulated entities.

N/A

P. For each regulatory program, if applicable, provide detailed information on complaint investigation and resolution. Please adjust the chart headings as needed to better reflect your agency's particular programs. If necessary to understand the data, please include a brief description of the methodology supporting each measure.

N/A

A. Provide the following information at the beginning of each program description.

Name of Program or Function: Executive Office

Location/Division: 4200 Smith School Road, Austin, Texas 78744

Contact Name: Brent Leisure, Chief Operating Officer

Statutory Citation for Program:

Parks and Wildlife Code

- §11.017 (Executive Director)
- §11.0174 (Internal Affairs)
- §11.018 (Employees)

Government Code

- Chapter 2102 (Internal Audit)

B. What is the objective of this program or function? Describe the major activities performed under this program.

The Executive Office acts as the liaison between the TPW Commission and Departmental staff, in accordance with established policies, and is responsible for the overall administration and operation of the Department. The Executive Office plays a primary role representing TPWD to the Legislature and other governmental bodies and is composed of key programs that provide support functions to the executive director, TPW Commission, and the Department as a whole. These functions include:

Executive Management

- Provides logistical, technical, and administrative support to the TPW Commission and the executive director.
- Manages all procedures associated with the TPW Commission rulemaking and open meeting criteria.
- Final review and approval of Department policies, budgets, and programs.
- Provides oversight and leadership to all divisions of the Department.
- Responsible for hiring and leading the Department's senior management.
- Serves as the primary liaison to the Texas Legislature, Congress, non-profits and other major stakeholders.

Diversity and Inclusion

- Provides strategic direction and guidance to the overall department in recruiting and retaining a diverse workforce that is reflective of the state's population.
- Effectively engages a very diverse and growing population to maximize services and benefits to all Texans.
- Works closely with an inter-divisional team to facilitate agency collaboration and coordination to achieve the strategic diversity and inclusion goals of the Department.

Intergovernmental Affairs

- Acts as the legislative liaison for the Department to expedite responses to inquiries from the state legislature.
- Provides input to state legislative leaders on issues over which the Department has jurisdiction.
- Acts as a point-of-contact for other state agencies having inquiries or issues on items under the purview of the Department.
- Acts as a liaison to the Texas Congressional Delegation and other congressional leaders, as called upon and within the guidelines for such contacts, as prescribed by the appropriate state directives.

Internal Affairs

- Conducts and refers complaint investigations, including formal and informal cases. Formal cases consist of criminal investigations, legal inquires, firearm discharges, and special investigations, such as an employee death while on duty. Informal cases are not investigated by the Internal Affairs but are referred to the affected division for appropriate action.
- Supervises and coordinates the Executive Protection Team for the protection of government officials, executives, and other dignitaries as assigned.
- Investigates threats to officials under the protection of the Executive Protection Team.
- Coordinates and supervises security and investigations related to special events (i.e. presidential visits and other VIP visits to TPWD activities, etc.).

Internal Audit

- Responsible to the TPW Commission for executing the internal audit function for the Department. Works closely with executive management in all divisions of the Department to evaluate and identify risks, develop annual audit plans, assess agency compliance with established policies and internal controls, and reports audit findings to the TPW Commission and management.
- Provides consulting services on Department processes and participates in system development or other project teams, as an ex officio member.
- Provides management assistance as allowed in the annual audit plan.

Contracting and Purchasing

- Contracting and purchasing functions, while reporting directly to the Chief Operating Officer, are considered a core financial resources function, and as such are reflected in the Financial Resources Division's program description.

- C. What evidence can you provide that shows the effectiveness and efficiency of this program or function? In Exhibit 12, provide a list of statistics and performance measures that best convey the effectiveness and efficiency of this program or function. Also, please provide the calculation or methodology behind each statistic or performance measure. Please do not repeat measures listed in Exhibit 2 unless necessary to understand the program or function.**

The activities of the Executive Office are very diverse and broad in nature making it difficult to quantify effectiveness and efficiency. In many respects, the effectiveness of the entire Department in accomplishing its mission is tied to the management and leadership provided by the Executive Office. Below are a few statistics that reflect the work of the Executive Office.

- The office of Internal Affairs received and processed 93 complaints in FY2018, leaving no complaints pending in subsequent years.
- In FY2018, the Internal Audit Branch completed the following reports:
 - Fiscal Control Audits of: Caddo Lake, Cedar Hill, Cooper Lake – South Sulphur, Martin Creek Lake, Purtis Creek, Tyler, Fort Richardson, Lake Arrowhead, Lake Corpus Christi, South Llano River, Blanco, Fort Boggy, Franklin Mountains, Seminole Canyon, Wyler Aerial Tramway, Choke Canyon-Calliham, Estero Llano Grande, Possum Kingdom, Kickapoo Cavern, Falcon, Lake Casa Blanca, Enchanted Rock, Government Canyon, Guadalupe River, McKinney Falls, Mother Neff, San Angelo, Meridian, and Abilene State Park.
 - Follow-up of Internal and External Audit Recommendations
 - Selected Federal Grants
 - Selected Contracts
 - Texas Freshwater Fisheries Center
 - Sea Center
 - Sand and Gravel Permitting Program
 - Selected Wildlife Management Areas: Matador, James Daughtrey, J.D. Murphree, and Chaparral
 - IT Governance Audit
 - Selected IT Systems: Public Hunt System
- The Executive Office planned and executed five TPW Commission meetings during January, March, May (Amarillo and Lubbock), August, and November (Mission/Brownsville) 2018.
- The Executive Office remains responsive to all inquiries from legislative contacts, local, state, and federal officials, as well as the general public.

D. Describe any important history regarding this program not included in the general agency history section, including how the services or functions have changed from the original intent. If the response to Section III of this report is sufficient, please leave this section blank.

The basic functions of the Executive Office have not changed from the original intent; however, organizational changes were made in 2016 to streamline the chain of command and provide for more collaboration and exchange between divisions. The Department's Executive Office shifted from a structure that had three deputy executive director positions (Operations, Conservation, and Policy and Administration), to a single chief operating officer for the Department who oversees divisions that execute all of these necessary functions. As long as the Department exists, there will be a need for the functions provided by the Executive Office.

E. List any qualifications or eligibility requirements for persons or entities affected by this program, such as licensees, consumers, landowners, for example. Provide a statistical breakdown of persons or entities affected.

The Executive Office primarily serves the TPW Commission and the executive director, but also provides services to all employees of the Department and the public. Any person may contact the Executive Office for possible assistance. All requests for assistance and/or information received will be reviewed and acted upon/or referred accordingly.

In addition, the Executive Office serves members of the Texas Legislative Branch, sister agencies within the Texas Executive Branch, and the public who have inquiries about issues of legislative interest. There are no requirements for receipt of the services provided by this division since most services are informational in nature.

F. Describe how your program or function is administered, including a description of the processes involved in the program or function. Include flowcharts, timelines, or other illustrations as necessary to describe agency policies and procedures. Indicate how field/regional services are used, if applicable.

The executive director serves as the Department's chief executive officer. One senior executive staff member, chief operating officer, provides special counsel to the executive director in the areas of operations and administrative matters. The chief operating officer directly supervises division directors of the following divisions and programs: Divisions - Coastal Fisheries, Financial Resources, Human Resources, Information Technology, Infrastructure, Inland Fisheries, State Parks, Support Resources, and Wildlife; Programs - Contracting/Purchasing and Diversity and Inclusion. The executive director directly supervises division directors of the following divisions and programs: Divisions - Communications, Law Enforcement, and Legal; Programs - Intergovernmental Affairs and Internal Affairs. The main purpose of all positions is to provide support for the TPW Commission and executive director. The program is centralized in the Austin headquarters.

Operations of the office of Internal Affairs are coordinated by the director of Internal Affairs. Any audits or investigations conducted by Internal Affairs are done so with the approval of the executive director. All complaints, requests, and/or information received are reviewed by the appropriate investigator and/or auditor for possible action and a recommended action is provided to the executive director. Additionally, an annual report from Internal Affairs is produced and provided to the TPW Commission.

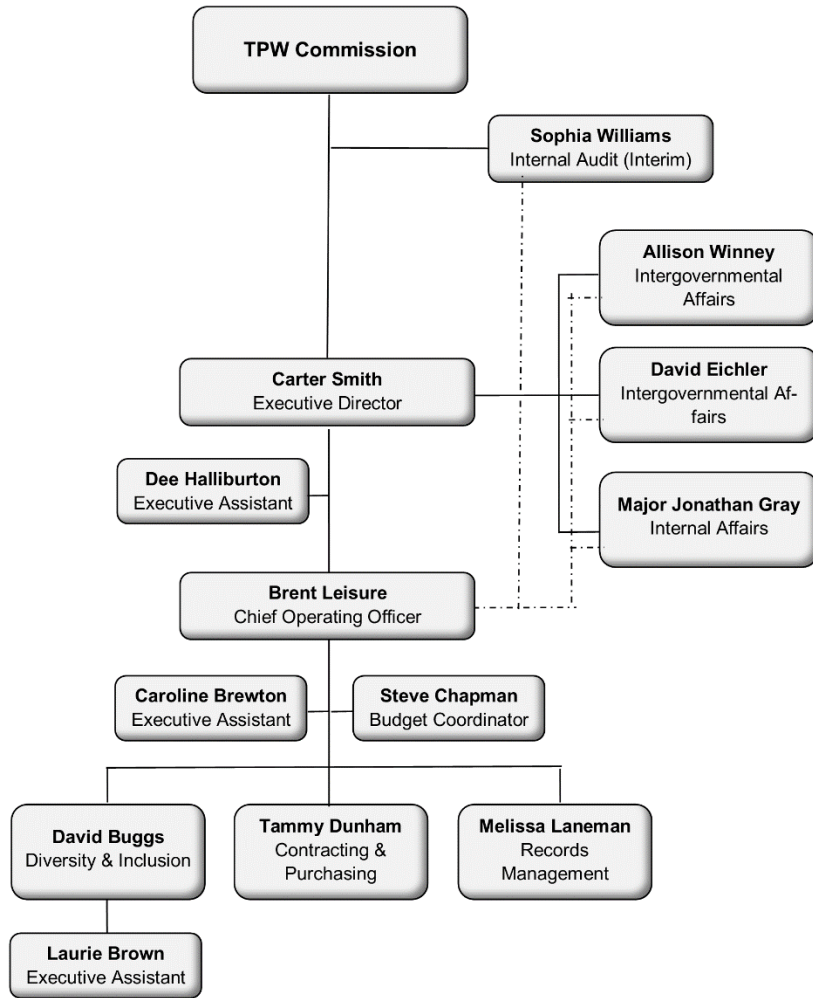
Annual activities of the Internal Audit Branch are governed by the Internal Audit Plan that is approved by the TPW Commission Finance Committee Chair.

The Diversity and Inclusion Program is led by the Department's diversity and inclusion officer. The program is designed to provide strategic direction and guidance to the overall Department in recruiting and retaining a diverse workforce that is reflective of the state's population, and effectively engaging a very diverse and growing population to maximize

services and benefits to all Texans. The diversity and inclusion officer works closely with an inter-divisional team to facilitate agency collaboration and coordination to achieve the strategic diversity and inclusion goals of the Department.

The following is the Executive Office organization chart:

EXECUTIVE OFFICE



- G. Identify all funding sources and amounts for the program or function, including federal grants and pass-through monies. Describe any funding formulas or funding conventions. For state funding sources, please specify (e.g., general revenue, appropriations rider, budget strategy, fees/dues).**

Executive Office	
Method of Finance	Amount
L0001 - General Revenue	\$1,404,555
L0009 - GRD Game, Fish and Water Safety	\$1,951,566
L0064 - State Parks Account	\$1,670,117
L0555 - Federal Funds	\$88,145
Total	\$5,114,383

- H. Identify any programs, internal or external to your agency, that provide identical or similar services or functions to the target population. Describe the similarities and differences.**

INTERNAL

The Internal Affairs and Internal Audit branches, within the Executive Office, both complete audits; however, this is done in an effort to increase efficient use of scarce resources and increase cooperation between the functions. These functions are different in that the Internal Affairs Branch’s main objective is to investigate identified fraud and the Internal Audit Branch’s main objective is to improve operations. In addition, other divisions within the Department conduct their own inquiries and/or complaint investigations.

EXTERNAL

Externally, as with other law enforcement agencies, joint or multiple jurisdictions may exist in some cases.

In addition, the functions of the State Auditor's Office are similar to those of the Internal Audit Branch. The difference in these functions is that the State Auditor's Office is in the Texas Legislative Branch and reports to the Legislative Audit Committee.

At the national level, the Texas Office of State and Federal Relations maintains a natural resource staff component. This element supports, supplements, and often provides a conduit for contacts with the state’s Congressional delegation for the Department, which is a similar function to that performed by the Intergovernmental Affairs Branch function.

- I. Discuss how the program or function is coordinating its activities to avoid duplication or conflict with the other programs listed in Question H and with the agency’s customers. If applicable, briefly discuss any memorandums of understanding (MOUs), interagency agreements, or interagency contracts.**

INTERNAL

The Internal Audit Branch and Internal Affairs Branch coordinate efforts by notifying the other program when investigations or audits are initiated. In addition, Internal Affairs

coordinates all cases with the Human Resources Division, legal staff, and the appropriate division director to avoid duplication or conflict.

The Intergovernmental Affairs Branch works in close coordination with other program elements of the Department by having a point-of-contact in each division to assist in accomplishing the role of the program. Through such a network, information and available resources are provided in a timely manner to respond to inquiries and requirements placed on the program by departmental or state leadership.

EXTERNAL

When the law enforcement agencies are involved in a case within joint or multiple jurisdictions, the agencies will determine which department will be the lead agency, or in some cases, joint jurisdiction may be established. For example, one agency may have the lead criminally, while another agency will conduct an administrative inquiry on the same case. In all cases, both internally and externally, steps are taken to ensure duplication of effort does not occur.

The Internal Audit Branch and the State Auditor's Office have coordinated with each other by sharing information on audit planning.

J. If the program or function works with local, regional, or federal units of government, include a brief description of these entities and their relationship to the agency.

The Executive Office's Internal Affairs Branch works with various state and local law enforcement agencies on a continuing basis. The Internal Affairs Branch refers the majority of its criminal cases involving state funds, and/or property to the Public Integrity Unit of the Travis County District Attorney's Office. Additional criminal cases are referred to the appropriate state and/or federal prosecutor.

K. If contracted expenditures are made through this program please provide

- **a short summary of the general purpose of those contracts overall;**
- **the amount of those expenditures in fiscal year 2018;**
- **the number of contracts accounting for those expenditures;**
- **the method used to procure contracts;**
- **top five contracts by dollar amount, including contractor and purpose;**
- **the methods used to ensure accountability for funding and performance; and**
- **a short description of any current contracting problems.**

Contracts are purchase orders that are initiated for the purchase of goods or services needed to ensure the Executive Office functions effectively and efficiently. In FY2018, 166 contracts (count reflects PO's accounting for expense, which may include instances of PO's involving multiple divisions that are also counted elsewhere) accounted for expenditures totaling \$1,593,936. For the purposes of this analysis, the Department considers all expenditures made by the PO to be contract expenditures. State purchasing

and contract policy and procedures are utilized to procure contracts. To ensure accountability and performance, all contracts are administered in compliance with the Texas Statewide Procurement Division and the Department’s Procurement and Contract Management Guide. Per the guide, each contract is assigned a Contract Manager to monitor vendor progress and performance, authorize payments consistent with contract documents, resolve disputes, submit vendor performance reports in accordance with state policies, and take action when performance is not acceptable. Third-party contracts have a statement of work that outlines deliverables that must be achieved. Retainage is held from these contractors until the deliverables are met and a final report is provided. If federal funds are utilized, federal requirements are also followed. For other vendor purchase orders, a vendor performance report is submitted for those over \$25,000 and this is submitted to the Comptroller of Public Account’s office. For goods and services, the responsible party verifies that what was ordered was received and then initiates payment. The Business Information System (BIS) is the system of record and funds are budgeted and controlled to ensure that funding is available. Currently, there are no contracting problems to report.

The top five contracts by dollar amount, including contractor and purpose for the Executive Office are:

Purchase Order	Contractor	Amount	Purpose
506445	Texas Forest Service	\$400,000	Texas Farm and Ranch Lands Conservation Program Grant- Longleaf Ridge
502065	Nature Conservancy	\$395,500	Texas Farm and Ranch Lands Conservation Program Grant Agreement for Bartush Land and Cattle Ranch
494871	Nature Conservancy	\$320,589	Pietila Ranch Project
509033	Hill Country Conservancy	\$200,000	Inspiring Oaks Ranch Project
508381	Nature Conservancy	\$30,000	Texas Farm and Ranch Lands Conservation Program Grant- Collins Ranch

L. Provide information on any grants awarded by the program.

N/A

M. Are there any barriers or challenges that impede the program’s performance, including any outdated or ineffective state laws? Explain.

N/A

N. Provide any additional information needed to gain a preliminary understanding of the program or function.

N/A

- O. Regulatory programs relate to the licensing, registration, certification, or permitting of a person, business, or other entity. For each regulatory program, if applicable, describe**
- **why the regulation is needed;**
 - **the scope of, and procedures for, inspections or audits of regulated entities;**
 - **follow-up activities conducted when non-compliance is identified;**
 - **sanctions available to the agency to ensure compliance; and**
 - **procedures for handling consumer/public complaints against regulated entities.**

N/A

- P. For each regulatory program, if applicable, provide detailed information on complaint investigation and resolution. Please adjust the chart headings as needed to better reflect your agency's particular programs. If necessary to understand the data, please include a brief description of the methodology supporting each measure.**

Executive Office staff will attempt to discuss any issue regarding complaints they may receive directly with the individual. If there are any specific complaints regarding staff, then these complaints will be referred, as appropriate, to the Human Resources Division or Internal Affairs.

A. Provide the following information at the beginning of each program description.

Name of Program or Function: Internal Affairs Branch

Location/Division: Executive Office
4200 Smith School Road, Austin, Texas 78744

Contact Name: Major Jonathan W. Gray, Internal Affairs Director

Statutory Citation for Program: Parks and Wildlife Code
• §11.0174 (Internal Affairs Office)

B. What is the objective of this program or function? Describe the major activities performed under this program.

The director of Internal Affairs reports to the executive director and provides information regarding investigations to the executive director and/or TPW Commission, as appropriate.

The Office of Internal Affairs' mission is to independently, objectively, and expeditiously investigate alleged misconduct by Department employees. Investigators are charged with seeking the truth to protect the public, employees, and the Department.

An investigation under Parks and Wildlife Code §11.0174 may be initiated only by the executive director or the TPW Commission. Internal Affairs has original departmental jurisdiction over all investigations of cases alleging criminal conduct occurring on department property, engaged in by on-duty Department employees, or engaged in by officers commissioned by the Department performing off-duty work related to their official duties.

- Accept and readily review each complaint received with the deserved level of attention.
- Be proactive in preventing and identifying misconduct, fraud, and abuse through analysis of data trends.
- Deliver investigative "findings" to divisions in a timely manner, as well as provide risk management strategy recommendations for reducing similar misconduct in the future.
- Enhance public and employee confidence in the integrity of the processing and investigation of misconduct allegations against Department employees.
- Evaluate complaints and refer appropriate grievances and ensuing investigations to the employee's division for action.
- Independently investigate, evaluate, and recommend a fair classification based upon facts, ignoring irrelevant factors.
- Minimize misconduct by providing employees with training and guidance on problematic trends and issues.
- Provide employees with confidence and protection against complaints and allegations lacking merit, evidence, or actual violation of law and policy.
- Provide timely information to the TPW Commission, executive director, and all directors requiring their attention, involvement, and action.

- C. What evidence can you provide that shows the effectiveness and efficiency of this program or function? In Exhibit 12, provide a list of statistics and performance measures that best convey the effectiveness and efficiency of this program or function. Also, please provide the calculation or methodology behind each statistic or performance measure. Please do not repeat measures listed in Exhibit 2 unless necessary to understand the program or function.

**Texas Parks and Wildlife Department
Executive Office – Office of Internal Affairs**

Exhibit 12: Program Statistics and Performance Measures — Fiscal Year 2018

Table 1. Case Breakdown by Type

Case Breakdown	Count*	% of Total
Administrative	32	36.5%
Firearms	2	2.2%
Criminal	12	12.9%
Discrimination	1	1.1%
Informal	23	24.7%
Sexual Harassment	1	1.1%
Tracking Only	14	15.1%
Use of Force	6	6.4%
TOTAL	93	100%

Table 2. Case Breakdown by Division

Division Breakdown	Count	% of Total
Coastal Fisheries	1	1.0%
Communications/Information Technology/Human Res.	2	2.2%
Financial Resources	2	2.2%
Infrastructure	3	3.2%
Inland Fisheries	2	2.2%
Law Enforcement	31	33.3%
State Parks	34	36.5%
Wildlife	6	6.5%
Miscellaneous ¹	12	12.9%
TOTAL	93	100%

¹ Generally, involves letters of high importance (blue dot / red dot), are non-divisional or TPWD-related, or are inquiries into allegations from the public.

*Case counts include complaints from the public sector and internally.

Table 3. Disposition of IA Investigations

Disposition Counts	Count	% of Total
Terminated	5	5.4%
Commendation	2	2.1%
Employee Counseled	4	4.3%
Exonerated (<i>incident did occur, actions were justified, legal and proper</i>)	7	7.5%
Investigation On-going	3	3.2%
Justified	21	22.6%
Not Sustained (<i>failed to disclose sufficient evidence to clearly prove or disprove</i>)	9	9.7%
Response to Complainant	21	22.6%
Sustained (<i>evidence sufficient to prove allegation</i>)	7	7.5%
Tracking Purposes Only	9	9.7%
Unfounded (<i>alleged incident did not occur or insufficient information to conduct meaningful investigation</i>)	5	5.4%
TOTAL	93	100%

D. Describe any important history regarding this program not included in the general agency history section, including how the services or functions have changed from the original intent. If the response to Section III of this report is sufficient, please leave this section blank.

The Internal Affairs Branch investigates administrative and criminal complaints, allegations of serious policy violations and/or illegal acts, use of force incidents (*e.g. use of pepper spray, incidents involving the discharge of firearms resulting in injury or death, etc.*), and special investigations assigned by the executive director.

Investigations are assigned and/or approved by the executive director. The program has six areas of responsibility: formal complaints, administrative inquiries, firearm discharges, legal inquiries, criminal complaints, and the review of all personnel investigations conducted by an employee other than an Internal Affairs investigator.

It is also the responsibility of the Internal Affairs Branch to provide executive protection and security for TPW Commissioners, executive director, or other dignitaries as assigned while engaged in the performance of Department duties.

E. List any qualifications or eligibility requirements for persons or entities affected by this program, such as licensees, consumers, landowners, for example. Provide a statistical breakdown of persons or entities affected.

All incoming investigators are required to undergo specific Internal Affairs trainings designed to orient experienced law enforcement officers to the unique investigative and legal aspects of conducting internal affairs investigations, both administrative and criminal. Investigators shall have sufficient training relevant to areas of ethics, use of force, search warrants, substance abuse awareness, and officer stress-related topics. In addition, Internal Affairs investigators are required to maintain firearms proficiency certifications as required by the Texas Commission on Law Enforcement (TCOLE) and are encouraged to obtain/maintain certification in firearms instruction.

Within the first year as an Internal Affairs investigator, the investigator will successfully complete the following trainings that are provided outside of the Department:

- Basic Internal Affairs Investigations Training
- Executive/Dignitary Protection Training

This requirement does not apply to law enforcement personnel or supervisors responsible for occasionally conducting administrative investigations referred to them by the Internal Affairs Branch.

Internal Affairs investigators shall continuously strive to obtain the latest training in their area of expertise. Investigators are on the regular TCOLE scheduled minimum training hours and are encouraged to participate in additional continuing education and training courses for relevant training and professional development at least once a year. Such continuing education should only be considered after the basic internal affairs courses have been completed; however, the director of Internal Affairs may authorize deviation from this requirement on a case-by-case basis. Additional training, workshops, and certification opportunities in advanced Internal Affairs operations, including specialized topics, may be attended at the discretion of the director of Internal Affairs and as time, budget, and appropriateness allows.

In addition to Internal Affairs staff, all sworn law enforcement personnel assigned to conduct Internal Affairs investigations, as a collateral duty, will successfully complete a specialized Internal Affairs investigations training course approved by the director of Internal Affairs.

Advanced or continuing education topics may include, but not be limited to:

- Administrative Topics (*e.g. auditing techniques, cultural diversity, courtroom testimony, Early Warning Systems, etc.*)
- Homicide Investigations
- Interview and Interrogation Techniques
- Special Topics (*e.g. domestic violence, sexual assault, search and seizure, etc.*)

Investigators may also receive guidance from seasoned internal affairs investigators on topics such as leadership or report writing. In addition, the Internal Affairs Branch will make its members readily available to other divisions within the Department for specialized instruction upon request. All requests should be directed to and approved by the director of Internal Affairs.

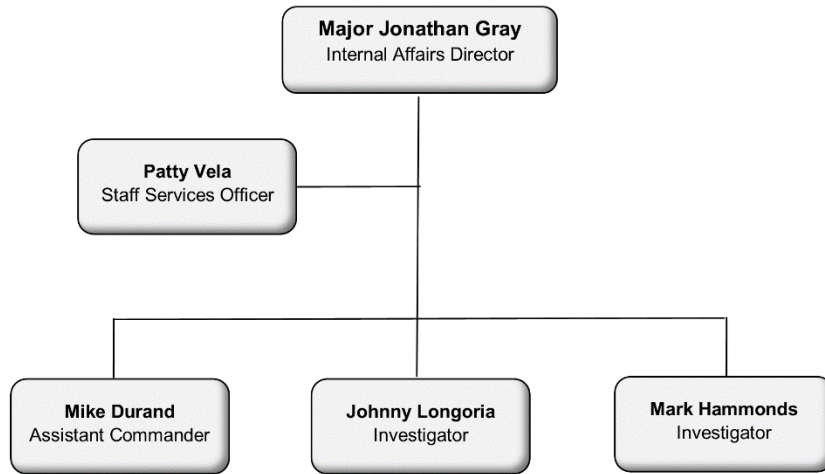
- F. Describe how your program or function is administered, including a description of the processes involved in the program or function. Include flowcharts, timelines, or other illustrations as necessary to describe agency policies and procedures. Indicate how field/regional services are used, if applicable.**

The Department's Internal Affairs office was established in 1991 and is a fact-finding entity with the task of protecting the public, employees, and the Department through a consistent and thorough investigative process.

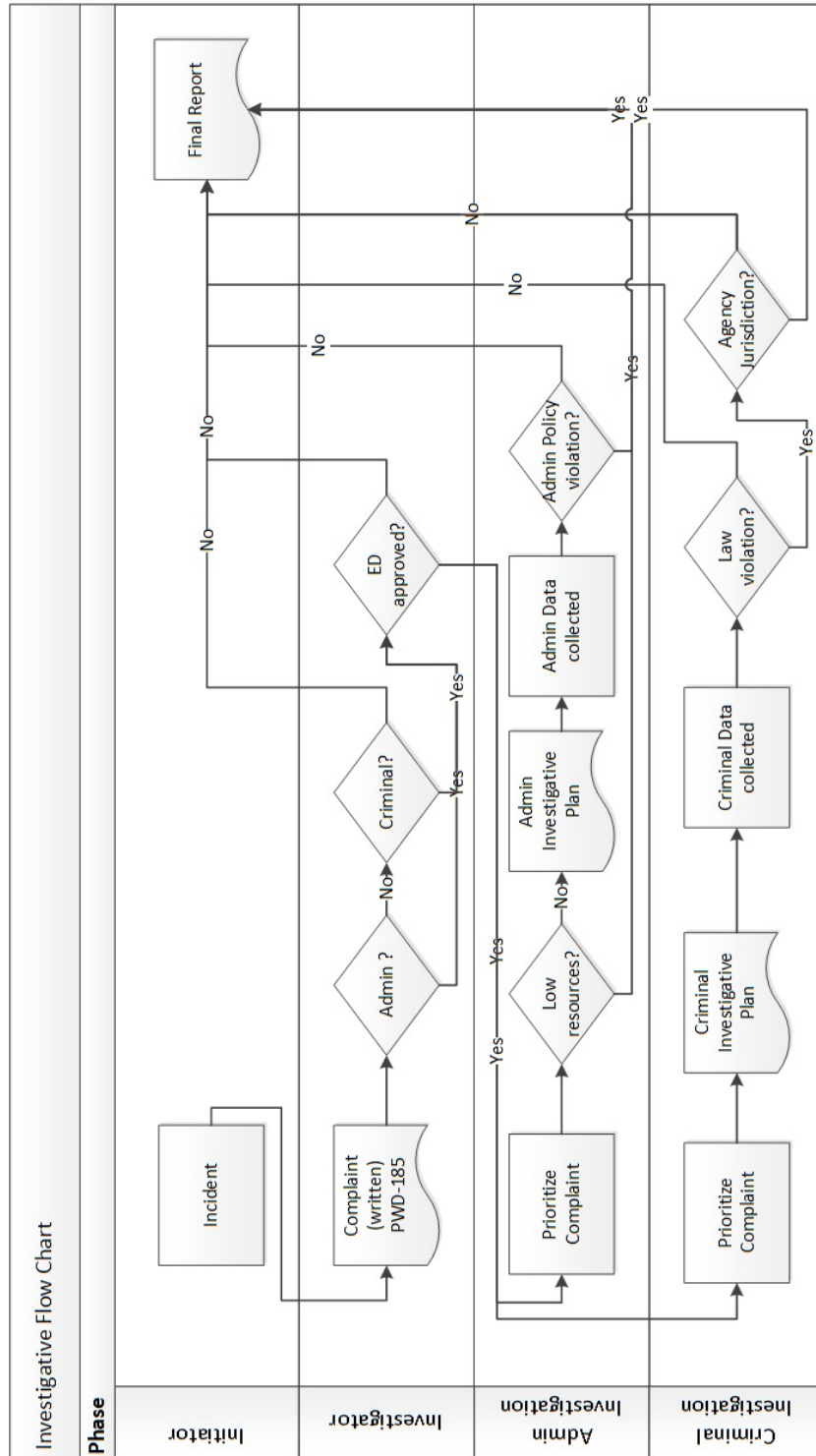
The current staff composition includes the director of Internal Affairs, an assistant commander, two investigators, and one administrative staff services officer. The Internal Affairs Branch operates under the direction of the Department's executive director.

The following is the Internal Affairs Branch organization chart:

INTERNAL AFFAIRS



Investigative Flow Chart



- G. Identify all funding sources and amounts for the program or function, including federal grants and pass-through monies. Describe any funding formulas or funding conventions. For state funding sources, please specify (e.g., general revenue, appropriations rider, budget strategy, fees/dues).**

Internal Affairs	
Method of Finance	Amount
0009 GRD Game, Fish and Water Safety	\$217,921
0064 State Parks Account	\$185,822
Total	\$403,743*

*This is included as a subset of the total reported for the Executive Office's budget.

- H. Identify any programs, internal or external to your agency, that provide identical or similar services or functions to the target population. Describe the similarities and differences.**

The Internal Affairs Branch is the only division authorized to conduct administrative and criminal complaint investigations on employees of the Department. At the request of the executive director, Internal Affairs may lead or participate in investigations more typically handled by the Human Resources Division involving sexual harassment and/or discrimination involving senior level employees, when deemed necessary.

- I. Discuss how the program or function is coordinating its activities to avoid duplication or conflict with the other programs listed in Question H and with the agency's customers. If applicable, briefly discuss any memorandums of understanding (MOUs), interagency agreements, or interagency contracts.**

N/A

- J. If the program or function works with local, regional, or federal units of government, include a brief description of these entities and their relationship to the agency.**

Internal Affairs occasionally files criminal cases with local prosecutors' offices to include both misdemeanors and felonies, which requires open communications with local law enforcement agencies.

Additionally, the TPW Commission meets quarterly and oftentimes attracts groups or activists, depending on the agenda. These meetings can and have turned into protests, resulting in possible public safety issues. Part of our emergency response includes rapid deployment of the Austin Police Department Crowd Control Unit, who are currently on a 20-minute response goal.

- K. If contracted expenditures are made through this program please provide**

- a short summary of the general purpose of those contracts overall;
- the amount of those expenditures in fiscal year 2018;
- the number of contracts accounting for those expenditures;

- the method used to procure contracts;
- top five contracts by dollar amount, including contractor and purpose;
- the methods used to ensure accountability for funding and performance; and
- a short description of any current contracting problems.

During FY2018, a total of 29 purchase orders accounted for contract expenses of \$16,440 in the Internal Affairs Branch.

The methods used to procure contracts vary based on the dollar amount and type of goods or services needed, but in general they can include spot purchases, term contracts, competitive solicitations, and interagency contracts. All methods comply with state purchasing policies and procedures. All contracts are administered in compliance with the Texas Statewide Procurement Division and Department’s Procurement and Contract Management Guide. As per the guide, each contract is assigned a contract manager to monitor vendor progress and performance, authorize payments consistent with contract documents, resolve disputes, submit vendor performance reports in accordance with state policies, and take action when performance is not acceptable. No contracting problems were identified.

For the Internal Affairs Branch, the top five FY2018 purchase orders were:

Purchase Order	Contractor	Amount	Purpose
509087	CI Technologies Inc.	\$4,578	Maintain annual software database (IAPro), product upgrades, training, and technical support.
505323	Miller Uniforms & Emblems Inc.	\$1,440	Upgrade ballistic vests for officer safety.
510041	Public Agency Training Council Inc.	\$1,190	Registration Fee to attend IA Conference & Certification. Continuing professional education required to maintain TCOLE certification as a peace officer.
513524	Texas Department of Criminal Justice	\$1,141	Office Desk
514255	GT Distributors Inc.	\$814	Police equipment/ accessories for IA staff officer safety such as magazine clips, mags, sights, and other parts for State-issued firearms.

L. Provide information on any grants awarded by the program.

N/A

M. Are there any barriers or challenges that impede the program’s performance, including any outdated or ineffective state laws? Explain.

N/A

N. Provide any additional information needed to gain a preliminary understanding of the program or function.

N/A

O. Regulatory programs relate to the licensing, registration, certification, or permitting of a person, business, or other entity. For each regulatory program, if applicable, describe

- why the regulation is needed;
- the scope of, and procedures for, inspections or audits of regulated entities;
- follow-up activities conducted when non-compliance is identified;
- sanctions available to the agency to ensure compliance; and
- procedures for handling consumer/public complaints against regulated entities.

N/A

P. For each regulatory program, if applicable, provide detailed information on complaint investigation and resolution. Please adjust the chart headings as needed to better reflect your agency’s particular programs. If necessary to understand the data, please include a brief description of the methodology supporting each measure.

**Texas Parks and Wildlife Department
Executive Office – Office of Internal Affairs
Exhibit 13: Information on Complaints Against Regulated Persons or Entities
Fiscal Years 2017 and 2018**

	Fiscal Year 2017	Fiscal Year 2018
Total number of complaints received from the public	115	93
Number of complaints pending from prior years	4	7
Number of complaints found to be non-jurisdictional	1	0
Number of jurisdictional complaints found to be without merit	21	33
Number of complaints resolved (with immediate contact w/ complainant)	24	21
Average number of days for complaint resolution	45	50
Complaints resulting in disciplinary action:		
Administrative action	26	18
Termination	15	5

Table 13 Exhibit 13 Information on Complaints Against Persons or Entities

A. Provide the following information at the beginning of each program description.

Name of Program or Function: **Financial Resources Division**

Location/Division: 4200 Smith School Road, Austin, Texas 78744

Contact Name: Mike Jensen, Financial Resources Division Director and Chief Financial Officer

Statutory Citation for Program: **Parks and Wildlife Code**

- §11.018 (Employees)
- Chapter 11, Subchapter I (Statewide Commercial Projects)
- Chapter 12 Subchapter H (License Deputies)
- Chapter 31 (Water Safety Code)

Various provisions include, but are not limited to, the following:

Government Code

- §322.007 (Estimates and Reports)
- Various provisions of Chapter 403, such as §403.021 (Encumbrance Reports), §403.036 (Appropriation Ledgers), Subchapter K (Petty Cash Accounts), and Subchapter L (Property Accounting)
- Various provisions of Chapter 404, such as §404.094 (Funds to be deposited in Treasury)
- Chapter 660 (Travel Expenses)
- §2052.103 (Full-time Equivalent Reports)
- Chapter 2056 (Strategic Plans of Operation)
- Title 10, Subtitle C (State Accounting, Fiscal Management and Productivity)
- Title 10, Subtitle D (State Purchasing and General Services)
- Title 10, Subtitle E (Government Property)
- Title 10, Subtitle F (State and Local Contracts and Fund Management).

Tax Code

- Chapter 160 (Taxes on Sales and Use of Boats and Boat Motors)

B. What is the objective of this program or function? Describe the major activities performed under this program.

The Financial Resources (FR) Division's objective is to provide budgeting, accounting, revenue collection, and other essential business functions in support of the Department's resource divisions and in compliance with state requirements. Primary responsibilities for the FR Division include agency accounting, budget and planning, financial reporting, other support and general services such as warehousing, mail services, property, and management of hunting and fishing licenses issuance and boat/boat motor registration and titling. Purchasing and contracting, while reporting directly to the Chief Operating Officer, are considered a core financial resources function, and as such are reflected in this division's program description.

Major activities of the Financial Resources Division are outlined below:

Budget

- Annual Agency Operating and Capital Budgets
- Legislative Appropriations Request
- Operating Budget (Governor/LBB)
- Fiscal Notes
- Budget Management, Monitoring, and Reporting

Planning, Analysis and Reporting

- Strategic Plan and Performance Measures
- Business Plan Reviews
- Revenue and Cash Balance Estimates
- Reconciliation
- Financial and Other Reporting
- Financial System Administration/Maintenance

Accounting & Property

- Accounts Payable
- Property Accounting
- Property Audits

Grants Administration

- Federal Grant Reimbursement
- Federal Indirect Rate
- Schedule of Expenditures for Federal Awards

General Ledger

- General Ledger Accounting
- Annual Financial Report
- Annual Report of Non-Financial Data

Revenue Management and Accounting

- Park Revenue Accounting and Visitation Reporting
- Hunting and Fishing License Issuance, Processing, Revenue Accounting, and Management of Agents
- Boat Titling and Registration, Processing, Revenue Accounting, and Management of Agents
- Other Revenue Accounting
- Management of Revenue Systems and Related Service Provider Contracts
- Incoming Mail Services
- Revenue Control/Cashier

Distribution Services

- Outgoing Mail
- Fulfillment (primarily hunting and fishing licenses and boat registration and titles)
- Warehouse Management
- Surplus Property Disposition

Contracting and Purchasing

- Contracting
- Purchasing
- HUB Program
- Reports directly to the Chief Operating Officer, but is considered a core financial resources function

C. **What evidence can you provide that shows the effectiveness and efficiency of this program or function? In Exhibit 12, provide a list of statistics and performance measures that best convey the effectiveness and efficiency of this program or function. Also, please provide the calculation or methodology behind each statistic or performance measure. Please do not repeat measures listed in Exhibit 2 unless necessary to understand the program or function.**

**Texas Parks and Wildlife Department
Financial Resources Division
Exhibit 12: Program Statistics and Performance Measures — Fiscal Year 2018**

Program Statistics or Performance Measures	Calculation (if applicable)	FY2018 Target	FY2018 Actual Performance	FY2018 % of Annual Target
Number of Hunting Licenses Sold	*	543,219	501,292	92.28%
Number of Fishing Licenses Sold	*	1,393,231	1,254,633	90.05%
Total License Agent Costs	*	\$4,930,986.00	\$4,300,452.04	87.21%
Number of Boat Registration and Titling, and Marine Industry Licensing Transactions Processed	*	526,694	519,622	98.66%
Amount of Federal Grant Reimbursements		**	\$57.1 million	**
Number of Federal Grants Reimbursed		**	290	**

Program Statistics or Performance Measures	Calculation (if applicable)	FY2018 Target	FY2018 Actual Performance	FY2018 % of Annual Target
Number of Total Inventoried Assets		**	28,229	**
Number of New Inventory Records		**	2,093	**
Number of Retired Inventory Records		**	2,769	**
Number of Transferred Inventory Records		**	10,292	**
Amount of Surplus Sales		**	\$904,575	**
Number of Purchase Orders Issued		**	11,619	**
Number of Accounts Payable Vouchers Processed		**	123,762	**
Number of Accounts Payable Lines Processed		**	390,874	**
Amount of Accounts Payable Vouchers/Lines Processed		**	\$200,828,162	**
Amount of Revenue Collected from License Sales (POS)		**	\$101,024,565	**
Amount of Boat Registration, Titling & 5% Sales Tax Collected/Retained by TPWD		**	\$22,941,011	**

Table 12 Exhibit 12 Program Statistics and Performance Measures *See Exhibit 3

* Information on the methodology used to collect and report data for the non-key measures in Exhibit 12 can be found in Schedule B (Performance Measure Definitions) of the TPWD FY2019-2023 Strategic Plan at: https://tpwd.texas.gov/publications/pwdpubs/media/pwd_bk_a0900_0622_07_18.pdf.

**Non-LBB metrics shown above reflect division workload, but do not have official targets established.

D. Describe any important history regarding this program not included in the general agency history section, including how the services or functions have changed from the original intent. If the response to Section III of this report is sufficient, please leave this section blank.

Organizationally, the FR Division has undergone various re-organizations in response to evolving Department priorities and/or legislative mandates. For example, in 2012, the FR Division structure was reorganized and streamlined in response to legislatively mandated budget reductions, which necessitated a reduction-in-force impacting 21 FR Division positions.

In 2017, purchasing and contracting functions were elevated to report directly to the chief operating officer. In FY2018, the payroll function was moved to the Human Resources Division as a means of streamlining processes and workflows in response to implementation of the HR/Payroll component of CAPPs.

The FR Division's systems and processes have evolved to provide more fiscal control, as well as to become more user-friendly and efficient over time. The transition to the use of Statistical Analysis Software (SAS) as a financial reporting tool in 2011 enhanced financial and other reporting agency-wide, allowing for more user-friendly and efficient financial reporting,

reconciliation and analysis throughout the Department. The transition to Gordon-Darby Inc. in 2013 as the third-party vendor for the hunting and fishing license point-of-sale system provided improved system controls, enhanced reporting, and an overall better user experience.

- E. List any qualifications or eligibility requirements for persons or entities affected by this program, such as licensees, consumers, landowners, for example. Provide a statistical breakdown of persons or entities affected.**

In managing issuance of boat registration/titles and hunting and fishing licenses, the FR Division interacts directly with license deputies (mainly retail businesses that sell outdoor gear and supplies) and with county tax assessor/collector staff responsible for processing boat titles and registrations. There are currently 1,694 license agents statewide that sell licenses on behalf of the Department. A total of 78 county tax assessor/collector offices participate in boat registration and titling activities.

In order to participate as a license agent, businesses must submit a license agent application, applicable deposit, and undergo a check to ensure they are in good standing with the Comptroller of Public Account's office for sales tax purposes. Marine dealer applicants are also checked to ensure they are in good standing with the Comptroller of Public Account's office for payment of sales tax due. Hunting and fishing license purchasers must meet age and other requirements as outlined in agency regulations.

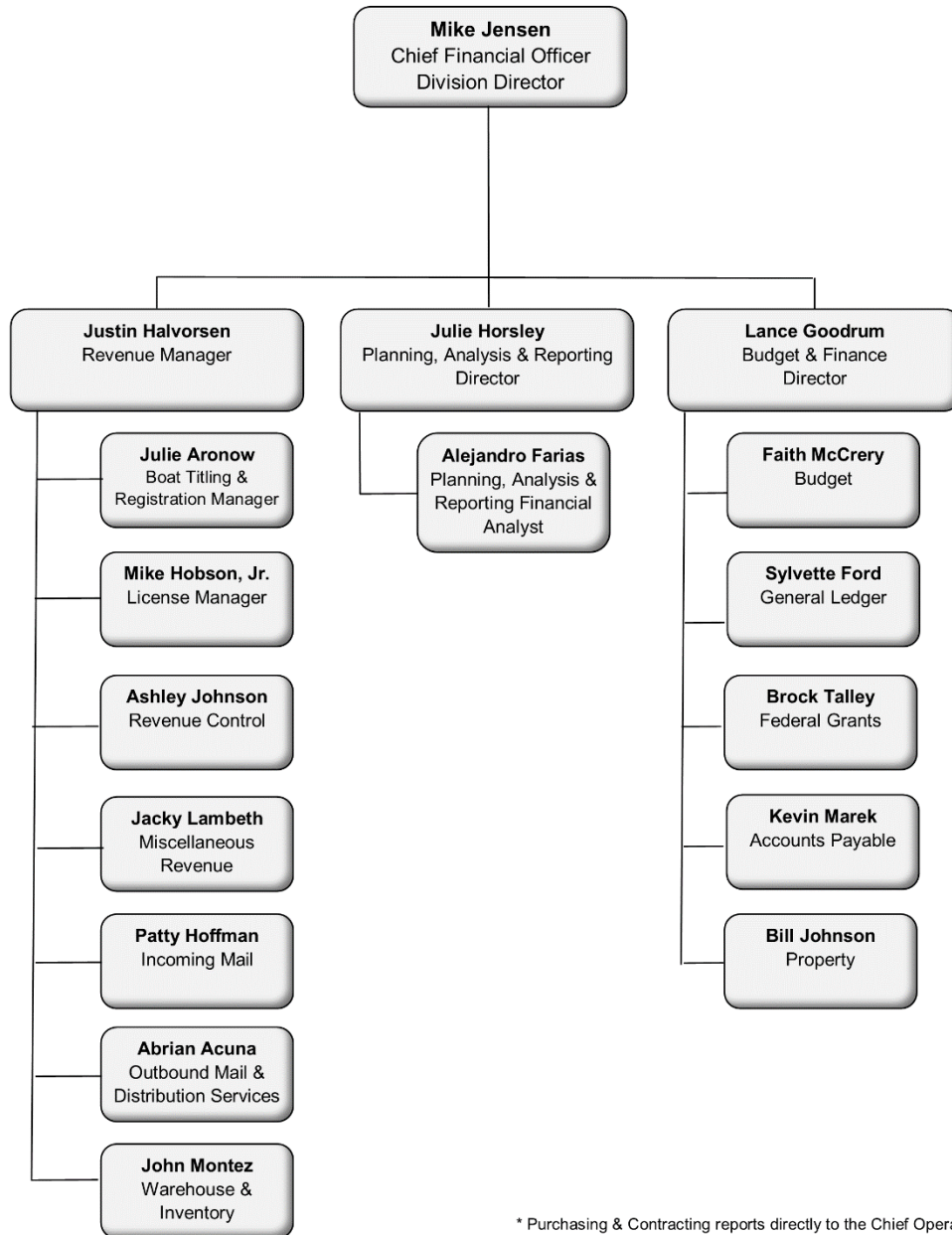
- F. Describe how your program or function is administered, including a description of the processes involved in the program or function. Include flowcharts, timelines, or other illustrations as necessary to describe agency policies and procedures. Indicate how field/regional services are used, if applicable.**

The FR Division, and related functions, are administered through a division director (chief financial officer (CFO)) and four directors: Budget and Finance; Planning, Analysis and Reporting; Revenue; and Purchasing. Daily interactions and more formal bi-monthly meetings involving the CFO and directors frequently include discussions regarding actions needed to accomplish initiatives. Directors, in turn, disseminate relevant information through additional meetings with their section managers, team leads, and other staff.

No field or regional offices exist for the FR Division.

The following is the Financial Resources Division organization chart:

FINANCIAL RESOURCES DIVISION



* Purchasing & Contracting reports directly to the Chief Operating Officer and is reflected on the Executive Office organization chart.

- G. Identify all funding sources and amounts for the program or function, including federal grants and pass-through monies. Describe any funding formulas or funding conventions. For state funding sources, please specify (e.g., general revenue, appropriations rider, budget strategy, fees/dues).

Financial Resources Division	
Method of Finance	Amount
L0001 – General Revenue Fund	\$35,121
L0009 - GR-Dedicated Game, Fish and Water Safety	\$4,470,097
L0064 - State Parks Account	\$2,349,709
L0666 - Appropriated Receipts	\$40,350
Total	\$6,895,277

- H. Identify any programs, internal or external to your agency, that provide identical or similar services or functions to the target population. Describe the similarities and differences.

INTERNAL

Within the Department, there is no other division or program that provides identical services or functions to the FR Division. The Infrastructure Division does have a contracting branch for construction and professional service contracts, which was created several years ago to address the issuance of revenue bonds to be used on critical repairs to aging agency infrastructure. Additionally, the Law Enforcement Division has field personnel across the state that provide services to the public including the sale of licenses and the registration/titling of boats and boat motors.

The central budget staff is responsible for budget preparation, monitoring, analysis, and other related activities at the agency-wide level. In support of agency-wide budget efforts, division budget coordinators provide similar services for their respective divisions. The Internal Audit staff handles all financial and operational audits, while the FR Division staff perform property audits to ensure property records are accurate.

EXTERNAL

Most other state agencies have some type of similar in-house financial resources division or branch. Due to the fact that a significant portion of the Department’s revenue is generated through the sale of licenses and boat registration and titling, the Department’s financial reporting and related requirements are unique. The FR Division works closely with oversight agencies to analyze incoming revenue, project new revenue, and make necessary budget adjustments throughout the year.

At the local government level, the county Tax Assessor-Collectors (TAC) can provide boat registration and titling services via the use of the Department’s Boat Registration and Titling System.

The automated license point-of-sale system provides services across the state. License deputies at locations such as Wal-Mart and Academy can issue hunting and fishing licenses through this on-line system. This is done as a matter of convenience for our customers. The FR Division is responsible for the administration and oversight of this system, including financial reporting, revenue collection, and data storage.

I. Discuss how the program or function is coordinating its activities to avoid duplication or conflict with the other programs listed in Question H and with the agency's customers. If applicable, briefly discuss any memorandums of understanding (MOUs), interagency agreements, or interagency contracts.

- Contracting services are coordinated internally to eliminate any duplication of effort and to ensure compliance with state laws. The Purchasing and Contracting Branch conducts monthly meetings with division purchasing leads to discuss/resolve any purchasing related issues.
- Law Enforcement field personnel are available to assist with license sales and boat registration and titling as a convenience to customers across the state. Both systems are automated, and no duplication would occur.
- Division budget coordinator meetings are held periodically to provide overall direction and guidance to division budget contacts and ensure consistency in agency budgeting practices.
- Internal Audit staff review all aspects of Department operations and serve as an independent audit function. Purchase and property audits conducted by the FR Division's staff serve more as a monitoring and training tool for agency staff.
- The FR Division has an interagency contract to provide the Boat Registration and Titling System to the Tax Assessor-Collectors over TxDOT's transmission lines.

J. If the program or function works with local, regional, or federal units of government, include a brief description of these entities and their relationship to the agency.

The FR Division works in partnership with some local Tax Assessor-Collectors for the registration and titling of boats and boat motors. A few Tax Assessor-Collectors also choose to sell hunting and fishing licenses.

The U.S. Fish and Wildlife Service provides the vast majority of the Department's federal funding from two major sources: Sport Fish Restoration and Wildlife Restoration. Federal funding from these programs comes to the Department in the form of annual, nation-wide apportionments based on several criteria, including the number of licensed hunters and anglers in the state. The Department submits grant applications to expend our apportionments.

K. If contracted expenditures are made through this program please provide

- a short summary of the general purpose of those contracts overall;
- the amount of those expenditures in fiscal year 2018;
- the number of contracts accounting for those expenditures;
- the method used to procure contracts;
- top five contracts by dollar amount, including contractor and purpose;
- the methods used to ensure accountability for funding and performance; and
- a short description of any current contracting problems.

Summary of General Purpose of Contracts:

Contracts provide a variety of goods and services in support of basic division operating needs, such as mail services, document imaging services, temporary staff services, and boat registration decals and ID cards. In 2018, 275 contracts accounted for expenditures totaling \$902,353. (For the purpose of this analysis, the Department considers all expenditures made by PO to be contract expenditures. Contract count reflects PO’s accounting for expenses, which may include instances of PO’s involving multiple divisions that are also counted elsewhere). The methods used to procure contracts vary based on the dollar amount and type of goods or services needed, but in general can include spot purchases, term contracts, competitive solicitations, and interagency contracts. All contracts are administered in compliance with the Texas Statewide Procurement Division and Department’s Procurement and Contract Management Guide. As per the guide, each contract is assigned a contract manager to monitor vendor progress and performance, authorize payments consistent with contract documents, resolve disputes, submit vendor performance reports in accordance with state policies, and take action when performance is not acceptable. Currently, there are no contracting problems to report.

The top five contracts by dollar amount, including contractor and purpose for the Financial Resources Division are:

Purchase Order	Contractor	Amount	Purpose
501908	Postage by Phone Reserve Account	\$373,190	Postage for Postage Meter
509811	Taylor Communications	\$82,415	Boat Decal and ID Cards
509819	Taylor Communications	\$46,906	Boat Registration Decals
502113	Work Quest;	\$33,174	Temporary Services for Admin. Assistant II
509808	Taylor Communications	\$31,162	Boat Field ID Cards

*Note: A major contract managed by Financial Resources-Revenue is for the automated hunting and fishing license system. Due to the agency-wide impact of this contract, amounts associated with this are recorded under the Departmentwide Program funding totals.

L. Provide information on any grants awarded by the program.

N/A

M. Are there any barriers or challenges that impede the program’s performance, including any outdated or ineffective state laws? Explain.

N/A

N. Provide any additional information needed to gain a preliminary understanding of the program or function.

The majority of the functions conducted by the FR Division, such as budget, accounts payable, etc., are standard across all state agencies. However, because a large portion of the Department's budget is financed with revenues generated from the sale of hunting and fishing licenses, boat titles/registrations, state park fees, and other revenues, the FR Division is also responsible for a number of activities that fall beyond the scope of routine administrative support. As a result of the Department's involvement in revenue generating activities, the FR Division is responsible for managing a large point-of-sale contract and managing/maintaining relationships with license agents and Tax-Assessor Collector offices statewide.

- O. Regulatory programs relate to the licensing, registration, certification, or permitting of a person, business, or other entity. For each regulatory program, if applicable, describe**
- **why the regulation is needed;**
 - **the scope of, and procedures for, inspections or audits of regulated entities;**
 - **follow-up activities conducted when non-compliance is identified;**
 - **sanctions available to the agency to ensure compliance; and**
 - **procedures for handling consumer/public complaints against regulated entities.**

As previously stated, the FR Division is responsible for boat registration and titling and the issuance of hunting and fishing licenses. Related regulatory activities are handled by the Law Enforcement Division.

- Boat Registration and Titling is necessary to comply with statutory requirements and to provide the Department with the resources required to support water safety and enforcement (Parks and Wildlife Code, Chapter 31).
- The issuance of licenses is necessary to comply with statutory requirements and to provide the Department with the resources required to support conservation programs (Parks and Wildlife Code, various chapters).
- The FR Division does not complete inspections or audits of regulated entities.
- If the Law Enforcement Division finds non-compliance with boat registration/titling or hunting/fishing license requirements, a citation is issued. Sanctions such as fines and civil restitution are available to the Department.
- Instances of non-compliance and complaints are forwarded to the Law Enforcement Division. Public hearings and direct contact provide another way for the public to provide input on TPWD regulations.

- P. For each regulatory program, if applicable, provide detailed information on complaint investigation and resolution. Please adjust the chart headings as needed to better reflect your agency's particular programs. If necessary to understand the data, please include a brief description of the methodology supporting each measure.**

The FR Division does not engage in formal or comprehensive complaint investigations and does not formally track complaints received or resolved. Depending on the nature of complaints received pertaining to the Financial Resources Division's activities and services, Internal Affairs or the Human Resources Division will be notified.

A. Provide the following information at the beginning of each program description.

Name of Program or Function: Human Resources Division

Location/Division: 4200 Smith School Road, Austin, Texas 78744

Contact Name: David Buggs, Interim Human Resources Division Director

Statutory Citation for Program: Parks & Wildlife Code

- §11.018 (Employees)

B. What is the objective of this program or function? Describe the major activities performed under this program.

The Human Resources (HR) Division supports the Department’s mission by attracting a skilled and diverse workforce and supporting customers with essential services, information, and learning opportunities so that employees can devote their greatest energy to effective performance and achieving the Department’s mission.

The HR Division supports this achievement through the provision of personnel services to an authorized workforce of 3,236.8 FTEs. It is organized into seven work groups and four program areas: Benefits and Personnel Services; Centralized Accounting Payroll/Personnel System (CAPPS) Administration; Compensation and Classification; Employee Relations, Policy and EEO Compliance; Payroll; Recruitment, Intern and Veteran Services; Training and Organization Development; Agency Volunteer Program; Budget and Procurement; HR Information Systems and Reporting; and Special Leaves Administration. Team members provide services in the following functional areas:

Work Groups

Benefits and Personnel Services

The Benefits and Personnel Services Team coordinates, audits, and processes all the Department’s new hires, separations, and other payroll/personnel change actions. Duties include: reviewing and approving selection packets, conducting background and driver record checks, storing and archiving hiring selection files, identifying and reconciling errors in reporting and records, coordinating open records requests, maintaining electronic databases and hardcopy master personnel files, tracking compliance with employee performance evaluation system policies, coordinating dual employment and alternative work schedule requests, coordinating and completing requests for information for unemployment insurance claims and employment verifications, coordinating the collection of overpayments, and certifying back pay and special pay documentation. Additionally, the Benefits and Personnel Services Team provides guidance, interpretation and training for administering the Employees Retirement System (ERS) insurance, retirement, and deferred compensation programs. Specific duties include educating employees on benefits options, processing customer requests, reconciling reports from other agencies, working with ERS to resolve

employee benefits problems, and coordinating benefits with vendors. Other duties required of the Benefits and Personnel Services Team include administering of the Department's Employee Recognition Awards and Wellness Programs.

CAPPS Administration

The CAPPS Administration Team administers the Centralized Accounting Payroll Personnel System (CAPPS HR) for the Department. Duties include: providing guidance and assisting managers and employees in completing/submitted timecards, as well as with the various modules within the CAPPS HR system; entering, adjusting and granting leaves to Department employees; generating queries; auditing data; providing Level-I system support, problem analysis, and resolutions; coordinating security changes and new user setups; assisting with Commitment Accounting and maintaining foundation tables; testing and implementing new system functions, database, and program upgrades; developing and maintaining processes and resources related to all CAPPS functions; developing and delivering CAPPS training; and making recommendations on Human Resources policy changes that may require corresponding functional changes or reporting changes in CAPPS.

Compensation and Classification

The Compensation and Classification Team administers the State of Texas Position Classification Plan and the Department's salary administration practices, hiring practices policy, and selection process. Duties include: analyzing and classifying department jobs, consulting with program and division managers to develop job descriptions and career ladders, reviewing and approving salary actions, making Fair Labor Standards Act (FLSA) determinations, preparing and posting job vacancy announcements, processing employment applications, conducting salary surveys, and coordinating with the State Auditor's Office Classification section to recommend changes to the State of Texas Position Classification Plan.

Employee Relations, Policy and EEO Compliance

The Employee Relations, Policy, and EEO Compliance Team interprets and provides guidance to employees and managers regarding Department policies, Chapter 21 of the Texas Labor Code, Title VII of the Civil Rights Act of 1964, the Fair Labor Standards Act, the Americans with Disabilities Act, and other federal statutes. Functions also include advising management in addressing deficiencies in performance and conduct, using effective discipline, and facilitating workplace relationships through problem solving discussions and mediation. Other programmatic responsibilities include: compliance training; investigating internal complaints of sexual harassment, discrimination, retaliation, and FLSA violations; administering the Employee Assistance and Mother Friendly Workplace Programs; and, representing the Department in unemployment hearings conducted by the Texas Workforce Commission. Employee Relations staff coordinate with the Department's general counsel and employment attorney in responding to external complaints from the Equal Employment Opportunity Commission (EEOC), Texas Workforce Commission Civil Rights Division, and the U.S. Department of Labor.

Payroll

The Payroll Team is responsible for the processing and payment of agency payrolls in compliance with state and federal laws. Duties include: auditing and inputting payroll data such as wage garnishments, general deductions, one-time payments and back payments; researching and resolving deferred compensation exceptions; reconciling tax data; processing callbacks, cancellations, and adjustments; calculating and coordinating the collection of overpayments; providing guidance and calculations for lump sum payments; submitting funding validations; preparing and distributing payment information; troubleshooting and resolving issues; analyzing, preparing, and submitting reports, wage verifications, and other documentation to external entities; developing and maintaining agency payroll policies, procedures and controls; and, interacting with staff, third-party vendors, and oversight agencies on payroll-related matters.

Recruitment, Intern and Veteran Services

The Recruitment, Intern, and Veteran Services Team administers the Department's recruitment and staffing programs. Staff provides guidance to both applicants and hiring supervisors in the selection process. Since 2015, in accordance with S.B. 805 (84R), an individual from this team serves as the State of Texas Veterans Liaison for the agency. This team focuses on diversifying the workforce through policy review, outreach/recruitment events, council for agency hiring managers, partnerships with universities, and programs to enhance retention of talented employees. Many recruitment strategies focus on outreach to women, minorities, veterans, and people with disabilities within careers at the Department. Duties include: planning and coordinating targeted recruiting activities; preparing and counseling hiring managers on job vacancy announcements, interview questions, and interview panels; screening and counseling on employment applications to staff members and the general public; developing relevant and appropriate materials to educate the public on the Department's opportunities; overseeing the Department's internship program (80-120 interns per year); and, developing retention strategies and monitoring turnover of agency staff.

Training and Organization Development

The Training and Organization Development Team delivers state and federally mandated training to employees in the areas of discrimination, sexual harassment, ethics, and fraud. In addition, the team provides training in the following areas: leadership development, management, systems, and general skills. Other programmatic responsibilities include: organizational development services, learning management system administration, and oversight of the tuition reimbursement program. The team also directs, coordinates, and assists with departmentwide initiatives like the Employee Recognition Awards, Survey of Employee Engagement, and New Employee Orientation.

Program Areas

Agency Volunteer Program

The Agency Volunteer Program administrator oversees the Department's Volunteer Program to include an AmeriCorps VISTA grant. Other programmatic responsibilities include:

maintaining the Department's online volunteer management system (VMS-Samaritan); providing tier 1 support for Department staff and volunteers for VMS, a registry of all volunteers and their eligibility status; and, running background checks and driving records on all prospective volunteers, prior to allowing them to work with minors and other vulnerable populations or Department assets. The program also trains Department staff on VMS, agency volunteer policies, and best practices.

Budget and Procurement

The Budget and Procurement analyst is responsible for financial and budget guidelines and oversight for the HR Division. Duties include: coordinating and overseeing all division purchasing and contracts; compliance on procurement cards and fuel cards; providing staff training on purchasing and accounts payable procedures; monitoring operating budgets and expenditures; executing budget transfers and expenditure corrections; and, monitoring the HR Division's position control. Ancillary responsibilities include coordinating legislative bill analysis, workforce plan, division inventory, monthly division safety training, project and programmatic support, etc.

Human Resources Information Systems and Reporting

The Human Resources Information Systems (HRIS) Program administrator facilitates reporting, responds to data inquiries, and ensures only agency personnel permitted to have access to HR data are at the appropriate level in connection with duties and analysis tools. Duties include: operating, maintaining, and upgrading various automated and on-line systems; protecting the confidentiality nature of HR Data; integrating and replacing existing paper-based procedures with new integrated workflows, applications, or database systems; streamlining internal processes and enhancing process workflows; identifying computer system, equipment, and software needs; gathering, organizing, and validating requirements related to new or existing business procedures and information systems; analyzing and designing program specifications, user interfaces, training and data models; managing and performing user acceptance testing; assisting with configuration and usability issues reported by users, on the design/redesign of new business processes, and reports or systems; assisting in developing tactical data systems and reports; and, serving as the Information Technology contact for the HR Division.

Special Leaves Administration

The Special Leaves Administration Team administers the following programs: Family and Medical Leave (FMLA), Leave Without Pay (LWOP), Sick Leave Pool (SLP), Workers' Compensation (W/C), Transitional Duty Assignments (TDA), Donated Sick Leave (DSL), Parental Leave (PL), Military Leave (ML), and Short-/Long-Term Disability (STD/LTD). The team provides objective counsel and guidance to Department personnel regarding employee rights and department responsibilities for leave administration of these programs. Duties include: providing technical guidance, reviewing and processing special leave requests, monitoring FMLA, processing and managing workers' compensation claims, disability insurance benefits, communicating leave decisions, coordinating transitional duty assignments and return to work plans, and other relevant information regarding leave to all involved in the process.

- C. What evidence can you provide that shows the effectiveness and efficiency of this program or function? In Exhibit 12, provide a list of statistics and performance measures that best convey the effectiveness and efficiency of this program or function. Also, please provide the calculation or methodology behind each statistic or performance measure. Please do not repeat measures listed in Exhibit 2 unless necessary to understand the program or function.

**Texas Parks and Wildlife Department
Human Resources Division
Exhibit 12: Program Statistics and Performance Measures — Fiscal Year 2018**

Program Statistics or Performance Measures	FY2018 Target	FY2018 Actual Performance	FY2018 % of Annual Target
Survey of Employee Engagement Response Rate	100%	72%	72%
Survey of Employee Engagement Overall Score	400	373	93%
CAPPS HR End-User Training	3,236	3,000	92%
Complaint Investigations Completion Rate	100%	100%	100%
Veterans as a Percentage of Workforce Employed	20%	9.8%	49%

Table 12 Exhibit 12 Program Statistics and Performance Measures *See Exhibit 3

Since the 2008 Survey of Employee Engagement was administered, there has been substantial growth in favorable employee response to several areas influenced by the HR Division. The Department’s response rate for the 2018 survey was 72 percent and the overall score was 373 out of a possible 500. Scores above 400 is the measure that indicates a highly engaged workforce. In the last 10 years, there has been a 20-point increase in favorable opinions around the availability and administration of employee benefits like retirement and health insurance which may reflect more effective communications and engagement by the HR Division. Additionally, employees in the Department continue to indicate that “harassment is not tolerated at my workplace” in a steady, upward trend. This may be a key contributor to our employees’ increasingly favorable response to the general, ethical nature of the Department’s workforce.

Since 2010, the HR Division has engaged in continuous process improvements and efficiencies by leveraging technology through online/web-based systems to include: A Microsoft Access database tool that the HR Division migrated to a web-based application, an online applicant tracking system that allows the transition from paper applications, web-based onboarding system, Volunteer Management System (VMS) for managing volunteer data (events, background checks, eligibility, demographics), a web-based workflow for creating and routing personnel/payroll actions for approvals, and a web-based electronic performance appraisal system. These methodologies aided in eliminating duplication, streamlining processes, improving accuracy and timeliness of data, and enhancing reporting.

In 2010, the Department made the transition from paper performance appraisals to an electronic appraisal system that allowed for process management and reporting. The completion rate improved from an average of 68 percent per fiscal year to 98 percent per

fiscal year. In FY2013, the Employee Relations staff conducted audits of performance appraisals to monitor the quality. The audits reflected an incident rate for inappropriate language (slang, profanity, linkage to protected class or protected activity) 8 percent, ratings/summary conflicts 32 percent, and insufficient narrative to support the rating 63 percent. As a result of the audit findings, beginning in FY2014, the Employee Relations staff began conducting annual performance management theory training to improve the narrative quality and mitigate the risk associated with inappropriate language ratings and summary conflicts, as well as insufficient narrative to support ratings. After the first cycle of mandatory training, the metrics improved to inappropriate language 0.0 percent, ratings/summary conflict 4.3 percent, and insufficient narrative to support ratings 14.9 percent. After the second cycle of optional training, improvements continued as follows: inappropriate language 0.0 percent, ratings/summary conflict 0.2 percent, and insufficient narrative to support ratings 3.7 percent.

Additionally, the transition to an online applicant tracking system created efficiencies in the process by making applications available online to hiring managers for screening. The number of applications received increased the first year by 58 percent, from approximately 30,000 applications to almost 50,000 applications. On average, the Department receives 46,000 online applications per year. There was also an increase in out-of-state applicants and selections as vacancies were posted on various web-based jobs boards.

The web-based onboarding system improved time-to-work metric by making new hire paperwork more easily accessible before the new employee’s first day of work. Additionally, time spent completing new hire paperwork on-the-job was reduced. Introducing this new method brought ease to tracking completion of onboarding tasks. Overall, the automated process for onboarding employees facilitated a positive first impression of the Department.

The HR Division facilitated 475 and 500 actions on average, respectively, for onboarding and separations per fiscal year from FY2008 through FY2018.

New Hires			Separations	
FY	Total		FY	Total
2008	841		2008	635
2009	291		2009	329
2010	512		2010	495
2011	346		2011	559
2012	414		2012	408
2013	555		2013	491
2014	486		2014	546
2015	482		2015	555
2016	497		2016	560
2017	383		2017	531
2018	444		2018	549

The HR Division's continued attention to professional growth and development opportunities has ushered more than 10,000 participants through training and development programs offered internally at the Department since 2008. The offerings included:

- Successful First Line Management (SFLM) – 125 participants/year
- New Employee Orientation (NEO) – 300 participants/year
- Natural Leaders/Senior Leadership Development Program (SLDP)– 40 participants/year
- CAPPs End User Training – agency-wide 2018 = 3,000 participants
- Other Trainings (Conferences/SWTT/Site trainings) – 300 participants/year
- Total Participants Since the Last SER = approximately 10,650 participants

Volunteers play a crucial role in the Department's mission and work across the state to include: providing increased access to and participation in the outdoors; educating, informing, and engaging the public in support of conservation and recreation efforts across the state; and augmenting the Department's workforce by providing an additional 1,174,916 hours of service via 10,395 volunteers in 2018. Also, in 2016, an AmeriCorps VISTA grant was awarded to allow for project-based efforts to be integrated into the portfolio of Department programs to further enrich services to the public. For example, in FY2018, the total of 39 FTEs and 11 summer positions have been funded through the VISTA grant. The federal cost for the 3-year period is \$915,226 and the Department's matching cost is \$79,344.

Employee Relations staff conducted 45 internal investigations relating to discrimination, sexual harassment, or retaliation during the period of FY2015 through FY2018, which is approximately 11 cases per fiscal year. A total of 31 findings of policy violations resulted from the investigations, which is approximately 8 cause findings per fiscal year. Disciplinary actions were taken for each of the 31 violations, of which 24 resulted in employees separating from the Department by termination or resignation in lieu of disciplinary action. The investigative findings have been used in the disciplinary action process and in mitigating external claims including EEOC/TWC discrimination charges and TWC unemployment petitions. This does not overlap with statistics from Internal Affairs.

Employee Relations staff facilitated 266 disciplinary actions during the period of FY2015-FY2018, which is approximately 67 disciplinary actions per fiscal year. There were two occurrences in which the Department was mandated to pay unemployment benefits resulting from disciplinary actions. This is 0.75 percent for the four fiscal year periods.

In accordance with S.B. 805 (84R), the Department was tasked with increasing the number of military veterans within full-time staff to 20 percent. The Department has increased the number of veterans employed from 7 percent FTEs in FY2015 to 9.8 percent FTEs in FY2018. The Department is fully compliant with veteran preference requirements in interviews and selection methods.

- D. Describe any important history regarding this program not included in the general agency history section, including how the services or functions have changed from the original intent. If the response to Section III of this report is sufficient, please leave this section blank.**

The HR Division, created in 1991, has maintained its original mission to provide support and services to Department staff. Divisional duties and functions continue to evolve to meet the strategic needs of the organization. In FY2018, the payroll function was moved from the Financial Resources Division to the HR Division. This realignment correlated with the implementation of CAPPs-HR. The HR Division monitors the Department's staffing and skill needs, workforce demographics, legislative mandates, and best practices to modify its strategy and services accordingly.

Organizational Structure

The science of Human Resources and the scope of regulatory responsibility are expansive and dynamic. The HR Division has combined functional service areas to create operational and workflow efficiencies that better align to the Department structure and strategic business needs, while ensuring full compliance with governing statutes. Managers have been assigned to each function area to provide subject matter expertise and technical guidance to staff. In FY2017, a Special Leave Group was established to manage an average of 300 active FMLA, parental leave, and workers' compensation cases. In FY2017, the volunteer management function was moved into the HR Division with the establishment of a volunteer coordinator position, to ensure background checks and controls are in place to provide a safe volunteer labor pool. In FY2018, with the implementation of CAPPs-HR, the payroll function was moved from the Financial Resources Division to the HR Division. The recruiting function was enhanced by adding two additional FTEs to meet the staffing needs of the Department, including sourcing for positions requiring highly specialized skills and difficult to fill positions.

Onboarding System

In 2011, the HR Division implemented a web-based onboarding system for new hires into the Department. The software allowed for organizing and tracking internal tasks that new employees needed to complete, manage forms electronically, and track their completion. This web-based solution provided new employees with a positive impression of employment with the Department and greatly impacted the new employee's motivation, productivity, and job satisfaction. With the implementation of CAPPs Recruit, the Department is piloting the state's first statewide onboarding system.

Applicant Tracking System

In 2012, the Department implemented an automated applicant tracking system. The web-based system allows job applicants to search and apply online and allows the HR Division and hiring managers to automate the job requisition and hiring processes. Applicants create a user account/profile, apply for current job opportunities, and check the status of their candidacy all on-line. In May 2019, the Department transitioned to CAPPs Recruit.

Mother Friendly Worksite Designation

In 2012, the HR Division developed and implemented a program in accordance with Texas Health and Safety Code §165.003 to earn the Mother Friendly Worksite designation. The HR Division coordinated stake-holders' information sharing and input sessions to identify lactation room needs, beyond the legislative mandated requirements. The HR Division collaborated with the Infrastructure Division to construct three dedicated lactation rooms on the headquarters campus and designated an additional private room at a leased office site. In addition, the HR Division coordinated the development of a policy to ensure all Department worksites meet the legislative mandated requirements.

Commercial Driver Drug Testing Program

In 2014, the HR Division assumed the responsibility for and implemented a commercial driver drug testing program, that brought the Department into full compliance with U.S. Department of Transportation requirements. Employee Relations staff wrote policies and established processes for pre-employment, random, post-accident, and reasonable suspicion testing. Employee Relations staff also coordinated bi-annual reasonable suspicion training that is mandatory for supervisors of commercial drivers. Additionally, the team facilitated staff participation in certified Substance Abuse Programs (SAP) as needed. In 2018, after the program and processes were proven reliable and robust, the Commercial Driver Drug Testing Program was transferred to the Support Resources Division's Risk Management Branch. Employee Relations staff will continue to coordinate the admission to SAPs and any disciplinary actions resulting from test failures or adulterated test activities.

E-Verify

In 2014, an executive order was issued by the governor which mandated the use of E-Verify by government agencies to verify the employment eligibility of all current and prospective agency employees through the U.S. Department of Homeland Security's E-Verify system.

Driver Records Checks

In 2016, the HR Division implemented driver record checks. The HR Division routinely conducts driver record checks on 100 percent of all new employees and on all current staff who change positions as result of competition selection.

Data Security

In 2016, the HRIS program administrator established security groups as a gate keeper of all HR data, and to ensure that the protection, privacy, and confidentiality of the data is in line with the duties of the Department staff. The administrator manages permission levels or roles of Department staff with access to the HR data.

Volunteer Program

The Department has established and manages a volunteer program in accordance with Parks and Wildlife Code §11.028 and Government Code §§2109.001-006. In 2016, the volunteer program coordinator position was created in the HR Division. The volunteer management functions include maintaining the Department's online database volunteer management system (VMS-Samaritan), a registry of all volunteers and their eligibility status, and the ability

to run background checks on all prospective volunteers prior to allowing them to work with minors and other vulnerable populations or Department assets. Centralizing this function within the HR Division has afforded the Department the opportunity to explore methods for expanding the program. In 2016 and 2018, the volunteer program administrator, along with a committee, hosted a volunteer management conference for 130 TPWD volunteer coordinators across the agency to learn best practices in volunteer management, in an effort to improve the effectiveness of the Department's volunteer program.

Diversity Outreach

The Department has a large proportion of traditionally male positions, including game wardens, biologists, maintenance specialists, etc. An analysis of workforce diversity is conducted as part of the annual workforce planning to identify positions underrepresented by females and minorities. Two additional FTE positions were added in 2017 to focus on recruitment and to work strategically with the director of the Diversity and Inclusion Program, and internal staff, to create and maintain programs which support recruitment efforts to increase females, minorities, veterans, and people with disabilities as candidates for full-time jobs. The Department has a robust internship program spanning the Department which employs 80-120 full-time, 10-week internship opportunities for current college students each year. This program specifically focuses on increasing diversity and female participation in conservation careers. HR manages a grant-funded program in collaboration with Huston-Tillotson University (a historically black college in Austin, Texas) and the Texas Parks and Wildlife Foundation which provides conservation internships to Huston-Tillotson students.

Veterans Services Program

The state has laid out a goal of employing 20 percent of each state agency's full-time employees as veterans. This is the underlying long-term goal for the Veterans Services Program at the Department. In order to reach this goal, the HR Division is focused on recruitment and retention of qualified veterans by organically building the Department's veteran friendly brand by functionally supporting, recognizing, and engaging TPWD veterans. In 2017, the HR Division received an AmeriCorps VISTA (Volunteers in Service to America) grant which specifically focused on capacity building which engages veterans and military families.

Veteran Recruitment

The HR Division has begun working closely with the Texas Veterans Commission (TVC) to begin participation in the U.S. Department of Veterans Affairs' training programs which work to engage military members transitioning from service to civilian employment. The Department has hosted informational sessions in collaboration with TVC to educate internal TPWD staff and external state agencies on program specifics. In 2018, the State Parks Division hosted the first transitioning soldier at Mother Neff State Park in a short-term internship program. The Department plans to use this as a model to develop career ready veterans in the future. A veteran-specific LinkedIn account, for external individuals who are interested in employment with TPWD, has been a successful way to connect interested parties with TPWD staff members. In 2019, the HR Division hosted a veteran-specific career day at the Department's headquarters to inform individuals on how to apply to state jobs and to provide

a networking opportunity between veterans and current staff members. This event was well received by internal staff members and members of the general public.

Veteran Retention

In 2015, the Department identified a veteran liaison who focuses specifically on veterans' initiatives and programs. In 2017, an internal website was developed for current veteran employees to connect and share resources pertinent to their veteran status. The HR Division aims to act as a catalyst within the Department to facilitate the needs and requests of veterans and a more diverse and cohesive culture. In 2018, a monthly veteran's newsletter was created for veteran staff members.

Recruitment Representative Program

In 2018, the HR Division implemented a new regional recruiting program for increased outreach throughout the state of Texas. The purpose of the Recruiting Representative Program was to identify individuals from each division to serve as recruiting representatives for the Department. These individuals were trained to assist agency recruiters and highlight the diversity of job opportunities within the Department. The long-term goal is to assist the divisions and the Department on increasing the diversity of the agency's applicant pool and subsequently create a more diverse employee base. Based on the recommendation of the Department's Diversity and Inclusion Committee, a full-time employee was hired in 2018 to manage this program. Full implementation took place in FY2018-2019. A total of 49 regional recruiters were selected and trained from across the state.

Performance Management

In 2018, the HR Division revamped the employee performance evaluation system to fully integrate the process into CAPPS Perform. Enhancements included eliminating the numerical rating system and adopting a narrative driven rating method using "needs improvement", "meets expectations" and "exceeds expectations" as the rating categories. The HR Division led a cross-divisional process improvement team in establishing methods based on benchmarking for best practices. All employees, regardless of position or level, are evaluated on the following seven core competencies: mission focus, integrity/accountability, service focus, effective communication, team work, continuous learning, and commitment to safety.

CAPPS Implementation

In 2018, the Texas Comptroller of Public Account's office of Centralized Accounting, Payroll, and Personnel System (CAPPS) provided the Department with a consolidated human resources information system that will ultimately eliminate multiple non-integrated stand-alone platforms, once it is fully implemented. The Department implemented and deployed CAPPS HR on July 15, 2018. The CAPPS Recruit module was implemented on May 15, 2019. Implementation of the CAPPS Learning Management System is anticipated to be deployed in calendar year 2019.

Enhanced Sensitive Information Security

Security of the HR Division's work area was assessed in FY2018 and enhancements were made in FY2019 to safeguard Personally Identifiable Information (PII). A controlled entry partition was installed with restricted access to HR, employment attorneys, and security personnel. This measure allows the HR Division to better protect information such as social security numbers, medical data, and other sensitive personnel records.

- E. List any qualifications or eligibility requirements for persons or entities affected by this program, such as licensees, consumers, landowners, for example. Provide a statistical breakdown of persons or entities affected.**

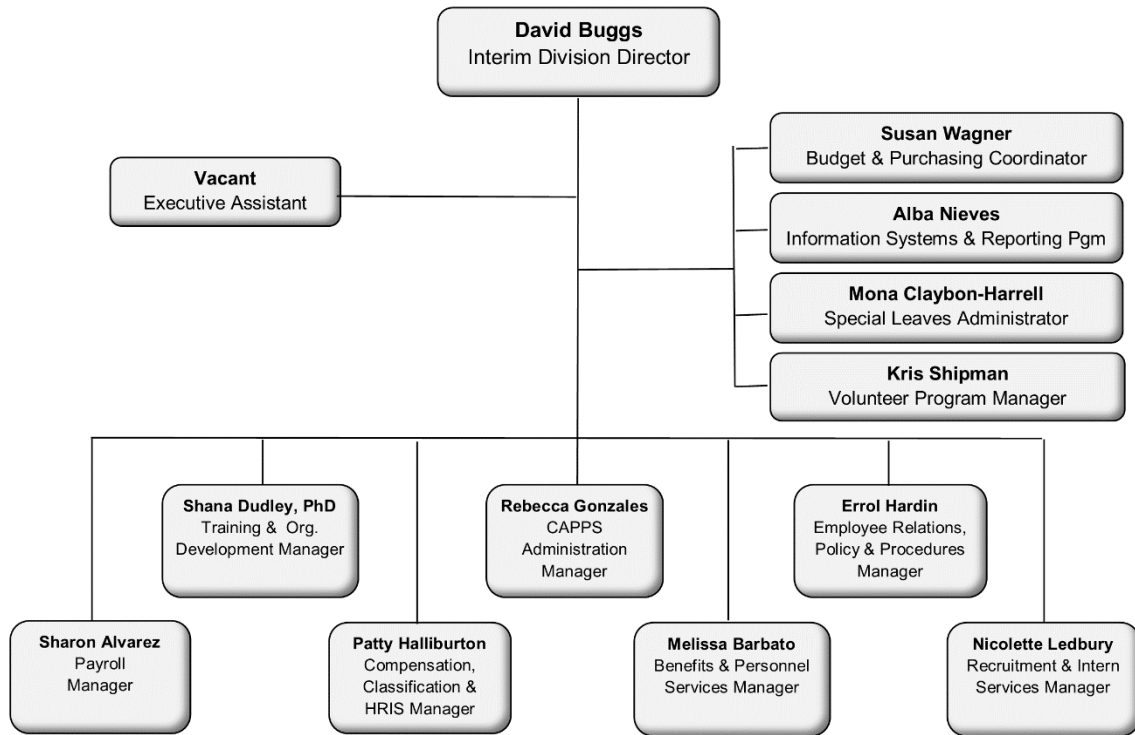
The programs administered by the HR Division primarily serve a workforce of approximately 3,000 regular full-time and part-time employees and increases significantly during summer months with the addition of a seasonal temporary workforce. The HR Division also reviews approximately 50,000 applications for employment with the Department per year. In addition, an unlimited number of members of the general public, locally and nationally, seeking information about employment and volunteer opportunities with the Department are also served.

- F. Describe how your program or function is administered, including a description of the processes involved in the program or function. Include flowcharts, timelines, or other illustrations as necessary to describe agency policies and procedures. Indicate how field/regional services are used, if applicable.**

The HR Division operates as a centralized support function that serves Department staff, including regional and field staff. The HR Division is administered through one division director, seven managers, three program administrators, and one budget analyst. Work is delegated from the division director to the functional area managers and program administrators. The HR division director coordinates closely with the executive director, general counsel, and the other division directors in the development and implementation of personnel policies and human capital programs. In order to ensure the consistent application of HR policies and procedures, HR Division staff hosts a monthly "Partners in Excellence" (PIE) meeting with other division administrative staff and employees to provide training and guidance on Department policies, processes, and practices. Since 75 percent of employees are located in field locations, HR services, such as training, are often delivered at central locations around the state.

The following is the Human Resources Division organization chart:

HUMAN RESOURCES DIVISION



- G. Identify all funding sources and amounts for the program or function, including federal grants and pass-through monies. Describe any funding formulas or funding conventions. For state funding sources, please specify (e.g., general revenue, appropriations rider, budget strategy, fees/dues).**

Human Resources Division	
Method of Finance	Amount
L0001 - General Revenue	\$202,204
L0009 - GRD Game, Fish and Water Safety	\$869,851
L0064 - State Parks Account	\$907,494
Total	\$1,979,549

- H. Identify any programs, internal or external to your agency, that provide identical or similar services or functions to the target population. Describe the similarities and differences.**

INTERNAL

There are a few internal programs that provide identical or similar services as the HR Division. The Law Enforcement Division conducts more extensive background checks on its game warden applicants than is provided by the HR Division’s contract with the Department of Public Safety. Some specialized training is provided by other divisions in areas such as safety, computer skills, and law enforcement. Within the State Parks Division, there are comparative staff services that mirror some aspects of the HR Division’s employee relations and special leave functions. The staff services manager provides employee relations type support to the State Parks Division’s personnel in concert with the employee relations manager and staff from the HR Division. In addition, the staff services manager from the State Parks Division also engages in communication regarding family and medical leave, workers’ compensation and other sensitive employee medical information. Additionally, the State Parks Division’s Staff Services Team reviews personnel actions, benefits, and other HR-related matters based on guidance from the HR Division.

The Communications Division has two specific volunteer programs, Hunter Education and Boater Education, that do not utilize the volunteer management system. Currently, the HR Division’s volunteer coordinator manages two distinct data management methods, which is a duplication of effort for both input and reporting.

EXTERNAL

Although other state agencies have human resource management and development functions, no external programs provide human resource services that are customized to the unique and complex needs of the Department.

- I. Discuss how the program or function is coordinating its activities to avoid duplication or conflict with the other programs listed in Question H and with the agency’s customers. If applicable, briefly discuss any memorandums of understanding (MOUs), interagency agreements, or interagency contracts.**

There is coordination of training with internal divisions to avoid duplication of services. The HR Division coordinates with external state and federal agencies such as the Attorney General's Office, Employees Retirement System, State Auditor's Office, State Office of Risk Management, Texas Workforce Commission, etc., as needed to ensure mandated training, legal claims, unemployment claims, workers' compensation claims, employee benefits information, and other personnel matters are appropriately handled or resolved.

Currently, the staff services manager, employee relations manager, and employment attorneys meet weekly to discuss and collaborate on all disciplinary matters and the case-specific intricacies of some of the leave-related cases that impact the State Parks Division.

Currently, the HR Division's volunteer coordinator runs the background checks on both the Hunter Education and Boater Education Programs on behalf of the Communications Division. Additionally, the Communications Division and HR Division will collaborate, as necessary, when reporting volunteer information, and when responding to segments of the U.S. Fish and Wildlife Service's audits, which require the reporting of volunteer information such as the demographic profile of overall agency volunteers by program type.

J. If the program or function works with local, regional, or federal units of government, include a brief description of these entities and their relationship to the agency.

The HR Division works closely with local units of government; however, the HR Division does not have any memorandums of understanding with other agencies to provide human resources services. The HR Division has contracted with the University of Texas School of Social Work's Institute of Organizational Excellence to administer the Survey of Employee Engagement, which is an employee satisfaction survey. Other agencies which the HR Division routinely engages with are:

- State Office of Risk Management – coordinating workers' compensation benefits
- Office of the Attorney General, Child Support Division – processing medical support orders
- Employees Retirement System of Texas – administering employee benefits
- Comptroller of Public Accounts – implementation and maintenance of CAPPs
- State Auditor's Office – leave reporting and policy interpretation
- Texas Workforce Commission – posting agency vacancies and in processing and responding to unemployment compensation claims
- Department of Homeland Security – use of E-Verify system for verifying eligibility to work in the U.S.
- Department of Public Safety – use of driver record system and background checks
- Corporation for National and Community Services – federal agency responsible for the AmeriCorps program

K. If contracted expenditures are made through this program please provide

- a short summary of the general purpose of those contracts overall;
- the amount of those expenditures in fiscal year 2018;
- the number of contracts accounting for those expenditures;

- the method used to procure contracts;
- top five contracts by dollar amount, including contractor and purpose;
- the methods used to ensure accountability for funding and performance; and
- a short description of any current contracting problems.

Contracts are purchase orders that are initiated for the purchase of goods and/or services required to meet business needs. In FY2018, 180 contracts (count reflects PO's accounting for expenses, which may include instances of PO's involving multiple divisions and counted elsewhere) accounted for expenditures totaling \$287,543.08 in the HR Division. For the purpose of this analysis, the Department considers all expenditures made by PO to be contract expenditures. The procurement method utilized for these purchases varied based on state purchasing guideline requirements. All contracts are administered in compliance with the Texas Statewide Procurement Division and Department's Procurement and Contract Management Guide. As per the guide, each contract is assigned a contract manager to monitor vendor progress and performance, authorize payments consistent with contract documents, resolve disputes, submit vendor performance reports in accordance with state policies, and take action when performance is not acceptable. Products or services described in the contract are verified upon receipt/completion, prior to the payment for those goods and/or services being released.

The Employee Assistance Program (EAP) provider is secured through competitive bidding. The current vendor, Deer Oaks EAP, provides quarterly and annual utilization reports that quantify the percentage of utilization and the types of events and services accessed by staff. Deer Oaks EAP also has an account manager assigned to the Department for utilization briefings and to resolve any service delivery concerns.

The various vendors, through whom services are contracted, provide customer support, offer methods for problem resolutions, and implement enhancements and required changes. No contracting problems have been identified.

The top five HR Division expenditures in FY2018 were:

Purchase Order	Contractor	Amount	Purpose
499537	Samaritan	\$75,000	Department's volunteer management system.
499481	SHI Government Solutions, Inc,	\$41,174	Department's NEOGOV applicant tracking and onboarding systems.
453286	Deer Oaks EAP Services LLC	\$36,000	Department employee assistance program; offer employees with an assessment, referral and short-term counseling for personal issues that affect productivity in the workplace.
508737	Corporations for National and Community Service AmeriCorps VISTA	\$35,147	AmeriCorps VISTA Program.
505603	Work Quest (formerly TIBH)	\$9,923	Temporary Services- Executive Assistant for the HR Director.

L. Provide information on any grants awarded by the program.

N/A

M. Are there any barriers or challenges that impede the program's performance, including any outdated or ineffective state laws? Explain.

- Clarify Leave Without Pay (LWOP) rules for hourly employees: With the implementation of CAPPs, inconsistencies have been identified regarding eligibility rules for hourly employees in relation to accruals and holiday pay.
- Clarify Sick Leave Pool (SLP) statute related to use of annual leave: Texas Government Code §661.004 provides “[a]n employee is eligible to use time contributed to the sick leave pool of the agency if the employee has exhausted the employee’s sick leave because of... a catastrophic illness or injury.” This has been interpreted that an employee is not required to exhaust annual leave before receiving grants from the sick leave pool.
- Changes to compensation rules for special pay: Allow stipends for special pays such as licensure, housing, commission, etc. for salaried employees on Schedule B. This would eliminate processing a demotion to a lower classification title to adjust the salary, and then reclassifying the employee to the correct level when the employee is no longer eligible for the special pay due to business reasons.
- Changes to compensation rules for salary actions: Create a payroll reason code to increase an employee’s pay in the same classification for which an employee competes and is selected. Also, create a payroll reason code to increase an employee’s pay in the same salary group for which an employee competes and is selected.

N. Provide any additional information needed to gain a preliminary understanding of the program or function.

The HR Division provides programs, tools, and consultation to employees and managers that enhance work productivity and the work environment. To this end, the division regularly:

- Evaluates hiring and retention issues.
- Works to ensure fair and competitive salaries through job audits, market studies, and career ladders.
- Focuses the intern program and recruitment efforts on the recruitment of veterans, females, and minorities.
- Collaborates across divisions to improve effectiveness and efficiencies.
- Prepares for management succession through leadership training.
- Recognizes outstanding contributors that meet the Department’s goals.

O. Regulatory programs relate to the licensing, registration, certification, or permitting of a person, business, or other entity. For each regulatory program, if applicable, describe

- **why the regulation is needed;**
- **the scope of, and procedures for, inspections or audits of regulated entities;**
- **follow-up activities conducted when non-compliance is identified;**
- **sanctions available to the agency to ensure compliance; and**

- **procedures for handling consumer/public complaints against regulated entities.**

N/A

- P. For each regulatory program, if applicable, provide detailed information on complaint investigation and resolution. Please adjust the chart headings as needed to better reflect your agency's particular programs. If necessary to understand the data, please include a brief description of the methodology supporting each measure.**

Human Resources refers complaints from the public to Internal Affairs which logs, assigns, and tracks them to completion.

A. Provide the following information at the beginning of each program description.

<i>Name of Program or Function:</i>	Information Technology Division
<i>Location/Division:</i>	4200 Smith School Road, Austin, Texas 78744
<i>Contact Name:</i>	George Rios, Information Technology Division Director
<i>Statutory Citation for Program:</i>	<u>Parks and Wildlife Code</u> <ul style="list-style-type: none">• §11.018 (Employees) <u>Government Code</u> <ul style="list-style-type: none">• §2054.071 (Identity of Manager; Consolidation)

B. What is the objective of this program or function? Describe the major activities performed under this program.

The Information Technology (IT) Division is led by the director of Information Technology, who also serves as the Department's chief information officer (CIO) and information resource manager (IRM), as provided by Government Code §2054.071. The IT Division provides support for the Department's strategic plan and coordinates the entire spectrum of technical information services across the Department. The IT Division provides general policy direction for agency information and telecommunications resource management in coordination with executive management.

The IT Division, acting in support of all the Department's divisions, is charged with:

- Working with the branches on business development and strategic planning and focusing on providing the path to expand delivery of technology services.
- Coordinating and moderating technology governance of all business requests, analysis to lead agency technology projects, managing and working with the Department of Information Resources' (DIR) datacenter contract, reporting on agency technology initiatives, and planning for future opportunities.
- Providing the planning, development, operations, and support of the technology infrastructure for the Department, including the technology datacenter, field services, and network support.
- Developing and supporting custom web, client-server, and mobile applications. Providing agency-wide information technology customer service.
- Implementing and managing the cyber security program, encompassing the diverse missions across the 13 divisions with a comprehensive cyber security program aligned to the priorities of the Department, DIR, and its governing bodies.
- Procuring and contract management of technology-related purchases. Working to find opportunities to consolidate purchases for the best value to the Department, while meeting technology and procurement rules and guidelines.

- Providing Geographic Information System (GIS) technical support and environment administration agency-wide.

C. What evidence can you provide that shows the effectiveness and efficiency of this program or function? In Exhibit 12, provide a list of statistics and performance measures that best convey the effectiveness and efficiency of this program or function. Also, please provide the calculation or methodology behind each statistic or performance measure. Please do not repeat measures listed in Exhibit 2 unless necessary to understand the program or function.

The Department’s IT Division has less than three percent of the Department’s staff, which is below the average of other agencies of this size. The IT Division supports 3,236.8 staff, who then support thousands of TPWD constituents. The Department is open seven days a week serving external customers.

**Texas Parks and Wildlife Department
Information Technology Division**

Exhibit 12: Program Statistics and Performance Measures — Fiscal Year 2018

Program Statistics or Performance Measures	Calculation (if applicable)	FY2018 Target	FY2018 Actual Performance	FY2018 % of Annual Target
Number of field sites with significantly improved or secured network connectivity	*	**	52	**
Number of field sites with phone systems upgraded	*	**	17	**
Number of Call Centers Upgraded/Implemented	*	**	2	**
Number of field sites support – PC, network & phones	*	**	200	**
Number of new applications (custom and procured)	*	**	10	**
Number of applications with enhancements/changes	*	**	24	**
Number of applications supported	*	**	71	**
Number of Help Desk calls closed	*	**	30,127	**
Number of servers with hardware and Operation System upgraded	*	**	30	**
Number of servers supported and maintained	*	**	93	**
Number of Operating System security patches	*	**	86	**
Number of Database upgrades	*	**	8	**
Number of firewall connections	*	**	72,000,000	**
Number of intrusions	*	**	3,000	**
Number of viruses	*	**	120	**
Number of endpoint firewall connections	*	**	6,000	**
Number of endpoint viruses	*	**	360	**
Number of malicious emails blocked	*	**	1,428,960,000	**

Table 12 Exhibit 12 Program Statistics and Performance Measures *See Exhibit 3

* Note- The IT Division’s goal is to meet the needs of the Department in the most secure and efficient manner. Due to unforeseen circumstances that can drastically shift areas of customer support, above are actuals for FY2018.

** Non-LBB metrics shown above reflect division workload, but do not have official targets established.

D. Describe any important history regarding this program not included in the general agency history section, including how the services or functions have changed from the original intent. If the response to Section III of this report is sufficient, please leave this section blank.

The IT Division has been consistently tasked with maintaining all levels of support while trying to implement new technology and required upgrades. The Department is now structured into 13 divisions, including staff at the Austin headquarters, and over half the staff located at remote field locations throughout the state. While taking on new services, the IT Division's structure has remained flat while trying to ensure internal and external customers receive adequate support.

Overall, the IT Division has significantly shifted staff to realign their roles appropriately for the best customer service delivery.

- The Business Development Branch was introduced by pulling in staff from areas of project management, oversight and reporting, datacenter contract management, and technology governance and compliance.
- The GIS business users were moved out of the IT Division and a new GIS administration and support program, supporting agency-wide initiatives, was established. Federal funding related to this initiative was also transferred out of the IT Division.
- The Operations Branch shifted responsibilities while the datacenter server consolidation project changed roles between the Department and the statewide datacenter.
- Some IT Division network staff have been reassigned from roles at headquarters, to field-based positions, to better serve agency staff.
- The Cyber Security Branch was formed from members of the IT Division and as threats become more sophisticated and continue to evolve, this group's responsibility continues to increase.
- The State Parks System Help Desk staff were moved from the State Parks Division to the IT Division.
- A position within the IT Division was repurposed to become the dedicated mobile device support administrator for all Department-owned mobile devices.

E. List any qualifications or eligibility requirements for persons or entities affected by this program, such as licensees, consumers, landowners, for example. Provide a statistical breakdown of persons or entities affected.

The IT Division supports all the divisions, and the programs administered by them, impacting all agency staff and indirectly all agency constituents.

- Provides technical support to the Department's approximate 3,236.8 employees.
- Supports IT data communication to approximately 200 field offices.
- Supports 200 Headquarters and field phone systems.
- Supports over 1,890 staff mobile devices statewide.
- Customized mobile applications used by approximately 551 game wardens protecting citizens and visitors.

- Responsible for security of personally identifiable information (PII) for all constituents, to include hunters, fishers, boaters, campers, deer breeders, managed land owners, permit holders, and violators that impact the resources that are managed by the Department.
- Supports the Boat Registration, Information, and Titling system used by 78 county tax assessor-collectors' offices offering sales options for convenience to citizens registering and titling of boats.

F. Describe how your program or function is administered, including a description of the processes involved in the program or function. Include flowcharts, timelines, or other illustrations as necessary to describe agency policies and procedures. Indicate how field/regional services are used, if applicable.

Most information system functions are sited in the Austin headquarters and are performed based on established guidelines and policies and in conformance with state regulation. Services are provided through five functional branches: Operations, Customer Service, Strategy and Business Development, Cyber Security, and Budget and Procurement.

Operations

The Operations Branch is broken down into three programs: Technical Services, Network, and Application Development.

The Technical Services Program is responsible for providing Microsoft Enterprise technologies and services; assisting with Open Source technologies; supporting databases, servers, and Geographic Information Systems and services; and, ensuring critical systems are backed-up and monitored.

The Network Program is responsible for operating, maintaining, monitoring, and expanding the wired and wireless networks; setting usage policies; maintaining the Department's firewall, VPN network, and interagency network connections; and, administering voice communications, including headquarters call center telephony services.

The Application Development (AD) Program is responsible for building and supporting custom web and mobile application solutions; interfacing and integrating with other systems; helping with data conversion and migration; working with business partners to modernize existing systems; implementing quality assurance processes; and, incorporating innovative ideas.

Customer Service Branch

The Customer Service Branch is responsible for serving as the initial point-of-contact for all IT requests by taking calls for hardware issues, software problems, and user account creation; providing installation, maintenance, upgrades, and support for all computers and mobile devices of the Department; leveraging enterprise tools for the tracking and managing of desktops, laptops, tablets, and other mobile devices; and, using tools to monitor and provide maintenance, updates, and refreshers to keep the systems functional and secure.

Strategy and Business Development Branch

The Strategy and Business Development Branch is responsible for managing all business requests from agency partners; partnering with IT program areas to use best practices for managing custom application development, procuring technology services, increasing digital services, and working on division technology initiatives; serving as the Department's liaison with the various oversight agencies; managing the datacenter contract including procurement of services and hardware for the Department; and preparing the Information Resources Strategic Plan and the Biennial Operating Plan, as well as various other oversight reports.

Cyber Security Branch

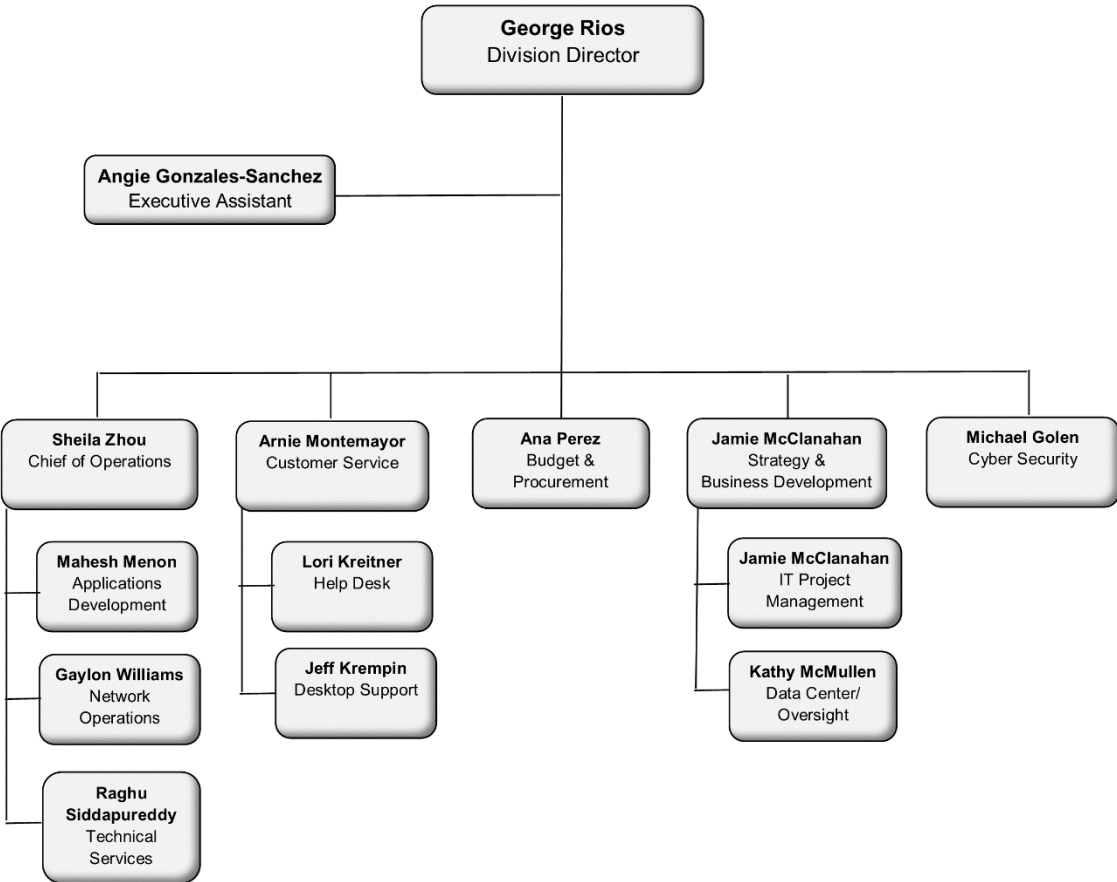
The Cyber Security Branch is responsible for maintaining the availability, integrity, and security of all the data and data systems of the Department and working in conjunction with the Department of Information Resources, the Multi-State Information Sharing and Analysis Center, and the U.S. Department of Homeland Security to reduce the impact of threats on computers and against the Department.

Budget and Procurement Branch

The Budget and Procurement Branch is responsible for developing and overseeing the IT Division's annual operating budget, processing all requests for IT-related goods and services in accordance with agency and state purchasing standards, performing management and oversight of IT-related contracts, and providing purchasing services for TPWD information processing hardware, software, and services.

The following is the Information Technology Division's organization chart:

INFORMATION TECHNOLOGY DIVISION



- G. Identify all funding sources and amounts for the program or function, including federal grants and pass-through monies. Describe any funding formulas or funding conventions. For state funding sources, please specify (e.g., general revenue, appropriations rider, budget strategy, fees/dues).**

Information Technology Division	
Method of Finance	Amount
Information Technology	
L0001 - General Revenue	\$80,861
L0009 - GRD Game, Fish and Water Safety	\$2,950,730
L0064 - State Parks Account	\$2,513,438
Total	\$5,545,029
Capital Information Technology	
L0001 - General Revenue	\$1,993
L0009 - GRD Game, Fish and Water Safety	\$2,876,161
L0064 - State Parks Account	\$2,963,676
L0555 - Federal Funds	\$236,563
L0666 - Appropriated Receipts	\$3,594
L0802 - License Plate Trust Fund	\$126
Total	\$6,082,112
GRAND TOTAL	\$11,627,142

- H. Identify any programs, internal or external to your agency, that provide identical or similar services or functions to the target population. Describe the similarities and differences.**

The IT Division’s mission is to provide direct support for all Department staff and indirect support to all of the Department’s constituents. There are cases where staff outside of the IT Division provide similar functions. In general, areas that may provide similar services within the agency are procurement of technology-related items, application development, analyzing and reporting on data, and GIS-related functions. Staff that perform these functions coordinate and follow policies and procedures set forth by the IT Division to ensure the Department is adhering to all data security, best practices, and standards.

There are also vendors in the technology field that are approved by the state to offer similar services. These vendors must go through the state procurement process and then contractually be monitored for compliance and overall customer approval. Technology contract management is often done by the IT Division but can be done by the customer as well.

- I. Discuss how the program or function is coordinating its activities to avoid duplication or conflict with the other programs listed in Question H and with the agency’s customers. If applicable, briefly discuss any memorandums of understanding (MOUs), interagency agreements, or interagency contracts.**

The IT Division is coordinating with other programs performing related functions through several internal advisory committees. The Department’s Technology Governance Committee consists of every program area division director along with executive staff. This committee reviews requests for new development, upgrades to existing applications, and new

technology procurements. This committee prioritizes and recommends which initiatives to approve based on the return on investment to the Department as a whole. If the initiative is filled in another area, the IT Division acts as an advisor or overseer to ensure the project complies with standards to allow for ongoing maintenance needs.

There is also an Information Technology Advisory Committee (ITAC). Members of that committee are selected by their division directors to serve as liaisons between our business units and the IT Division. ITAC members take part in discussions related to new technology initiatives, changes to data security, and provide input into the development of agency-wide strategies, policies, and procedures. ITAC members also help to ensure that their business needs are being addressed through the proper use of technology.

IT Division staff also meet with other divisions individually, several times a year, to discuss technology needs and initiatives.

J. If the program or function works with local, regional, or federal units of government, include a brief description of these entities and their relationship to the agency.

The IT Division partners with many state agencies to ensure the internal and external customers have adequate services available:

- Department of Motor Vehicles (DMV): Working with DMV, the Tax Assessor-Collectors (TAC) process boat registration transactions.
- Office of the Attorney General (OAG): Transmission of boat registration and the license sales data to the OAG each month.
- Comptroller of Public Accounts (CPA): Transmission and receipt of financial files from CPA for accounting purposes as part of the CAPPs initiative. Access of the Unified Statewide Payroll System (USPS) and State Property System (SPA) for transmitting files.
- Office of Vehicle Fleet Management (OVFM): Transmission of fleet information.
- Department of Public Safety (DPS): Sharing of law enforcement data.
- Department of Information Resources (DIR): The program utilizes the Shared Technology Services Contract administered by DIR. The IT Division also partners with the security program at DIR to leverage information, services, and training.
- Texas Water Development Board: TPWD's GIS Lab provides geospatial data such as the representative boundaries of the Department.

K. If contracted expenditures are made through this program please provide

- a short summary of the general purpose of those contracts overall-
- the amount of those expenditures in fiscal year 2018-
- the number of contracts accounting for those expenditures-
- the method used to procure contracts
- top five contracts by dollar amount, including contractor and purpose;
- the methods used to ensure accountability for funding and performance;
- a short description of any current contracting problems.

Contracts are purchase orders that are initiated for the purchase of goods and/or services required to meet business needs. In FY2018, 285 contracts (count reflects PO's accounting for expenses, which may include instances of PO's involving multiple divisions and counted elsewhere) accounted for \$646,152 for standard IT expenditures and \$5,990,973 for capital IT expenditures, for a grand total of \$6,637,125 expended. For the purpose of this analysis, the Department considers all expenditures made by PO to be contract expenditures. The procurement method utilized for these purchases varied based on state-purchasing and DIR procurement processes. To ensure accountability for funding and performance, expenditures are approved and reconciled by the division's budget manager accounting to delegated thresholds and reviewed by management. No contracting problems have been identified.

The top five IT Division expenditures in FY2018 were:

Purchase Order	Contractor	Amount	Purpose
501900	Department of Information Resources	\$4,142,020	Datacenter Services
505506	Government Technology Services (GTS)	\$455,789	Computers
188972	RA Outdoors	\$300,000	Park Reservation (Administered on behalf of the State Parks Division)
484962	Applied Geographics	\$203,208	TWIMS Project Services (Administered on behalf of the Wildlife Division)
502156	Infojini	\$175,038	Contractor Services

L. Provide information on any grants awarded by the program.

The IT Division does not currently award any grants.

M. Are there any barriers or challenges that impede the program's performance, including any outdated or ineffective state laws? Explain.

The IT Division strives to maintain a consistent level of support, despite the continual increase in demand required for existing and new technologies, with minimal shifts to funding or resources. The expectation of immediate results, data security, improvement of digital services, implementation of new technologies, consistent and enhanced network connectivity and wireless access are required by the IT Division's customers. Each division requires specific standards, such as specific software to do a certain job.

Other challenges include:

- Recruitment due to a competitive work environment.
- Finding affordable and existing network connectivity across the state.
- Taking all types of payment for all services offered at the Department.
- Ability to shift funding from capital to operating when building a solution for a division partner.

- Oversight on spending technology funds.
- Decentralization creates challenges for financial opportunities, security, and compliance issues.

N. Provide any additional information needed to gain a preliminary understanding of the program or function.

The Department continues to improve its security posture, based on the 44 objective standards provided by DIR, by assessing against this standard annually. There is also a third-party assessment performed every three years to allow verification of alignment with the state. The Department's most recent assessment was performed in April 2019. Currently, the Department has scored above the state average.

O. Regulatory programs relate to the licensing, registration, certification, or permitting of a person, business, or other entity. For each regulatory program, if applicable, describe

- **why the regulation is needed;**
- **the scope of, and procedures for, inspections or audits of regulated entities;**
- **follow-up activities conducted when non-compliance is identified;**
- **sanctions available to the agency to ensure compliance; and**
- **procedures for handling consumer/public complaints against regulated entities.**

N/A

P. For each regulatory program, if applicable, provide detailed information on complaint investigation and resolution. Please adjust the chart headings as needed to better reflect your agency's particular programs. If necessary to understand the data, please include a brief description of the methodology supporting each measure.

Information Technology staff will attempt to discuss any issue regarding complaints they may receive directly with the individual. If there are any specific complaints regarding staff, then these complaints will be referred, as appropriate, to the Human Resources Division or Internal Affairs.

A. Provide the following information at the beginning of each program description.

Name of Program or Function: **Infrastructure Division**

Location/Division: 4200 Smith School Road, Austin, Texas 78744

Contact Name: Neil Thomas, Interim Infrastructure Division Director

Statutory Citation for Programs: **Parks and Wildlife Code**

- §11.018 (Employees)

CAPITAL CONSTRUCTION PROGRAM

Parks and Wildlife Code

- §11.0171 (Authority to Contract)
- Title 2, Chapter 13, Powers and Duties Concerning Parks and Other Recreational Areas, Subchapter A (General Powers and Duties)

Government Code

- §2166.003 (Building Construction and Acquisition and Disposition of Real Property)

LAND CONSERVATION PROGRAM

Parks and Wildlife Code

- §11.301 (Easements)
- §13.008 (Land Solicitation)
- §13.009 (Land Sale)
- §26.001 (Third Party Land Uses)

B. What is the objective of this program or function? Describe the major activities performed under this program.

The Infrastructure Division administers both the Department's Capital Construction Program and the Land Conservation Program. Through the Infrastructure Division, the Department enters into multiple professional services contracts related to construction and annually solicits, on average, hundreds of construction projects statewide addressing critical maintenance to multi-million-dollar improvement contracts. The Department's portfolio includes comprehensive upgrades, in-kind replacements, and major repairs of buildings, utilities, site work, and restorations at various state parks, fisheries, wildlife management areas, field offices, and other facilities all over the state.

Major capital construction projects currently in planning or construction include the Department's Hurricane Harvey recovery projects at: Village Creek State Park, Mustang Island State Park, Goliad State Historic Site, Goose Island State Park, JD Murphree Wildlife Management Area, and Perry R Bass Fish Hatchery. Also, 2015 weather-related recovery projects include: Bastrop State Park Dam reconstruction, Cedar Hill State Park facilities and

day-use-area repairs, Ray Roberts Lake State Park Complex site-wide repairs, Stephen F. Austin State Park facility replacements, Galveston Island State Park beachside reconstruction, and development of the Roger R Fawcett Wildlife Management Area complex. These projects comprise 168 active capital repair or construction projects throughout the state.

The Land Conservation Program (LCP) provides land transaction and land conservation services, including land acquisition and disposition, leasing, negotiation of third-party surface uses, including oil and gas exploration and recovery, and real estate administration.

- C. What evidence can you provide that shows the effectiveness and efficiency of this program or function? In Exhibit 12, provide a list of statistics and performance measures that best convey the effectiveness and efficiency of this program or function. Also, please provide the calculation or methodology behind each statistic or performance measure. Please do not repeat measures listed in Exhibit 2 unless necessary to understand the program or function.**

The Department’s current capital construction portfolio is comprised of 168 active projects budgeted at approximately \$250 million, spanning three biennia and originating during the 84th Legislative Session. With the completion of the 86th Legislative Session, the Department expects to fund an additional 76 capital construction projects for an overall total of 244 active projects, which includes completion of many existing projects. New funding appropriations in the amount of \$124 million will increase the Department’s portfolio budget to approximately \$374 million. The Department’s capital construction portfolio, which is primarily funded by the Sporting Goods Sales Tax (SGST) deferred maintenance account, has increased in both project size and overall geographical impact given the financial support received each subsequent session. The increased levels of funding enable the Department to perform more purposeful upgrades to our rapidly-aging facilities which are needed to meet increased population growth and overall use. The portfolio ranges from individual facility replacements, critical utility system upgrades and larger scale repairs, to multiple rentable facilities. These projects directly impact visitation and user expectations when visiting our sites.

**Texas Parks and Wildlife Department
Infrastructure Division – Project Delivery
Exhibit 12: Program Statistics and Performance Measures — Fiscal Year 2018**

Program Statistics or Performance Measures	Dataset Reference Number* (if applicable)	Calculation (if applicable)	FY2018 Target	FY2018 Actual Performance	FY2018 % of Annual Target
Number of Major Repair/Construction Projects Managed	15a and 15b	*	150	150	100%

Table 12 Exhibit 12 Program Statistics and Performance Measures *See Exhibit 3

*Information on the methodology used to collect and report data for the non-key measures in Exhibit 12 can be found in Schedule B (Performance Measure Definitions) of the TPWD FY2019-2023 Strategic Plan at: https://tpwd.texas.gov/publications/pwdpubs/media/pwd_bk_a0900_0622_07_18.pdf.

Number of Major Repair/Construction Projects Managed Methodology

This measure directly indicates staff workload by providing a count of total number of major repair/construction projects managed in the fiscal year. Factors beyond the Department’s control, which could impact performance of this measure, include catastrophic weather events, natural disasters, and emergency repairs, which may necessitate reprioritization of projects based on emerging safety and/or business needs. Because projects can vary in duration and scope, it is possible that these reprioritizations may shift resources from a large number of projects to a smaller number, or vice versa. This measure does not capture work done on Minor Construction and Donation projects, which represent a significant amount of effort by the Infrastructure Division.

Land Conservation Program Performance Measures

To provide more recreation opportunities to the public and protect important sites, the Department acquired 1,471.93 acres during FY2018.

Texas Parks and Wildlife Department Infrastructure Division – Land Conservation Program

Exhibit 12: Program Statistics and Performance Measures — Fiscal Year 2018

Program Statistics or Performance Measures	Calculation (if applicable)	FY2018 Target	FY2018 Actual Performance	FY2018 % of Annual Target
Number of Acres Acquired	*	72,781	1,417.93	1.95%
Number of Acres Transferred	*	0	0	100%
Number of Acres in Department’s Public Lands System per 1,000 Texans	*	52.49	50.50	96.21%

Table 12 Exhibit 12 Program Statistics and Performance Measures *See Exhibit 3

*Information on the methodology used to collect and report data for the non-key measures in Exhibit 12 can be found in Schedule B (Performance Measure Definitions) of the TPWD FY2019-2023 Strategic Plan at: https://tpwd.texas.gov/publications/pwdpubs/media/pwd_bk_a0900_0622_07_18.pdf.

Number of Acres Acquired: Measure tracks the Department’s ability to provide more recreational opportunities to the public and protect important sites. When the acquisition process turns out to be lengthy, this measure’s performance is affected. Funding limitations, as well as the availability of suitable acreage, also directly impact this measure’s performance.

Number of Acres Transferred: Measure tracks the Department’s progress in divestiture of sites determined by the TPW Commission to be better suited for operation by another entity. Market conditions and the state of the economy could impact the Department’s ability to transfer properties. Additional factors influencing performance include the willingness of local governments or other entities/agencies to accept/agree to transfers.

Acres Per 1,000 Texans: This measure reflects the ratio of public lands in the Department's system to the current population of Texas. The population is increasing at a rapid pace. It is important in the long-term for the Department to increase land acreage available for public use and enjoyment as well. Factors influencing performance are the population of Texas and the availability of funding for acquisition.

D. Describe any important history regarding this program not included in the general agency history section, including how the services or functions have changed from the original intent. If the response to Section III of this report is sufficient, please leave this section blank.

Even though the functions of the original Engineering Division have not changed, the program has gone through several organizational changes. In the early 1970s and 1980s, the program was established as an independent division within the Department. The State Parks Division absorbed the program as a branch in the 1980s, which continued through 1996. To better serve all divisions within the Department, the program was reestablished as an independent division, termed the Infrastructure Division, in 1996.

- 1973-1975 First Established as Engineering Division
- 1976-1982 Renamed the Design and Construction Division
- 1983-1988 Joined State Parks Division as the Development and Repair Branch
- 1988-1992 Renamed the Planning and Development Branch
- 1992-1996 Reorganized under new Public Lands Division as the Construction, Design and Management Branch
- 1996-Present Re-established as the Infrastructure Division

Due to the increasing age of our public-use facilities, rapidly rising visitation numbers, and the significant funding increases in recent legislative sessions, the Infrastructure Division now has the largest volume of funded critical capital projects to execute than at any other time in the Department's history. Appropriation increases are largely due to the recognition of years' long systemic problems in funding the Department's deferred maintenance program. This unprecedented circumstance requires the program to facilitate greater internal coordination, increased external communication to our users and legislators, and maintain a heightened awareness as it continues to deliver the highest quality projects possible. To better execute the Infrastructure Division's mission in accordance with the Department's greater mission, the Infrastructure Division has gone through a series of internal re-organization efforts over the past two biennia. These efforts enable us to preserve our critical resources while providing adequate facilities necessary to fulfill the Department's mission. The Department's mission will continue to require the Infrastructure Division to provide the critical design, construction, and major repairs to all Departmental facilities and historical sites.

- E. List any qualifications or eligibility requirements for persons or entities affected by this program, such as licensees, consumers, landowners, for example. Provide a statistical breakdown of persons or entities affected.**

All utility work (such as plumbing, electrical, etc.) performed for documents issued by the Infrastructure Division must be carried out by licensed tradespersons for trades requiring licensure by the State of Texas. The majority of our capital construction portfolio includes solicitations with plans and specifications sealed by licensed architects and engineers as outlined by the requirements of the Texas Board of Professional Engineers and the Texas Board of Architectural Examiners. Additionally, when required by statute or another authority, land transactions may require a sealed survey by a Registered Professional Land Surveyor (RPLS). The Infrastructure Division employs licensed design and survey professionals on staff to ensure compliance with applicable statutes, and several members of our field staff (Construction Managers and Construction Inspectors) are also licensed tradespersons. While there is not a statistical breakdown of how much of the work solicited for construction is sealed by design professionals, the vast majority of the work is sealed by design professionals. One hundred percent of the utility work, as described above, is performed by licensed tradespersons.

- F. Describe how your program or function is administered, including a description of the processes involved in the program or function. Include flowcharts, timelines, or other illustrations as necessary to describe agency policies and procedures. Indicate how field/regional services are used, if applicable.**

Capital Construction Program

The Infrastructure Division administers the Department's statewide capital construction portfolio using a matrix management system with five branches which are regionally organized: Design, Project Delivery/Project Management, Finance-Administration, Field Operations, and Contracting. Each branch manager has various functional sections for which they are responsible. Projects are carried out in coordination with "customer" divisions which operate statewide facilities and sites: State Parks (largest number of projects), Wildlife, Coastal Fisheries, Inland Fisheries, Law Enforcement, and Support Resources.

The regional project delivery program managers and project managers work with Infrastructure Division staff, consultants, and clients while overseeing the project until the warranty period expires. Project delivery program managers provide regional updates on the active capital portfolio and during these updates query partner divisions for any facility operational issues and/or potential concerns. Any issue identified as a priority can be entered into eBuilder (capital construction management software) for consideration as a "one-off" project or for future consideration when the Legislative Appropriations Request (LAR) is developed.

Project delivery program managers lead regional teams, which consist of project managers, contract managers, accountants, architects, engineers, construction managers, inspectors, surveyors, and support staff. These teams are responsible for the project's life-cycle and provide subject matter expertise during their respective phase of the project. Customer

service and public relations are constant factors the team must manage from project inception until project completion.

Division Operations and Capital Construction Program by Branch

Division Operations

Senior operational staff (deputy director, branch managers, and operational programs and policy manager) assist the division director with setting and implementing strategic division direction and leadership. This team oversees and coordinates the Infrastructure Division's day-to-day operations; develops and implements policies, procedures, and legislative requirements; evaluates and improves processes; and, assists with strategic decision-making regarding division staff and the Department's capital construction program (capital construction, minor repair, and the road and bridge programs). Senior operational staff also manage programs and staff responsible for ensuring that all Department facility repair, improvement and development needs are identified, and that projects are completed within a reasonable time frame and budget. Finally, this team facilitates the fostering and maintenance of effective professional relationships between the Infrastructure Division and the rest of the Department.

Design Branch

The Design Branch provides the Department with professional design services including architecture, landscape architecture, and engineering services for new, retrofit, and major repair projects. These services can be self-performed, or the Design Branch staff (design managers) may serve as the primary coordinators for consulting firms retained by the Infrastructure Division to execute the design services. Design managers also ensure that the project is designed to effectively meet the needs of the Department. The branch also provides professional review services for donated projects and projects from other branches and divisions within the Department. The branch develops scopes of work as appropriate for external design consultants and supervises the project deliverable process from scoping through bidding for the capital and minor construction projects.

Project Delivery / Project Management Branch

The Project Delivery Branch provides statewide portfolio, regional program and individual project management oversight in support of the Department's capital program project delivery, as well as customer service, road and paving project coordination (TxDOT Program), and project scheduling. In order to provide customer divisions with continuity of services, capital construction program staff are organized into two regions spanning the state of Texas.

Finance-Administration Branch

The Finance Branch supports the Infrastructure Division and Department by providing financial, personnel, and administrative services such as purchasing, information systems, and records management.

Field Operations Branch

The Field Operations Branch provides field-based construction management, in-house inspection, and survey services. The Infrastructure Division's vehicle fleet is also managed by the Field Operations Branch.

Contracting Branch

The Contracting Branch provides full service contracting support in the acquisition of construction and related professional services and provides contract management functions to ensure contracts meet the Department's needs and all applicable procurement law.

Project Delivery Process

Project Needs Identification

The Department's LAR is comprised of capital needs identified and priority ranked via extensive coordination between the Project Delivery Branch and other divisions. Upon legislative funding approval, the Infrastructure Division's budget analyst assigns the designated funds to the projects based on the LAR as funded. Because the projects on the LAR are originally listed years prior to funding, the Infrastructure Division validates the scope and budget of each project as originally envisioned versus the current need based on emerging priorities. The project list is then adjusted accordingly and submitted for internal approval.

Approval

Capital program projects are approved for funding by the Department's customer division directors and by the executive director before the overall Department budget is presented to the TPW Commission for approval. In addition, the Department provides statutorily required coordination and reporting to the Joint Oversight Committee on Government Facilities.

Planning

All projects require planning, although large or complex projects require more detailed planning than others. Depending upon the level of planning and individual project circumstances, this work can be performed by the Infrastructure Division, the Planning and Geospatial Resources Team in the State Parks Division or contracted to external firms.

Architectural-Engineer Selection/Design Contracting

In Texas, the selection of an architectural-engineering (A-E) firm is governed by laws for professional services contracts.

Design

Design is primarily done by external A-E firms contracted by the Infrastructure Division. Small projects may be performed by Infrastructure Division design managers as time and resources allow.

Statutes and codes related to design are:

- Texas Government Code 2254: Professional and Consulting Services
- Texas Occupations Code, Title 6, Chapter 1001: Engineers
- Texas Occupations Code, Title 6, Chapter 1051: General Provisions Affecting Architects, Landscape Architects, and Interior Designers, §1051.703 Certain Plans or Specifications to Be Prepared Only by Architect

Construction Contracting

Construction contracting is performed in accordance with state law through a competitive process pursuant to contracting methods authorized by Government Code, Chapter 2269, Contracting and Delivery Procedures for Construction Projects. Additional relevant statutes related to “Construction Contracting” are: Government Code, Chapter 2258, Prevailing Wage Rates; Government Code, Chapter 2253, Public Work Performance and Payment Bonds; and Labor Code §406.096, Required Coverage for Certain Building or Construction Contractors. The Department is exempt from Government Code, Chapter 2166, pursuant to Government Code §2166.003(4).

Construction

Construction administration starts when the Authorization to Proceed (ATP) letter is issued to the contractor, establishing the first day construction activities may begin.

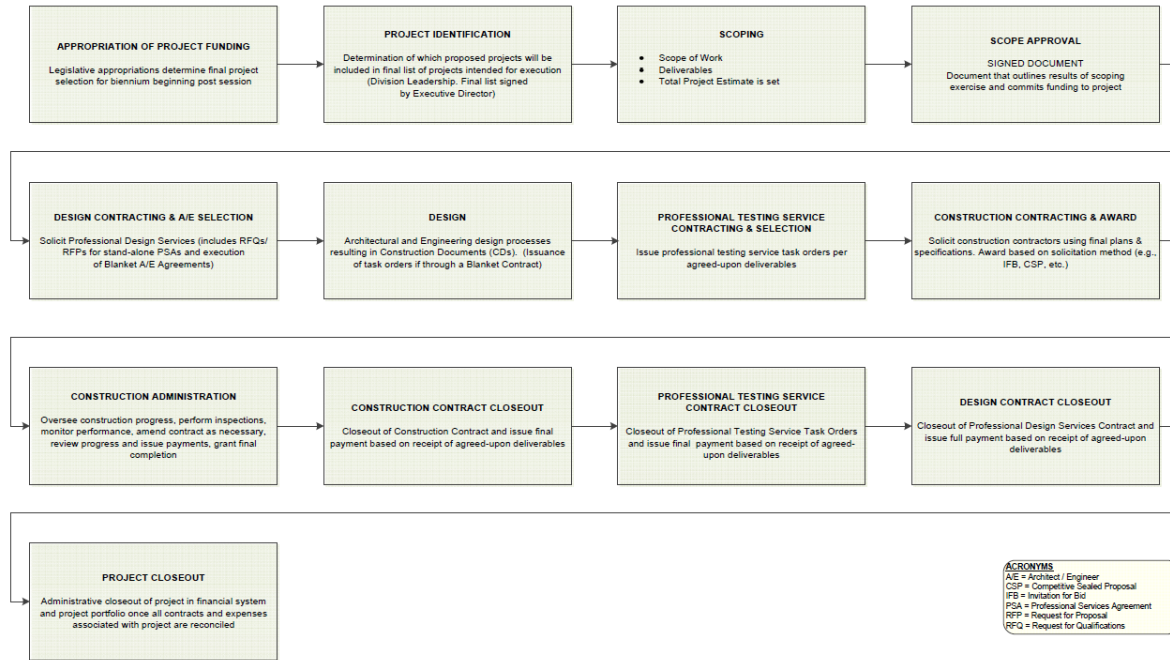
Project Close-out

Project close-out focuses on turning over a finished project to the receiving (customer) division; and receiving and distributing information required for future maintenance of the newly constructed work, as well as administratively closing the project and related contracts.

Overview of The Capital Construction Project Delivery Process

NOTE: This flowchart begins at the point of legislative appropriations following a legislative session. The process for identifying proposed project needs takes place prior to the LAR process and serves as the starting point for capital construction program needs/requests ahead of each session.

**TEXAS PARKS & WILDLIFE DEPARTMENT
INFRASTRUCTURE DIVISION
PROJECT DELIVERY FLOWCHART**



May 11, 2017

Land Conservation Program Processes

The Land Conservation Program (LCP) implements the Department's mission and the *Land and Water Resources Conservation and Recreation Plan (LWCRP)* for preservation and management of the state's natural, cultural, and recreational resources through the conservation of strategic lands in the public trust. This is accomplished through application of appropriate land conservation mechanisms, including acquisition (purchase, donation, exchange or lease), conservation easements, and related land conservation strategies.

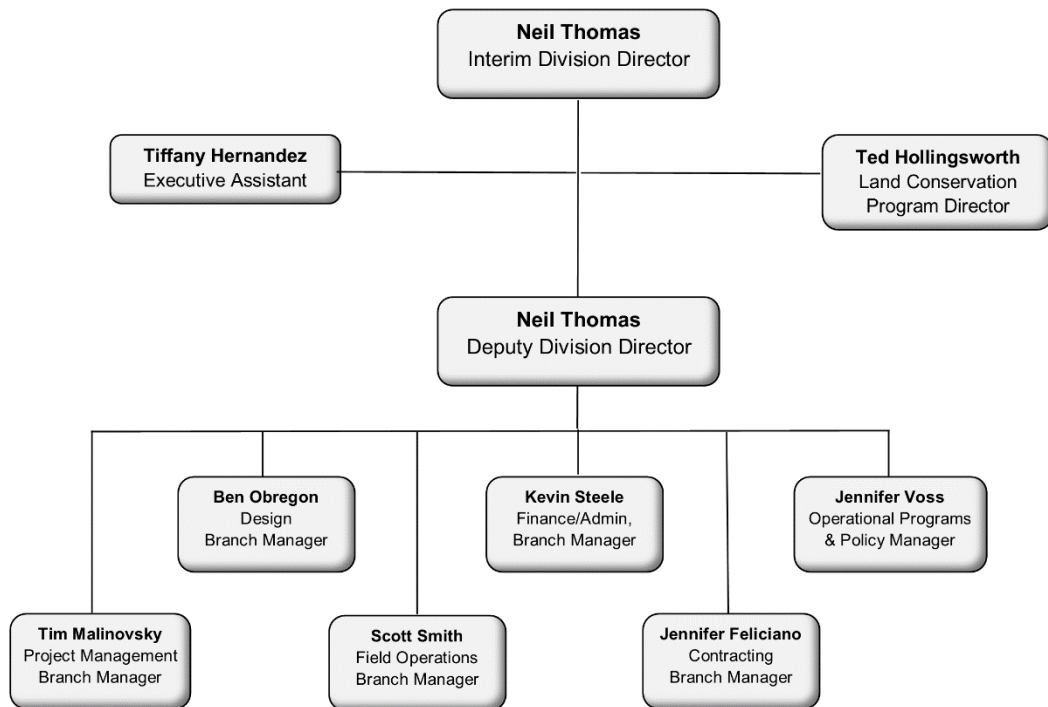
The LCP analyzes the Department's existing land inventory relative to its ability to meet the Department's mission including conservation and recreation needs; working closely with federal, state, and private sector partners to identify opportunities for filling those needs and the most appropriate stewards to address those needs; and, makes recommendations to the appropriate division directors, executive office, and the TPW Commission. Most Department acquisitions target in-holdings or adjacent lands that add conservation, recreation or operational value to existing sites.

The LCP also carries out the following initiatives:

- Implements desired Department and statewide land conservation goals among partners by working with other agencies, non-governmental organizations (NGOs), trusts, conservancies and other conservation entities for leveraging opportunities through partnerships involving grants, donations, cooperative acquisitions, easement and management planning, estate planning, landowner agreements, regulatory mitigation, and other mechanisms to achieve common conservation goals.
- Encourages exemplary long-term stewardship of private working lands by administering the Texas Farm and Ranch Lands Conservation Program, which makes grants available to qualified easement holders, primarily NGOs, to acquire perpetual conservation easements for the protection of natural resources and agricultural productivity. Program funding for grants and grant administration is appropriated by the Texas Legislature each biennium.
- Protects Department lands by coordinating requests for use of Department lands by third parties. Assures compliance with Parks and Wildlife Code, Chapter 26, which encourages alternative routes and project locations, maintains the Department's Damage and Fee Schedule, and when authorized by the TPW Commission, negotiates terms and conditions for easements, surface use agreements, leases, licenses, and related agreements to minimize harm to agency assets, including natural, cultural, aesthetic, and visitor experience values.
- Maintains and updates records of all land transactions, including third party agreements. Maps deeds as needed to create site maps, locate boundaries, and track acreage ownership. Responds to and resolves ownership discrepancies, including boundary conflicts, with adjacent landowners.

The following is the Infrastructure Division organization chart:

INFRASTRUCTURE DIVISION



- G. Identify all funding sources and amounts for the program or function, including federal grants and pass-through monies. Describe any funding formulas or funding conventions. For state funding sources, please specify (e.g., general revenue, appropriations rider, budget strategy, fees/dues).

Infrastructure Division	
Method of Finance	Amount
Infrastructure Operating	
L0009 - GRD Game, Fish and Water Safety	\$1,262,964.41
L0064 - State Parks Account	\$3,920,051.75
Total	\$5,183,015.16
Capital Construction	
L0001 - General Revenue	\$208,852.22
L0009 - GRD Game, Fish and Water Safety	\$2,416,439.17
L0064 - State Parks Account	\$496,566.01
L0403 - Sporting Goods Sales Tax - Capital Acct.	\$9,405,219.62
L0555 - Federal Funds	\$3,213,286.44
L0666 - Appropriated Receipts	\$668,244.64
L0777 - Interagency Contracts	\$98,002.16
L0780 - General Obligation Bonds	\$5,336,101.37
Total	\$21,842,709.63
Capital Land Acquisition	
L0400 - Sporting Goods Sales Tax – State	\$23,218.10
L0555 - Federal Funds	\$1,600,890.30
L0666 - Appropriated Receipts	\$273,136.44
Total	\$1,897,245.84
GRAND TOTAL	\$28,922,969.63

*Slight difference due to rounding.

*Note: In FY2018, some programs related to the newly created Support Resources Division were budgeted through the Infrastructure Division.

- H. Identify any programs, internal or external to your agency, that provide identical or similar services or functions to the target population. Describe the similarities and differences.

INTERNAL

The Department's Purchasing and Contracting Section provides procurement and contracting support for goods and services, not including construction or construction related services. Additionally, designated staff within each division have authority to procure goods and services based on the Department's signature and approval authority policy.

EXTERNAL

- Comptroller of Public Accounts (CPA): Supports the procurement activities of other agencies.
- Texas Department of Transportation (TxDOT): Provides repair and construction of roads and parking.
- Texas Commission on Environmental Quality (TCEQ): Regulates water/wastewater systems.
- Texas Facilities Commission (TFC): Builds, supports, and manages state-owned and leased facilities.

- Texas Historical Commission (THC): Protects and preserves the state’s historic and prehistoric resources for the use, education, enjoyment, and economic benefit of present and future generations.
- General Land Office (GLO): Holds lands in the public trust for the generation of revenue for the Permanent School Fund.
- Texas Department of Criminal Justice (TDCJ) Facilities Division: Provides a full range of facility management services to TDCJ including facility planning, design, construction, maintenance, and environmental quality assurance and compliance.

I. Discuss how the program or function is coordinating its activities to avoid duplication or conflict with the other programs listed in Question H and with the agency’s customers. If applicable, briefly discuss any memorandums of understanding (MOUs), interagency agreements, or interagency contracts.

The Infrastructure Division has designated project delivery program managers and assigned project teams that work directly with other state agencies like TCEQ and TxDOT, to assure a well-coordinated project and avoid potential duplicated efforts. Project teams also work with our architectural and engineering consultants to assure a successful project. The Infrastructure Division has designated contracting staff, operating under the agency’s delegated authority, to eliminate any redundancy and ensure compliance with state law.

The Department has an Interagency Cooperation Contract (IAC) with TxDOT that affords the Department up to \$20 million per biennium in TxDOT letting authority for the purpose of construction, improvements or major repairs to roads, bridges, and parking areas on land owned or leased by the Department.

J. If the program or function works with local, regional, or federal units of government, include a brief description of these entities and their relationship to the agency.

The Infrastructure Division works with individuals, conservation organizations, local, state, and federal governments as required when individual project improvements required permitting or consultation, prior to construction.

- The Infrastructure Division interacts with the following governmental agencies:
 - Texas Department of Transportation (TxDOT): An IAC with TxDOT exists as outlined in Question I.
 - Comptroller of Public Accounts (CPA) through the Department’s purchasing and contracting director to obtain guidance and training in negotiation and solicitation of contracts, as well as review and approval for solicitations over \$5 million.
 - Legislative Budget Board (LBB) to whom the Department reports certain contracts.
 - Texas Public Finance Authority (TPFA) for bond reports, to request bond cash disbursements, and to close out bonds.
 - Budget Review Board (BRB) to submit the TPWD Rider 4 Report: Appropriations of Unexpended Balances for Construction Projects.

- Texas Commission on Environmental Quality (TCEQ) for water and wastewater treatment; issues discharge permits according to Environmental Protection Agency (EPA) standards.
- Texas Correctional Industries (Texas Department of Criminal Justice) for quotes, or waivers, if applicable, for fencing projects not associated with a construction project.
- Texas Department of Insurance (State Fire Marshal's Office) for the inspection of built facilities and their compliance with the Life Safety Code. The fire marshal also offers periodic reviews of design plans for specific projects, upon request, to ensure compliance.
- Texas Department of Licensing and Regulation (TDLR) for compliance with the Texas Accessibility Standards (TAS).
- U.S. Army Corps of Engineers (USACE) for dredging permits or other permits under Section 404 of the federal Clean Water Act. Several state parks and wildlife management areas are leased from USACE.
- Texas Water Development Board (TWDB): Water Conservation Districts (WCD) for flooding issues.

Numerous minor interagency/interlocal agreements have been negotiated with local and federal governmental agencies:

- Local county governments: TCEQ local representative at the health department for on-site sewage facilities.
- Local city governments:
 - Electrical permits within the Austin city limits; per the Office of Attorney General, the State of Texas delegates the authority to regulate construction through permitting, yet TPWD is the Authority Having Jurisdiction (AHJ) for our own facilities.
 - The construction of water/wastewater and electrical tie-in locations from state property to local governmental agencies.
- U.S. Fish and Wildlife Service (USFWS): Leases TPWD lands and TPWD leases USFWS lands to aggregate and optimize management resources for conservation lands.

K. If contracted expenditures are made through this program please provide

- a short summary of the general purpose of those contracts overall;
- the amount of those expenditures in fiscal year 2018;
- the number of contracts accounting for those expenditures;
- the method used to procure contracts;
- top five contracts by dollar amount, including contractor and purpose;
- the methods used to ensure accountability for funding and performance; and
- a short description of any current contracting problems.

Most Infrastructure Division contract expenditures (\$19,306,011) are for design, engineering and construction services for the Department's major construction and repair projects. Such contracts include contracts for professional architectural, engineering and survey services; construction; hazardous material abatement; construction material testing; and, other necessary contracts that are incidental to a construction project. Typically, these projects are over \$100,000 in contract value.

The remaining contracts, valued at less than \$100,000, are for facility minor repair contracting and construction type contracting services for other customer divisions. Minor repair contracts are building and grounds repair projects such as replacing a roof or erecting fencing around a facility. Since FY2007, the State Parks Division has been granted internal authority to issue and approve minor repair contracts under \$25,000. The Infrastructure Division continues to provide the customer divisions with technical assistance, contracting assistance, and inspections as needed.

During FY2018, contract expenditures totaled \$21,969,146. That includes contracts/operating purchase orders (Pos) for Capital Construction (322 contracts totaling \$19,306,011), Land Conservation Program (23 contracts totaling \$1,897,268), and Infrastructure Operating (249 contracts totaling \$765,867) which totaled 604 contracts for FY2018 (count reflects POs accounting for expenses, which may include instances of POs involving multiple divisions and counted elsewhere). For the purpose of this analysis, the Department considers all expenditures made by PO to be contract expenditures.

Most construction projects are procured using the "Design-Bid-Build" (low bid) procurement method. The Infrastructure Division is also authorized to utilize alternate delivery methods such as Competitive Sealed Proposals, Construction Manager at Risk and Design-Build (reference Government Code, Chapter 2269). The Infrastructure Division uses Request for Qualifications (qualifications-based selection) for Professional Architectural-Engineering and Surveying Services (reference Government Code, Chapter 2254).

The Department has adopted an Oracle-based financial system (Business Information System – BIS) to track and obligate funds to contracts. Additionally, the Infrastructure Division has a process in place that provides checks and balances and an approval hierarchy for contract awards and for when changes are made to those contracts. Part of the process provides that appropriate funding is available for any contract setup and any contract change. All construction projects are led by a project manager. Each project also includes a contract manager certified by the State of Texas, who provides monitoring for and administration of contract performance. All contracts are administered in compliance with state law, the Department's policies as set forth by the Purchasing and Contracting Section, the Infrastructure Division, and the Legal Division. No contracting problems have been identified.

The top five contracts executed by the Infrastructure Division in FY2018 are:

Purchase Order #	Supplier Name	Purpose	Amount*
512766	Progressive Commercial Aquatic Inc	Balmorhea SP - Emergency Repairs	\$1,811,074
511027	Heritage Title of Austin Inc	Goose Island – Land Acquisition	\$1,348,660
510015	Mikocorp LLC	Kerr WMA – Build Conservation Center	\$899,858
510920	The 5125 Company	Falcon SP – Wastewater Improvements	\$795,125
514287	HCS Inc Commercial General Contractor	Garner SP - Restroom Replacement	\$734,000

*Initial encumbrance amounts, not reflective of subsequent associated purchase orders

L. Provide information on any grants awarded by the program.

The Texas Farm and Ranch Lands Conservation program provides grant assistance to eligible governmental and non-governmental easement holders, primarily Non-governmental Organizations (NGOs), usually functioning as a Land Trust to acquire perpetual conservation easements on privately owned working lands that have high values for water, fish and wildlife, and agricultural production, especially those lands at risk of development.

Program funds are provided by legislative appropriation. Since the program transferred to the Department, the Texas Legislature has authorized \$2,000,000 each biennium. Approximately 10 percent of the appropriation goes towards salary and benefits for the program coordination and administration, and the remaining funds are reserved for conservation easement acquisition and associated costs.

Funds are administered through grant contracts with the NGO, in which the NGO is paid for time and services associated with the due diligence of project management, as well as the costs of acquisition of the easement. NGOs are also required to provide monitoring of the easement for a period of 10 years and provide reports as to the compliance with the easement conditions.

M. Are there any barriers or challenges that impede the program’s performance, including any outdated or ineffective state laws? Explain.

Multi-Division Projects

The Department’s Infrastructure Division utilizes a wide variety of funding appropriations to deliver projects. Several appropriations utilized by the Department are restricted in nature to federal, state, or legislative guidelines. These guidelines dictate how the Department may fund facilities that house multiple divisions (such as regional headquarters offices in Tyler and Waco) designed to integrate staff into one facility and facilitate ease of access and service to the public). While one funding source (division) may be able to fund “their share” of the project, it often happens that the other division’s funding source cannot, which makes the holistic approach to planning, designing, and constructing these projects nearly impossible. As the Department continues to move forward creating multi-divisional region headquarter projects, this presents significant challenges.

Payment Bond Thresholds

Currently, the State of Texas requires (Government Code, Chapter 2253) payment bonds for all construction contracts over \$25,000 and performance bonds for all construction contracts over \$100,000. Ideally, the State of Texas would raise the contract limit on the payment bonds to \$100,000. For comparison, municipalities require payment bonds at \$50,000 while the federal government's threshold is \$150,000. Therefore, the State of Texas is more stringent than fellow public-sector entities. While the performance bond limit at \$100,000 is appropriate and mirrors Texas municipalities, the State of Texas may also consider matching the federal government threshold by raising the performance bond from \$100,000 to \$150,000.

During the 86th Legislative Session, two companion bills were filed, H.B. 2886 by Representative Bucy and S.B. 1456 by Senator Flores, with the intent to increase the payment bond threshold from \$25,000 to \$100,000. H.B. 2886 was placed on the House General State Calendar, but ultimately did not pass by the deadline. S.B. 1456 was heard in the Senate Committee on Business and Commerce but did not advance.

Benefits of raising the payment bond threshold to at least \$100,000:

- Will reduce red tape and increase the state's bidding pool.
- Will lower project costs.
- Will increase opportunities for new and/or smaller contractors (and HUBs) to compete for state contracts as the primary contractor on the project (prime).
- Will reduce administrative burden on state/contracting resources.
- Will align the State of Texas with other public sector entities' practice.
- Would present a low risk, if implemented, as construction projects under \$100,000 are considered small/minor projects.

Unexpended Balances Authority

The FY2020-2021 biennium marked a watershed for capital construction funding for the Department, with roughly \$130.6 million appropriated to TPWD for construction and major repairs, deferred maintenance, and development of Palo Pinto Mountains State Park. Additionally, in a departure from the previous session, the 86th Legislature authorized the carry-forward of any unexpended 2018-2019 Sporting Goods Sales Tax appropriations for capital construction/deferred maintenance into FY2020. Together, the significant investment in repair/construction and provision of Unexpended Balances (UB) authority will allow the Department to address critical construction/repair needs at facilities statewide and will also provide the Department with much needed flexibility to address unanticipated issues that inevitably arise.

Despite these gains, there are still UB issues that continue to be priorities/concerns for the Department. The UB authority provided for in FY2020-2021 does not apply to GR-Dedicated sources of funding. Ensuring the continued and consistent ability to carry-forward unexpended construction authority for all capital construction funding streams is critical to the capital construction program. Uncertainty regarding the ability to UB funds, adds a further layer of unpredictability and complexity to a program that must already contend with

variations of funding levels from one session to the next, unexpected weather and disaster events, changing legislative priorities and the inevitability of emergency projects. Further, the very nature of the design-and-construction industry and the fact that capital projects typically last five years or more creates additional challenges to encumbering 100 percent of the capital construction funding within the same biennium in which it was appropriated. Therefore, flexibility in the ability to carry over capital construction funding partially mitigates the risk of that funding being unavailable for the use for which it was intended.

N. Provide any additional information needed to gain a preliminary understanding of the program or function.

As mentioned in Item D, the Infrastructure Division has been faced with a rapidly changing capital construction paradigm since the 84th Texas Legislature (FY2016-17 biennium). At that time, the Department received the largest capital construction appropriation in the Department's history. Prior to FY2016-17, the method of funding was bonds, which had a life of greater than two years. Since FY2016-17, the appropriations have come with only a two-year funding life, which is significantly shorter than in years past. This has presented several internal challenges for the Infrastructure Division, precipitating significant internal reorganization, reallocation of resources, and redefinition of roles. Given the five- to seven-year life-cycle of a capital project, the Infrastructure Division is still adjusting to the current funding timeline scenarios. Even when faced with these constraints, the Infrastructure Division continues to execute the capital program effectively.

The eBuilder Capital Construction Management System, a comprehensive cloud-based system, was implemented in 2017, and integrates the Infrastructure Division's activities related to managing construction programs and documentation, viewing and tracking key performance indicator dashboards, ranking proposed projects, and tracking projects from project initiation through project completion, including via multiple funding sources per project.

New programs within the Infrastructure Division have been created or enhanced to better manage interagency agreements with the Texas Department of Transportation, Texas Department of Criminal Justice, and the Texas Commission on Environmental Quality. These agencies provide the Department direct support in accomplishing public works projects.

O. Regulatory programs relate to the licensing, registration, certification, or permitting of a person, business, or other entity. For each regulatory program, if applicable, describe

- why the regulation is needed;
- the scope of, and procedures for, inspections or audits of regulated entities;
- follow-up activities conducted when non-compliance is identified;
- sanctions available to the agency to ensure compliance; and
- procedures for handling consumer/public complaints against regulated entities.

N/A

- P. For each regulatory program, if applicable, provide detailed information on complaint investigation and resolution. Please adjust the chart headings as needed to better reflect your agency's particular programs. If necessary to understand the data, please include a brief description of the methodology supporting each measure.**

Infrastructure staff will attempt to discuss any issue regarding complaints they may receive directly with the individual. If there are any specific complaints regarding staff, then these complaints will be referred, as appropriate, to the Human Resources Division or Internal Affairs.

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A. Provide the following information at the beginning of each program description.

Name of Program or Function: Inland Fisheries Division

Location/Division: 4200 Smith School Road, Austin, Texas 78744

Contact Name: Craig Bonds, Division Director

Statutory Citation for Program: Parks and Wildlife Code

- §1.011(b), (c), and (d) (Property of the State)
- §11.018 (Employees)

Multiple statutes and codes governing the function, activities and services of the Inland Fisheries Division are referenced in response to Section VII, Question O.

B. What is the objective of this program or function? Describe the major activities performed under this program.

The Inland Fisheries (IF) Division supports the Department’s mission by providing the best possible fishing opportunities while protecting and enhancing aquatic resources, including the diversity of Texas freshwater fishes, other freshwater species, and their habitats. The IF Division is responsible for managing fisheries and other aquatic resources in approximately 1,100 public impoundments and more than 191,000 miles of rivers and streams, together totaling 1.7 million surface acres. These resources are used by 1.21 million anglers, ages 16 or over, whose fishing activities result in at least \$960 million in trip and equipment expenditures annually.

The goals of the IF Division were established to address the major issues facing freshwater fisheries resources in Texas, and consist of the following: maintain or restore appropriate conditions to support healthy aquatic ecosystems; maintain quality fish communities for recreation and ecological health and value; maintain or increase constituent satisfaction, participation, or stewardship; and, employ efficient and sustainable business practices in fisheries management.

The IF Division’s goals directly support the four primary goals outlined in the Department’s *Land and Water Resources Conservation and Recreation Plan*: practice, encourage and enable science-based stewardship of natural and cultural resources; increase access to and participation in the outdoors; educate, inform and engage citizens in the support of conservation and recreation; and, employ efficient, sustainable, and sound business practices.

The primary functions of the IF Division are organized and delivered through the following branches: Habitat Conservation, Fisheries Management and Research, and Hatcheries.

Habitat Conservation

Healthy fish populations and quality freshwater fishing opportunities depend upon healthy aquatic habitats in Texas creeks, rivers, and reservoirs. The IF Division's Habitat Conservation Branch cooperates with local, state, and federal agencies, private landowners, local communities, river authorities, fishing clubs, watershed alliances, and other non-governmental organizations to design, plan, and conduct aquatic habitat restoration, enhancement, and protection projects. Examples include restoration and protection of natural river flows by protecting springs or augmenting reservoir dam releases, management of reservoir water levels to maximize the availability of fish spawning and nursery habitats, restoration and protection of riparian buffers along creeks and rivers, cleanup and recovery of habitats negatively affected by oil spills and other pollution, and management of aquatic invasive plants. The Habitat Conservation Branch also monitors the status and trends of the diversity of Texas freshwater fish, mussels, and other aquatic species, and develops and implements conservation plans to restore and preserve freshwater species, such as efforts to restore Guadalupe bass (the official state fish). Another area of emphasis for the branch is improving angler access to fishing and paddling opportunities on Texas rivers through the Texas Paddling Trails Program and the River Access and Conservation Areas Program.

Fisheries Management and Research

The IF Division's fisheries management program assesses fish communities, fish habitat, angler access, and angler use of public water resources. Sampling activities performed by this group are guided through scientifically accepted procedures that ensure a high degree of data quality, integrity, and validity for statistically analyzing trends and making sound fisheries management decisions. This team develops fisheries management plans for individual water bodies, develops the statewide fish stocking plan, recommends changes to harvest regulations, implements habitat improvement projects, assists with treatment of aquatic invasive species, conducts public outreach, manages our urban fishing programs, and performs research to evaluate and improve fisheries management strategies. Staff members provide assistance and information to the public, fishing-related industries, water-controlling authorities, local governments, angling groups, civic groups, property owners, media, universities, and other natural resource agencies. Work teams are located at two regional offices, two fish hatchery regional offices, and 15 district offices statewide. The IF research program at the Heart of the Hills Fisheries Science Center in Mountain Home, Texas, provides leadership, support, and coordination for all research activities supported by the IF Division. The program also provides intensive research investigations, literature reviews, statistical analyses, staff training, and science-based position papers that inform decision makers on critical aquatic resource-related issues or problems.

Hatcheries

Fish stocking is one of several essential tools used to protect, manage, and enhance statewide fishery resources and achieve specific fisheries resource objectives. Stocked fish must meet specific requirements including number, size, genetic integrity, disease-free status, and time of stocking. Hatchery-stocked fish are used to start new fish populations, supplement existing fish populations, restore depleted or threatened populations, provide fish in small urban lakes, enhance population genetics and performance, take advantage of improved habitat,

and increase angler opportunities and success. Hatcheries also serve a unique function within the IF Division by providing scientific analyses in water quality, fish pathology, and fish genetics. The Texas Freshwater Fisheries Center (TFFC) in Athens is a unique multipurpose hatchery that provides educational experiences to the public while producing millions of fish each year to meet the stocking needs of fisheries managers. TFFC also serves as headquarters for the Toyota ShareLunker Program. Over 30,000 people visit the center annually; at least, 14,000 of those visitors are youth aged 12 and under.

C. What evidence can you provide that shows the effectiveness and efficiency of this program or function? In Exhibit 12, provide a list of statistics and performance measures that best convey the effectiveness and efficiency of this program or function. Also, please provide the calculation or methodology behind each statistic or performance measure. Please do not repeat measures listed in Exhibit 2 unless necessary to understand the program or function.

The IF Division manages and conserves Texas freshwater fishery resources, which contribute \$1.7 billion in annual economic output and support more than 13,000 jobs in the state. Top fishing lakes have been shown to generate annual economic values of \$14-32 million (individually). Stream fishing in the Texas Hill Country was recently shown to generate an economic value of \$71.6 million over a 16-month period. The economic value of fishing, paddling, rafting, and other forms of recreation on the Guadalupe River in Comal County was estimated at \$84.2 million annually. Seasonal fishing for white bass on the Colorado River upstream of Lake Buchanan was recently shown to generate an economic value of more than \$2.8 million over a three-month period. These examples demonstrate the effectiveness of the IF Division in providing high-quality freshwater fishing opportunities in the state.

Anglers are the largest constituent group served by the division. Both the IF Division and Coastal Fisheries Division have been recognized as leaders among state fish and wildlife management agencies in actively measuring the satisfaction of our constituents. Since the mid-1980s, both fisheries divisions have partnered with Texas A&M University to survey licensed anglers to determine their attitudes and opinions on fishing in Texas. Satisfaction levels have remained constantly high since the inception of the survey program. In the most recent survey completed in 2016 (see attachment; Gerard et al. 2016), licensed freshwater anglers were queried on their satisfaction with freshwater fishing in Texas. Eighty-seven percent of freshwater anglers were “moderately” to “extremely satisfied”.

The IF Division has established an extensive set of goals, objectives, and performance metrics used to monitor outcomes and evaluate success. Federal grants awarded to the IF Division through the Sport Fish Restoration Program provide base operational funds for the division to deliver its primary programs. Outcomes and accomplishments reported to the Sport Fish Restoration Program for FY2018 are outlined in Exhibit 12, along with additional metrics that are routinely tracked and communicated within the IF Division Annual Report. The IF Division Annual Report is published annually for partners, constituents, and other stakeholders. Many IF Division projects (e.g., individual fish habitat improvement projects) are also supported through project-based grants and donations, which typically identify specific planned outcomes that are tracked and reported to funding partners.

**Texas Parks and Wildlife Department
Inland Fisheries Division**

Exhibit 12: Program Statistics and Performance Measures — Fiscal Year 2018

Program Statistics or Performance Measures	Calculation (if applicable)	FY2018 Target	FY2018 Actual Performance	FY2018 % of Annual Target
Number of Aquatic Resources Conservation Plans Developed and Implemented	*	**	68	**
Number of Consultations on the Restoration Designs of Stream and Wetland Mitigation Banks	*	8	8	100%
Number of Public Water Infrastructure Projects Consulted on to Avoid, Minimize and Mitigate Impacts to Freshwater Sport Fishes and Their Habitats	*	**	102	**
Number of Aquatic Habitat Conservation Workshops and Trainings Provided for Resource Managers and Riparian Landowners	*	22	22	100%
Number of Miles of Saltcedar Control to Restore Riparian Habitats along Southern Great Plains Rivers	*	112	112	100%
Number of River Miles of Arundo Control to Restore Riparian Habitats along Hill Country Rivers	*	100	100	100%
Angler and Paddler Access Areas Established on Texas Rivers	*	34	34	100%
Number of Reservoir Fisheries Surveys	*	305	305	100%
Number of River Fisheries Surveys	*	**	53	**
Number of Fish Health Investigations	*	**	43	**
Number of Waterbodies Surveyed for Early Detection of Zebra Mussels	*	60	60	100%
Acres of Giant Salvinia Treated on East Texas Reservoirs	*	**	12,255	**
Number of Permits Issued (Public Waters Stocking; Commercial Harvest of Nongame Fish; Aquatic Plant Restoration; Aquatic Resources Relocations; Invasive Plant Management; Use of Exotic Species in Aquaculture, Research, or Zoological Display; and Disturbance/Removal of Sedimentary Material within Navigable Streams)	*	**	1,408	**
Number of Visitors Provided with Hands-On Fishing Opportunity at the Texas Freshwater Fisheries Center	*	**	20,659	**

Program Statistics or Performance Measures	Calculation (if applicable)	FY2018 Target	FY2018 Actual Performance	FY2018 % of Annual Target
Number of Pollution and Fish Kill Complaints Investigated (Inland)	*	55	73	132.7%
Percent of Texas' Streams with Instream Flow Needs Determined	*	70%	68.78%	98%
Number of Freshwater Fish Management Research Studies Underway	*	48	48	100%
Number of Freshwater Fish Population and Harvest Surveys Conducted	*	3,000	2,954	98.5%
Number of Water-Related Documents Reviewed (Inland)	*	115	112	97.4%

Table 12 Exhibit 12 Program Statistics and Performance Measures *See Exhibit 3

* Information on the methodology used to collect and report data for the non-key measures in Exhibit 12 can be found in Schedule B (Performance Measure Definitions) of the TPWD FY2019-2023 Strategic Plan at: https://tpwd.texas.gov/publications/pwdpubs/media/pwd_bk_a0900_0622_07_18.pdf.

**Non-LBB metrics shown above reflect division workload, but do not have official targets established.

D. Describe any important history regarding this program not included in the general agency history section, including how the services or functions have changed from the original intent. If the response to Section III of this report is sufficient, please leave this section blank.

Inland Fisheries was first created within Wildlife Services when the Texas Game and Fish Commission merged with the State Parks Board to create the Texas Parks and Wildlife Department in 1963; however, fisheries management activities were already being conducted by the State of Texas 40 years prior to the inception of the IF Division. Fisheries have been a public interest since 1881 when the Office of the Fish Commissioner was established (17th Texas Legislature) for the propagation and preservation of fish and to build fishways and fish ladders. Since 1921, the duties of the Texas Game and Fish Commission have included many of today's fisheries management activities including preventing pollution of streams, issuing fishing licenses, conducting research, enforcing bag limits on fish, and educating the public in the preservation of fish resources of the state. Fish hatcheries have been built and operated by the State of Texas since the creation of the first state fish hatchery, Heart of the Hills, near Mountain Home, Texas, in 1925.

The growth of Inland Fisheries' responsibilities and staff paralleled the rise in Texas reservoir construction from the 1950s through the 1980s. This was largely made possible by the establishment of the Federal Aid in Sport Fish Restoration Act in 1950, which created a dedicated source of funding for fisheries management. During the 1960s, the Striped bass and Walleye stocking programs were established. In the 1970s, Inland Fisheries shifted its focus from private waters to managing and stocking public fisheries within the expanding number of reservoirs. In support of this new focus, Inland Fisheries increased standardization of fisheries sampling methods and equipment, developed an angler creel survey program and an angler recognition program, and began stocking Florida Largemouth bass, Smallmouth bass, and hybrid Striped bass. The U.S. Army Corps of Engineers also funded herbicide

applications by Inland Fisheries staff on problematic aquatic vegetation on many reservoirs. The decade closed with the first experiments regulating restrictive length limits on Largemouth bass to improve size structure within reservoir populations.

The Texas Wildlife Conservation Act of 1983 (Parks and Wildlife Code Chapter 61) placed regulation of Texas public fisheries firmly in control of the Department by eliminating the ability of counties to exempt residents from TPWD management. During the 1980s, Florida Largemouth bass stockings began paying dividends as the Largemouth bass state record, which stood for 37 years, fell five times. Catches of trophy-sized bass became increasingly common, and the ShareLunker Program was developed to selectively breed these trophy individuals and to encourage their release by anglers. The move to more restrictive harvest regulations on many fish species was best illustrated with the first experimental slot-length limits and the implementation of a statewide 14-inch minimum length and 5-fish daily bag limit for Largemouth bass. Two other milestones of the 1980s were the creation of a Freshwater Trout Fishing Stamp and the renovation of the A.E. Wood Fish Hatchery in San Marcos.

After several organizational shifts in the early 1990s, Inland Fisheries reached full division status in 1994. During this decade, Inland Fisheries Division staff grew to nearly 200 full-time employees. Major events of the 1990s included the opening of the Texas Freshwater Fisheries Center in Athens, implementation of the Triploid Grass Carp Program, a ban on commercial netting in inland waters, initiation of the Native Aquatic Vegetation Restoration Initiative, and documentation of the first Largemouth bass kill associated with the Largemouth bass virus. During this decade, herbicide treatments by IF Division staff were limited to state park lakes and extreme cases of noxious infestations of exotic aquatic plants. Due to advances in technology and investigative research, significant modifications were made to fisheries sampling procedures.

In the early 2000s, golden alga became a focal fisheries management issue in Texas. Toxic golden alga blooms and fish kill events occurred in five river basins and 30 major reservoirs, resulting in the loss of an estimated 34 million fish by 2015. Ponds at two state fish hatcheries also experienced golden alga blooms, seriously impacting the Striped bass, hybrid Striped bass, and Smallmouth bass stocking programs. Significant resources were allocated by the IF Division to combat this problem, including investment of more than \$4 million in applied research projects.

With fish habitat degradation identified as a significant contributing factor in fisheries declines nation-wide, a variety of national and multi-state fish habitat restoration initiatives were established in the early 2000s. The IF Division played an active leadership role in the formation of the Southeast Aquatic Resources Partnership (2004), Desert Fish Habitat Partnership (2009), Reservoir Fisheries Habitat Partnership (2009), and Native Black Bass Initiative (2010). These initiatives resulted in increased funding to deliver fish habitat improvements in Texas. A total of 75 fish habitat projects were supported in the state through these initiatives between 2008 and 2018, restoring or enhancing more than 10,000 acres of fish habitats. Corresponding to this heightened level of emphasis on fish habitat conservation

nation-wide, the IF Division established the Habitat Conservation Branch (2008) and the IF Division was reorganized into three branches: Fisheries Management and Research, Hatcheries, and Habitat Conservation. Additionally, in 2017, the eligible uses of the Freshwater Fish Stamp were expanded by passage of S.B. 573 (85R) to allow funding to support fish habitat restoration and enhancement projects.

The IF Division has continued to refine sampling procedures, stocking techniques, and data collection strategies to meet new challenges in fisheries management. This has included the application of new and emerging technologies such as low-cost side-scan sonar and unmanned aerial systems in habitat assessments and studies of fish-habitat associations. The IF Division has also invested heavily in research and technical guidance to ensure consideration of fish populations in statewide water management decisions, including regional water planning, groundwater management, reservoir water level management, and environmental flows. Water management continues to be a conservation issue of increasing importance in Texas, particularly as the state attempts to provide water for its burgeoning human population and address periodic, but severe, drought conditions.

The 84th Legislature provided an unprecedented investment of \$6.3 million to address statewide management of aquatic invasive species in the FY2016-2017 biennium. The 85th and 86th Legislatures continued that same level of support in the FY2018-19 and FY2020-21 biennia. The impacts of aquatic invasive species are far-reaching and cost Texas billions of dollars each year. Floating plants such as water hyacinth and giant salvinia form dense mats that degrade habitat for fish and wildlife, choke water conveyance structures, exacerbate water losses, reduce property values, and interfere with boating and fishing on Texas lakes. Giant reed and salt cedar proliferate along the banks of creeks and rivers where they crowd out native vegetation, channelize streams, and alter natural flood plains. Zebra mussels colonize lakes, covering shorelines with their sharp shells, fouling boat propellers, and clogging municipal water intake pipes. Previous investments substantially expanded the IF Division's capacity to apply known control methods, fund research into new solutions, and support outreach and prevention.

E. List any qualifications or eligibility requirements for persons or entities affected by this program, such as licensees, consumers, landowners, for example. Provide a statistical breakdown of persons or entities affected.

As steward of Texas' freshwater fisheries resources held in trust for all citizens of the state, the IF Division serves all Texans, regardless of their participation in angling. At least 1.21 million anglers, 16 years of age and older, participate in freshwater fishing annually. A fishing license is required for all residents and nonresidents who fish in public waters and who are not subject to the following exemptions: are under 17 years of age, are 65 years of age or older before September 1, 1995, are mentally disabled, or participating in recreational fishing as part of approved therapy.

- F. Describe how your program or function is administered, including a description of the processes involved in the program or function. Include flowcharts, timelines, or other illustrations as necessary to describe agency policies and procedures. Indicate how field/regional services are used, if applicable.**

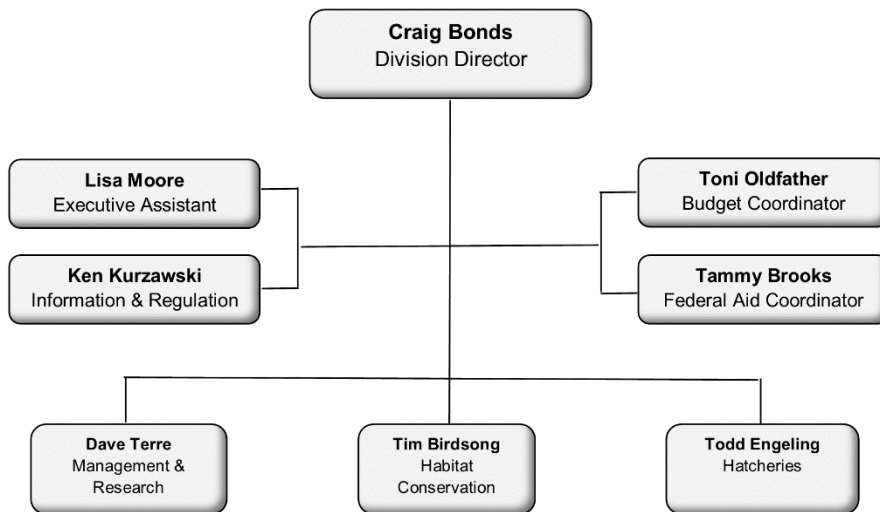
The administrative function of the IF Division occurs at the Department's headquarters in Austin. The administrative staff provides strategic leadership, manages budgets and grants, provides technical support on geographic information systems and statistical analyses, coordinates the development of and public input into fishing regulation change proposals recommended to the TPW Commission, maintains the TPWD freshwater fishing pages of the Department's website, and provides administrative support, direction, and leadership to a number of field offices that work to carry out the mission of the Department and work of the division outside of headquarters. The IF Division seeks to maximize collaborative efforts between its work groups to accomplish projects and to achieve the larger goals of the division. This is, in part, accomplished through communication, coordination, and collaboration among branch and division leadership based at headquarters.

The IF Division is organized into three primary branches: Fisheries Management and Research, Habitat Conservation, and Hatcheries, each of which is overseen by a branch chief who reports directly to the division director. The following organizational chart illustrates administration of IF Division programs. Administrative changes that require the TPW Commission's approval are prepared and presented by the division director or chief of information and regulations. Internally, the division director provides administrative and programmatic direction to the branch chiefs at Austin headquarters. In turn, direction, guidance, and oversight are provided to the regional and statewide programs and teams overseen by the branch chiefs.

The decision-making process of the IF Division utilizes the diverse expertise available among headquarters and field staff. The data and information required to inform resource management decisions are collected, organized, and analyzed at the local level under the supervision of program directors and team leaders. Headquarters and research program staff are responsible for analyzing special project data. Results and recommendations are reported through the team leaders and program directors to the branch chiefs and division director in Austin for final review. During the process, every effort is made to promote decision-making at the field level, and an established internal hierarchy of peer review helps inform the decision-making process. Input into decisions is also received from a TPW Commission-appointed advisory committee (i.e., Freshwater Fisheries Advisory Committee).

The following is the Inland Fisheries Division organizational chart:

INLAND FISHERIES DIVISION



- G. Identify all funding sources and amounts for the program or function, including federal grants and pass-through monies. Describe any funding formulas or funding conventions. For state funding sources, please specify (e.g., general revenue, appropriations rider, budget strategy, fees/dues).**

Inland Fisheries Division	
Method of Finance	Amount
L0009 - GRD Game, Fish and Water Safety	\$6,910,895
L0555 - Federal Funds	\$8,850,476
L0666 - Appropriated Receipts	\$909,906
L0777 - Interagency Contracts	\$40,181
L0802 - License Plate Trust Fund	\$36,157
L8016 - Unclaimed Refunds of Motorboat Fuel Tax	\$2,209,886
Total	\$18,957,502

- H. Identify any programs, internal or external to your agency, that provide identical or similar services or functions to the target population. Describe the similarities and differences.**

Programs with functions and services most closely resembling those of the IF Division are described below.

INTERNAL

- Outreach, education, and information efforts conducted by the Department’s Communications Division, and other divisions, have a shared goal of recruiting, retaining, and reactivating users to Department programs.
- The IF Division and Coastal Fisheries Division are both responsible for the management of public fisheries resources in Texas.
- The Department’s Kills and Spills Team represents a multi-divisional team that consists of biologists from the IF Division, Coastal Fisheries Division, and Legal Division.

EXTERNAL

- The U.S. Fish and Wildlife Service (USFWS) performs freshwater fish survey and monitoring of federally threatened and endangered fish species in Texas, often in cooperation with Inland Fisheries staff.
- Texas universities with academic fisheries programs conduct fisheries-related research in Texas fresh waters and with the anglers of Texas, some in cooperation with the IF Division.
- Private fish management companies and private fish hatcheries exist in Texas and provide services on private freshwater bodies.
- The Department has the authority to regulate disturbance or taking of streambed materials. In some cases, other state and federal regulatory agencies may also have jurisdictional authorities for some projects, including the U.S. Army Corps of Engineers, which focuses on filling; Texas Commission on Environmental Quality, which focuses on diversions or pollutant discharges; and, Texas General Land Office, which focuses on easements.

- I. **Discuss how the program or function is coordinating its activities to avoid duplication or conflict with the other programs listed in Question H and with the agency's customers. If applicable, briefly discuss any memorandums of understanding (MOUs), interagency agreements, or interagency contracts.**

INTERNAL

The IF Division's outreach efforts exclusively target education and participation in freshwater sport fishing to complement other Department efforts. The IF Division's outreach programs are conducted by headquarters and field staff in conjunction with routine job responsibilities. The existing professional qualifications of IF Division's staff, and the availability of resources such as fishing sites and stocking, lends to an effective and efficient program.

The IF Division is exclusively responsible for public, inland freshwater resources, and the Coastal Fisheries Division is exclusively responsible for coastal marine resources. The evident differences between fresh and marine water environments necessitate separate divisions. Similarly, the IF Division biologists who serve on the multi-divisional Kills and Spills Team focus their fish kill response activities within freshwater systems; whereas, Coastal Fisheries Division biologists who participate on the Kills and Spills Team focus primarily on fish kills occurring in coastal marine systems. Legal staff advise on cases statewide, and frequent team meetings ensure best practices and consistent procedures are followed across divisions.

The majority of the IF Division's functions are directed by statute. In some cases, these statutes direct the Department to coordinate or collaborate with other agencies in carrying out the provisions of those statutes. The Department and our partner agencies strive to ensure that interagency cooperation uses complementary, not duplicative skills. Partnering agencies rely on periodic meetings, cooperative training sessions, memoranda of agreement or understanding, and person-to-person interagency communication to avoid duplication or conflict with other programs and customers. For example, in response to fish kills and chemical spills, the Department and TCEQ conduct joint investigations although with distinct roles and responsibilities. TCEQ field staff identifies the responsible party, coordinates with the responsible party to cease the polluting activity and provides oversight of pollution clean-up efforts. TCEQ field staff may also collect water chemistry samples, which are sent to the TCEQ lab for analysis and used as evidence in enforcement cases. Department staff conduct the investigation to determine injuries to fish and wildlife resources and seek appropriate civil restitution penalties. Permits are coordinated with other agencies that have overlapping or complementary jurisdiction, and attempts are made to reduce travel costs by sharing initial field data for remote areas.

Since the discontinuation by the IF Division of the management of private waters in 1975 and discontinuation of stocking in private waters in 1981, private fish management services and fish hatcheries have started businesses in Texas. Their services are conducted for-profit on private

waters and are used on a contracted basis to provide additional fish hatchery production capacity and aquatic vegetation control capacity in public waters, as needed.

The IF Division supports cooperative efforts with the USFWS on imperiled species conservation but maintains sole responsibility for sport fish management in Texas.

Research by Texas universities is often foundational and basic in nature, while research conducted by the IF Division focuses on applied science needs that often build upon basic research from university sources.

J. If the program or function works with local, regional, or federal units of government, include a brief description of these entities and their relationship to the agency.

The IF Division closely cooperates with numerous state and local units of government to carry out the function of managing the freshwater fisheries resources of Texas. Fish habitat restoration, enhancement, and preservation projects are routinely implemented in cooperation with local communities, nonprofits, and private landowners. Cooperation occurs with other state and federal agencies (e.g., TCEQ, USACE, USFWS) on regulatory actions affecting fish habitats, with the Department providing expertise on the species and habitats affected. Angler access projects are conducted in cooperation with angling and paddling clubs, private landowners, and local communities. Fish conservation plans are developed in cooperation with university researchers. Hatchery stockings in urban areas are routinely coordinated with and supported by local communities and nonprofits. Hatcheries operate with the cooperation and support of local water authorities, who supply water for use in the facilities. The IF Division cooperates with water authorities, other state and federal agencies, local communities, homeowners' associations, angling groups, boaters, nonprofits, private landowners, and universities to manage aquatic invasive species. The IF Division cooperates with local communities, water authorities, angling clubs, universities, nonprofits, and other state and federal agencies to plan and implement applied fisheries management actions or studies to maintain and enhance fisheries resources and freshwater fishing opportunities.

K. If contracted expenditures are made through this program please provide

- a short summary of the general purpose of those contracts overall;
- the amount of those expenditures in fiscal year 2018;
- the number of contracts accounting for those expenditures;
- the method used to procure contracts;
- top five contracts by dollar amount, including contractor and purpose;
- the methods used to ensure accountability for funding and performance; and
- a short description of any current contracting problems.

The IF Division establishes contracts to add capacity needed to support a variety of goals, such as the purchase of Rainbow trout for a winter stocking program, purchase of Channel Catfish for stocking at Neighborhood Fishing Program lakes, purchase of feed and fertilizer for fish hatcheries, aquatic vegetation herbicide treatments, aquatic invasive species outreach and prevention campaigns, and research with state universities. During FY2018, a total of 794 (count reflects PO's accounting for expenses, which may include instances of PO's involving multiple divisions and counted elsewhere) purchase order contracts were executed for a total expenditure of \$5,726,264. For the purpose of this analysis, the Department considers all expenditures made by PO to be contract expenditures. Contracts are procured by state purchasing methods based on dollar amounts (i.e., informal bids, solicitations, or request for proposals). All contracts are administered in compliance with the Texas Statewide Procurement Division and Department's Procurement and Contract Management Guide. Contractors meet periodically with staff to review progress, and annual and final project reports are produced. In addition, periodic researcher workshops are held to review study results and discuss resource management implications of individual research projects, and to identify additional research questions that can be cooperatively addressed by IF Division and partnering universities. No contracting problems were identified.

The top five contracts executed by the IF Division in FY2018 were:

Purchase Order #	Supplier Name	Purpose	Amount
504560	Crystal Lakes Fisheries, Inc.	Purchase of Rainbow trout for winter stocking in public waters.	\$373,597
509030	Sherry Matthews, Inc.	Design and delivery of the statewide aquatic invasive species public outreach and prevention campaign, including the giant salvinia and zebra mussel prevention campaigns.	\$340,785
505381	Lochow Ranch Pond and Lake Management	Herbicide applicators used to support control of aquatic invasive plants on public waterways.	\$318,236
512373	Nutrien AG Solutions, Inc.	Purchase of herbicides used in control of aquatic invasive plants in public waters.	\$200,328
508178	Bait Barn Fisheries	Purchase and stocking of Channel Catfish in Neighborhood Fishing Program Lakes.	\$146,130

L. Provide information on any grants awarded by the program.

The IF Division does not operate a grant-making program. However, a variety of competitive grants are awarded to the IF Division (from federal agencies and foundations), which are used as operational funding to support research, habitat restoration, angler access, and other project-based activities. Those projects are routinely conducted in cooperation with local partners, who are frequently contracted to support specific roles within the projects.

M. Are there any barriers or challenges that impede the program’s performance, including any outdated or ineffective state laws? Explain.

Changes to statute could be made to allow for a simpler process for the removal of illegal/abandoned trotlines, jug lines, or throwlines from Texas public waters. That process is outlined in Parks and Wildlife Code §12.1105(c). These devices continue to “ghost fish” if left behind by anglers, potentially causing damage to fisheries or other wildlife species. They also add litter or trash in public waterways and could present a safety hazard to humans. A simpler process is needed where these unattended, illegal devices could be more easily removed and disposed of at the discretion of law enforcement or other authorized department personnel, without the need of processing them through local court systems to determine past ownership.

N. Provide any additional information needed to gain a preliminary understanding of the program or function.

The IF Division operates several high-profile programs that involve cross-branch, cross-divisional, and interagency cooperation, four of which are described below.

ShareLunker

After three decades of partnering with anglers to collect and breed big bass, the Toyota ShareLunker Program relaunched in 2018 with new goals that would create much broader public participation. ShareLunker now partners with anglers year-round (January 1st – December 31st) to collect and catch genetic data on bass, 8 pounds or 24 inches and larger, and to selectively breed bass, 13 pounds and larger, during the spawning season (January – March). The relaunch was a collaborative effort of the Department’s Inland Fisheries, Communications, and Information Technology Divisions, along with Toyota and several new external donor partners. New branding, including a media campaign, website, and an award-winning mobile application were among the accomplishments of this team. In the inaugural 2018 season, ShareLunker had more than 5,000 anglers register to participate and received close to 500 entries from 89 lakes across the state. Of those entries, 368 were Lunker Class (8+ pounds), 107 Elite Class (10+ pounds), five Legend Class (13+ pounds), and six Legacy Class (13+ pounds and donated for spawning). Hatcheries staff harvested more than 80,000 fingerlings from the selective breeding of the Legacy Class bass. Over 60,000 of those fingerlings were stocked into reservoirs that loaned a Legacy Class fish. The rest remained at the Texas Freshwater Fisheries Center and will be reared as future ShareLunker brood fish. Collection of this angler-driven data is vital in evaluating the impact of ShareLunker stockings, as well as understanding the Lunker potential of each reservoir. It will ultimately lead to better management of fisheries and help make Texas bass fishing bigger and better. To learn more, please visit the following website: <https://texassharelunker.com/>.

Neighborhood Fishing Program

In partnership with 18 civic and corporate partners, and funding from the Sport Fish Restoration Program, the IF Division provides year-round recreational fishing opportunities in 19 small impoundments in 10 major urban areas, emphasizing youth and family participation. Select public park lakes receive frequent stockings of catfish throughout the summer, and Rainbow trout throughout the winter. Management of bass, sunfish, or other existing species provide further fishing opportunities throughout the year. Fishing-related information (how-to-fish, fish identification, etc.) are available at each lake, and anglers have access to basic fishing equipment at little or no charge thru tackle loaner programs. Based on the results of surveys conducted at the sites, it is estimated that on average over 110,000 unique anglers participate in the program each year and that 46 percent of those anglers are new anglers.

Guadalupe Bass Restoration Initiative

Guadalupe bass is the official state fish of Texas and a popular sport fish. The economic value of fishing in Hill Country rivers was recently estimated to be \$71 million over a 16-month period, with nearly half of anglers who fished the region specifically targeting Guadalupe bass. The primary threats to the long-term persistence of Guadalupe bass are hybridization with non-native Smallmouth bass and habitat degradation. The Department is currently collaborating with an extensive network of local conservation partners to preserve intact populations of Guadalupe bass in Brushy and Gorman Creeks and the Pedernales and lower Colorado Rivers. Guadalupe bass were also recently restored to the South Llano River, Blanco River, and Mission Reach of the San Antonio River. Efforts to restore Guadalupe bass to the namesake Guadalupe River are ongoing, along with efforts to assess the status of Guadalupe bass in the San Gabriel River. Future directions include assessing the status of native Guadalupe bass populations in Cibolo Creek and the upper San Antonio and Medina Rivers and assessing the status of refuge populations of Guadalupe bass in the Nueces, Frio, and Sabinal Rivers. To learn more about efforts to conserve Guadalupe bass, please review the Department's 2018 Annual Report for the Guadalupe Bass Restoration Initiative at the following link:

https://tpwd.texas.gov/publications/pwdpubs/media/pwd_rp_t3200_2079.pdf.

River Access

Texas contains 191,228 miles of streams, creeks, and rivers, including 40,194 miles of perennially flowing waters. The state maintains public navigability laws that ensure the rights of paddlers and anglers to wade and float many Texas creeks and rivers. Meanwhile, private ownership of river banks limits the number of locations where the public can legally access those waters from land. To confront this reality, the IF Division and partners built public-private partnerships with private riparian landowners to expand fishing and paddling opportunities on publicly navigable creeks and rivers, secured and leveraged innovative sources of funding to establish river access agreements with private riparian landowners (supported through lease payments), assembled and implemented conservation plans to

ensure sustainable recreational use of the new river access areas, and built collaborative relationships among local fly fishing clubs, non-governmental organizations, and communities to promote and encourage use of the river access areas and to engage local partners in delivery of volunteer-based river stewardship projects. During the 2012-2018 timeframe, 19 public river access leases were established with cooperating landowners. The corresponding access areas enabled or enhanced paddling and river fishing on more than 170 miles of the Brazos, Colorado, Devils, Guadalupe, Llano, Neches, Nueces, Sabine, San Marcos, and South Llano Rivers. As previously mentioned, the IF Division also actively participates in the Texas Paddling Trails Program, which promotes existing public river access areas at publicly owned land (e.g., city, county, state parks, and public boat ramps) that offer safe and reliable access and family-friendly paddling opportunities. The program currently consists of 54 trails that encompass 93 river access areas; these enable paddling and fishing on 387 miles of Texas rivers. To learn more, please visit the following site:

<https://tpwd.texas.gov/riverfishing>.

- O. Regulatory programs relate to the licensing, registration, certification, or permitting of a person, business, or other entity. For each regulatory program, if applicable, describe**
- **why the regulation is needed;**
 - **the scope of, and procedures for, inspections or audits of regulated entities;**
 - **follow-up activities conducted when non-compliance is identified;**
 - **sanctions available to the agency to ensure compliance; and**
 - **procedures for handling consumer/public complaints against regulated entities.**

Regulatory functions of the IF Division include:

Recreational Fishing License

- The authority for issuance of all licenses and tags listed below is established in Parks and Wildlife Code §§46.001-46.015.
- Rules apply to the taking, attempting to take, and possession of living freshwater resources.
- Rules cover all individuals not exempt from fishing license requirements.
- Non-compliance may result in warning or citation.
- Complaints may be handled through a public hearing.

Exotic Species Permits Program

- Regulatory responsibility is established in Parks and Wildlife Code §66.007.
- The goal of this program is to prevent the introduction of non-indigenous aquatic fish, shellfish, and aquatic plants into the public waters of the state.
- Facilities which will house exotic aquatic species are inspected for species harmful or potentially harmful. IF Division and Coastal Fisheries Division staff inspect these facilities

for compliance with facility construction provisions to prevent escape of these species into public waters of the state. Facilities are periodically re-inspected. Applicants submit forms for staff to review, site visitations are conducted to verify compliance with conditions, periodic follow-up inspections are conducted, and some reporting is required. Instances of identified non-compliance are referred to the Law Enforcement Division.

- By rule, the Department may suspend, or revoke permits for possession of exotic species. The Department can file charges and/or revoke the permit for noncompliance; permit holders can appeal decisions, work with staff to solve issues, or submit written or oral complaints.
- Penalties for violation of rules promulgated under Parks and Wildlife Code §66.007 are established in Parks and Wildlife Code §66.012.
- Complaints against regulated entities are referred to the Law Enforcement Division.

Permits to Introduce Fish, Shellfish and Aquatic Plants into Public Waters

- Authority to regulate introduction of fish, shellfish, and aquatic plants into public waters is established in Parks and Wildlife Code §66.015.
- This statute directs the Department to develop rules necessary to regulate the numbers and types of native aquatic species that are placed into public waters.
- Depending upon the nature and scope of proposed introductions, fisheries staff from any of the aquatic resource's divisions determine eligibility and supervise aquatic species introductions.
- Instances of noncompliance are directed to the Law Enforcement Division.
- By rule, the Department may suspend, or revoke permits for introductions of aquatic species. Penalties for violation of rules promulgated under Parks and Wildlife Code §66.007 are established in Parks and Wildlife Code §66.012.
- Complaints against regulated entities are referred to the Law Enforcement Division.

Permits to Sell Non-game Fish

- Authority to regulate the sale of non-game fish is established in Parks and Wildlife Code §67.004.
- This statute directs the Department to develop rules necessary to regulate the numbers and types of nongame fish that can be taken from public waters and sold. This allows the Department to issue permits to sell certain non-game species if the Department determines that the sale is necessary to properly manage the species.
- Sales of nongame fish species are reported annually to the Department.
- Instances of noncompliance are directed to the Law Enforcement Division.
- By rule, the Department may suspend, or revoke permits for sale of nongame fish species. Penalties for violation of rules promulgated under Parks and Wildlife Code §67.004 are established in Parks and Wildlife Code §66.005.
- Complaints against regulated entities are referred to the Law Enforcement Division.

Triploid Grass Carp Permits

- Authority to regulate introduction of grass carp into public and private waters is established in Parks and Wildlife Code §66.007. This statute directs the Department to develop rules necessary to regulate all activities involving exotic fish, shellfish, and aquatic plants. These permits are issued as a means to control excessive aquatic vegetation in public and private freshwaters.
- All permitted waters are reviewed by the Inland Fisheries Division's biologists to determine the possibility of escapement of this species.
- All persons in possession of Triploid grass carp must have a permit issued by the Department for such possession.
- By rule, the Department may suspend, or revoke permits for possession of Triploid grass carp. Penalties for violation of rules promulgated under Parks and Wildlife Code §66.007 are established in Parks and Wildlife Code §66.012.
- Complaints against regulated entities are referred to the Law Enforcement Division.

Sand, Shell, Gravel and Marl and Mudshell Program

- This regulatory program authorized under Parks and Wildlife Code, Chapter 86, provides protection to streambed and marine bottom habitats of fish and wildlife.
- Regulated entities are monitored by periodic inspections of facilities of permitted activities and patrols of regulated waters by game wardens.
- Permitted entities are self-reporting on a monthly basis of the amount of activity and audits of permitted entities are conducted periodically by the Department's Internal Audit.
- Non-compliance with permit requirements may subject the permittee to revocation of the permit. Unpermitted activities in violation of the regulation subject the perpetrator to citation, fine, and potential lawsuit for penalties as a Class B misdemeanor pursuant to Parks and Wildlife Code §86.002. Complaints against regulated entities are referred to the Law Enforcement Division.

During FY2018, the IF Division's Annual Report included the issuance of 29 permits authorizing private partners to introduce fish into public waters to enhance fishing opportunities and 44 permits for commercial harvest of nongame fishes from public waters. Introduction permits were also issued for aquatic plant restoration (3) and for relocation of aquatic resources (82) to minimize impacts of projects that temporarily disturbed aquatic habitats. Staff issued 214 permits or renewals authorizing possession of prohibited exotic fish, shellfish, or aquatic plants for the purpose of invasive plant management (37), fish/shrimp aquaculture (92), culture of water spinach as a food source (48), research (26), and zoological display (11). Staff issued 1,022 permits to stock Triploid grass carp for biological control of nuisance vegetation, authorizing a total of 30,745 fish. One broodfish collection permit and a permit authorizing interstate transport of an exotic species were also issued. In addition, sand and gravel permits for disturbing or taking sedimentary material within navigable streams were issued for

pipeline/utility line crossings (4), road crossings (2), and channel stabilization and maintenance (6).

- P. For each regulatory program, if applicable, provide detailed information on complaint investigation and resolution. Please adjust the chart headings as needed to better reflect your agency's particular programs. If necessary to understand the data, please include a brief description of the methodology supporting each measure.**

Inland Fisheries staff will attempt to discuss any issue regarding complaints they may receive directly with the individual. If there are any specific complaints regarding staff, then these complaints will be referred, as appropriate, to the Human Resources Division or Internal Affairs.

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A. Provide the following information at the beginning of each program description.

Name of Program or Function: **Law Enforcement Division**

Location/Division: 4200 Smith School Road, Austin, Texas 78744

Contact Name: Colonel Grahame Jones
Law Enforcement Division Director

Statutory Citation for Program: **Parks and Wildlife Code**

- §11.018 (Employees)
- §11.0191 (Enforcement of Code)

B. What is the objective of this program or function? Describe the major activities performed under this program.

Texas game wardens protect valuable natural resources, enforce commercial and recreational fishing laws, hunting laws, water safety laws, and environmental laws. Game wardens are also fully commissioned state peace officers and first responders who serve Texas by enforcing the Texas Penal Code and by providing search and rescue operations.

Texas game wardens are responsible for enforcement of the Parks and Wildlife Code, all Department regulations, the Texas Penal Code, and selected statutes and regulations applicable to clean air and water, hazardous materials, and human health. Game wardens fulfill these responsibilities through educating the public about various laws and regulations, preventing violations by conducting high visibility patrols, and apprehending and arresting violators. The Law Enforcement (LE) Division employs approximately 551 game wardens throughout the state, and operates 28 field offices that sell licenses, register boats, and provide the public with local information across the state. Texas game wardens operate a fleet of over 620 patrol, tactical, and rescue vessels. The marine enforcement program is accredited by the National Association of State Boating Law Administrators (NASBLA) which provides a true national standard for maritime interoperability. Furthermore, Texas game wardens engage with and educate the public through extensive outreach programs.

Texas game wardens are known as being among the best-trained conservation officers in the country thanks to their state-of-the-art training and training facility. In 1946, the first Texas Game Warden Academy was held in College Station. That first class had 14 students and lasted four months. The academy moved to Austin in 1975, based in a converted Austin warehouse, where it was becoming increasingly encroached on all sides by neighborhood development. The Police Activities League approached the Department in 2005 about donating more than 200 acres of the ranch it owned in rural Hamilton County. This became the next home of the Texas Game Warden Training Center. The first cadet class graduated there in 2009. This facility has also combined training for both game warden and park police

officer cadets, who train together in the same cadet classes. This state-of-the-art facility, largely built using philanthropic dollars, has served the wardens and park police officers well and has also served other federal, state, and local partners in a number of ways.

Texas game wardens utilize a team approach to implement specially trained game wardens into highly technical situations. These game wardens actively patrol their assigned counties but when special circumstances arise, they are called upon to put their expertise into action. Focusing on skill-specific training in key areas of expertise, the team approach has been validated time-and-time again.

Texas Game Wardens Core Missions include:

Resource Protection

- Fisheries Law Enforcement
- Wildlife Law Enforcement
- Invasive Species Enforcement
- Commercial Enforcement
- Fish and Wildlife Investigations
- Targeted Education and Outreach
- Threatened and Endangered Species Protection

Boating

- Water Safety Enforcement
- Boating While Intoxicated Enforcement
- Boat Accident Investigations
- Marine Theft and Title Fraud Investigation
- Water Safety Campaigns and Education

Public Safety

- Law Enforcement Services for Residents and Visitors of Texas
- Specialized Game Warden Response Units: Air, Land and Water
- Natural Disaster Response
- Emergency Management Response
- Search and Rescue
- Homeland and Port Security
- Interagency Support and Collaboration

Environmental Protection

- Environmental Law Enforcement
- Environmental Investigations
- Water Quality Protection
- Natural Resource Protection

- C. What evidence can you provide that shows the effectiveness and efficiency of this program or function? In Exhibit 12, provide a list of statistics and performance measures that best convey the effectiveness and efficiency of this program or function. Also, please provide the calculation or methodology behind each statistic or performance measure. Please do not repeat measures listed in Exhibit 2 unless necessary to understand the program or function.

**Texas Parks and Wildlife Department
Law Enforcement Division**

Exhibit 12: Program Statistics and Performance Measures — Fiscal Year 2018

Key Performance Measures	Calculation (if applicable)	FY2018 Target	FY2018 Actual Performance	FY2018 % of Annual Target
Number of Fish and Wildlife Events		**	778	**
Number of People Reached by Programs/Events		**	357,121	**
Boating Fatality Rate	*	4.00	4.68	117%
Conviction Rate for Hunting, Fishing, and License Violators	*	82%	81.66%	99.59%
Conviction Rate for Water Safety Violators	*	89%	86.08%	96.72%
Water Safety Contacts	*	603,330	610,915.74	101.26%
Hunting and Fishing Contacts	*	1,328,600	1,246,469.48	93.82%

Table 12 Exhibit 12 Program Statistics and Performance Measures *See Exhibit 3

* Information on the methodology used to collect and report data for the non-key measures in Exhibit 12 can be found in Schedule B (Performance Measure Definitions) of the TPWD FY2019-2023 Strategic Plan at: https://tpwd.texas.gov/publications/pwdpubs/media/pwd_bk_a0900_0622_07_18.pdf.

** Non-LBB metrics shown above reflect division workload, but do not have official targets established.

- D. Describe any important history regarding this program not included in the general agency history section, including how the services or functions have changed from the original intent. If the response to Section III of this report is sufficient, please leave this section blank.

Authority and responsibilities for game wardens have changed significantly since enforcing only fish and oyster regulations on the coast beginning in 1895. These changes include:

- Additional authority over freshwater streams, lakes, and ponds in interior counties of the state in 1899.
- Additional authority to include regulation of commercial shrimping in 1903.
- Additional authority to employ the first game wardens with statewide authority, enforce wild game and bird statutes, seize illegal game and birds without a warrant, and arrest a person found violating game or bird laws without a warrant in 1907.
- The present status of a peace officer, as authorized by the Texas Legislature in 1971, is primarily responsible for enforcing all wildlife resource regulations, water safety

regulations, provisions of the Texas Penal Code, and environmental regulations.

- In 2002, Texas game wardens were duly appointed United States law enforcement officers to enforce federal fish and wildlife laws under the authority of the United States Department of the Interior Fish and Wildlife Service.
- In 2005, for the first time, Texas game wardens traveled beyond the borders of Texas for rescue and recovery of more than 4,900 Louisiana citizens during Hurricane Katrina. Additionally, a memorandum of understanding between governors gave Texas game wardens full police officer authority while in Louisiana.
- In 2006, more than 200 acres of property in Hamilton County was donated to the Department. The property is the current site of the Texas Game Warden Training Center.
- In 2006, Texas game wardens were called upon by the Governor of Texas to assist with security and U.S./Mexico border issues, which continues today. Our border security mission includes resource protection and public safety.
- In 2011, during the 82nd Legislative Session, game wardens were designated as the primary officers responsible for enforcing the provisions of the state's Water Safety Act.
- In 2013, Texas game wardens were accredited by the National Association of State Boating Law Administrators (NASBLA), Boat Operations and Training Program (BOAT), for their adherence to the U.S. Coast Guard's national standards for training, qualifications, and credentialing.
- In 2014, the LE Division purchased a state-of-the-art hoist capable Airbus H125 helicopter to use in their core missions.
- In 2017, during Hurricane Harvey, the Department deployed 469 Texas game wardens and state parks police officers to provide emergency response resources throughout the impacted area. The Department's personnel affected the rescues of more than 12,000 persons from the storm's flood waters and facilitated the response efforts of more than 200 game wardens from nine other states.
- In 2019, the LE Division was awarded a contract for the building of a long-range, hydrofoil-assisted, 80-foot catamaran, powered by twin Caterpillar C18 engines with Hamilton Jet HM521 waterjets, and incorporating Teknicraft's revolutionary Rapid RHIB launching system to deploy a 6.5-meter Rigid Hull Inflatable Vessel.
- In the past decade, a more direct focus has been on invasive exotic species, non-game enforcement, and the global exploitation of wildlife through illegal trafficking.
- In the last ten years, an increase in large scale natural disasters has required an increased focus on search and rescue capabilities, training, and execution.
- Since the game wardens' inception in 1895, 19 Texas game wardens have made the ultimate sacrifice in the line of duty. There is no doubt that the career of a Texas game warden is one that comes with risk; therefore, game wardens are some of the most highly trained peace officers in the state and nation.

As long as there are natural and wildlife resources available in this state for public use and enjoyment, there will be a continuing need for the LE Division. Its overarching work to provide a comprehensive statewide law enforcement program to protect Texas' natural and wildlife resources and provide safe boating and recreational water safety on public waters by ensuring compliance with applicable state laws and regulations, is of critical importance.

E. List any qualifications or eligibility requirements for persons or entities affected by this program, such as licensees, consumers, landowners, for example. Provide a statistical breakdown of persons or entities affected.

Parks and Wildlife Code §1.011 states that all wild animals, fur-bearing animals, wild birds, wild fowl, and all fish and aquatic animal life inside the borders of this state are the property of the people of this state. By virtue of this ownership, the LE Division serves all citizens of the state of Texas through fulfilling the responsibility of ensuring compliance with all applicable state laws and regulations. Through enforcement patrols designed to enhance public safety on the public waterways of the state, the LE Division serves all water-related recreational users (e.g., boaters, swimmers, canoeists, fishermen, personal watercraft operators, etc.).

Additionally, the LE Division specifically serves users groups through the operation of 28 field offices staffed by non-commissioned personnel in which constituents can acquire licenses, permits, tags, register and title vessels/motors, and receive information regarding all Department programs.

During times of natural disaster, the LE Division fulfills its role as outlined in the *State of Texas Disaster Plan* and serves the needs of local governmental entities and individuals by providing protective enforcement patrols, evacuation, search and rescue, and recovery efforts.

Homeland security, port security, and U.S./Mexico border issues have also been a core mission of the LE Division to ensure the safety of all citizens of Texas and the United States.

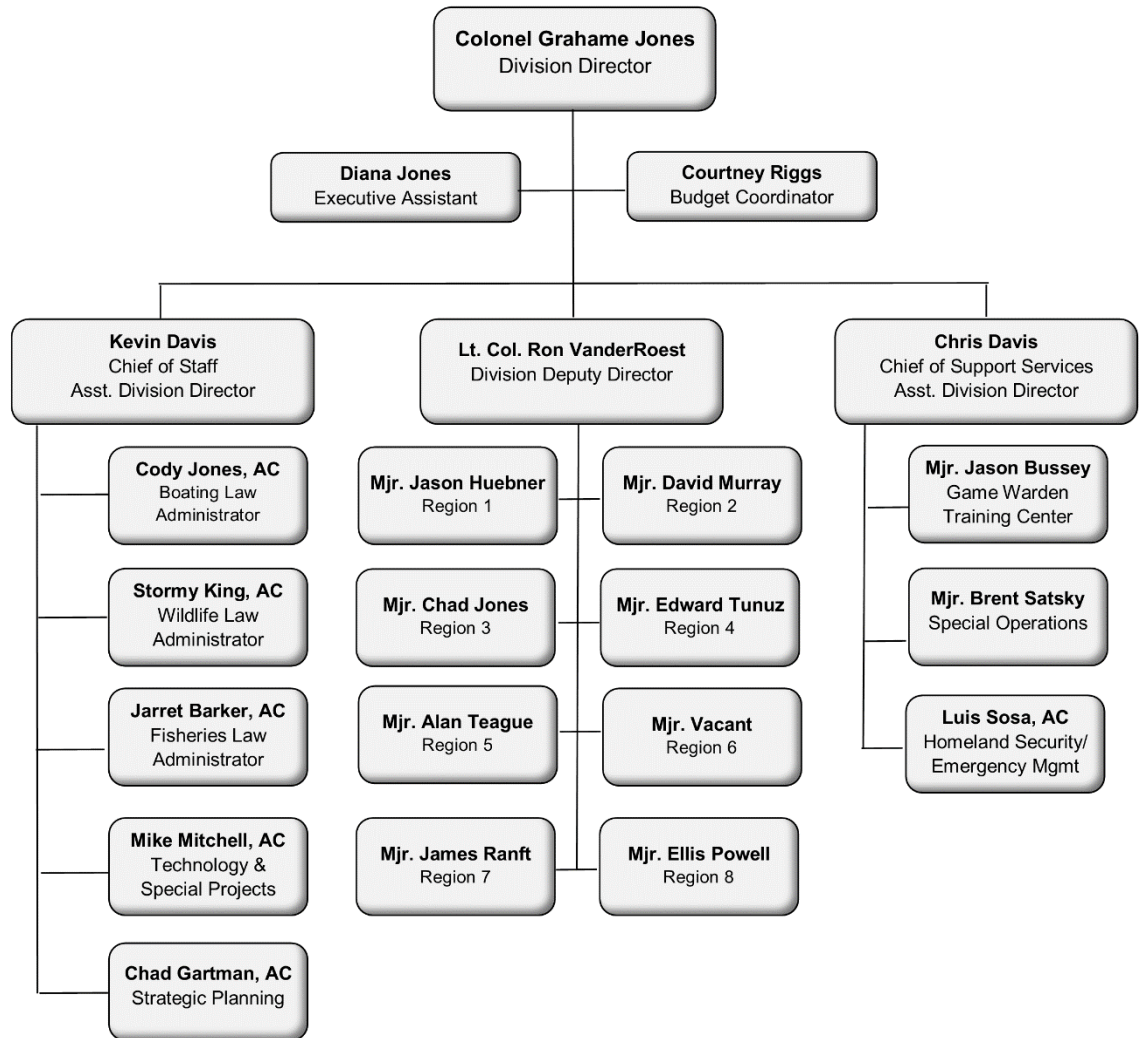
F. Describe how your program or function is administered, including a description of the processes involved in the program or function. Include flowcharts, timelines, or other illustrations as necessary to describe agency policies and procedures. Indicate how field/regional services are used, if applicable.

The LE Division is administered through a division director, a deputy division director for field operations; a chief of staff; a chief of support services; six enforcement program directors in Austin that include a boating law administrator, fisheries law administrator, wildlife law administrator, an assistant commander over strategic planning, an assistant commander over technology and special projects, and an assistant commander over homeland security and emergency management; and ten regional directors that include the majors over the 8 field regions, a major over special operations, and a major over the Game Warden Training Center.

Under the direction of the division director, the deputy director, enforcement program directors, and regional directors conduct policy and procedure development, statutory and regulatory review, and LE Division program administration. The director coordinates the implementation of LE Division policies, procedures, and programs. The deputy director oversees the efforts of field personnel and ensures accurate and consistent application of the policies, procedures, statutes, regulations, and programs.

The following is the Law Enforcement Division organization chart:

LAW ENFORCEMENT DIVISION



- G. Identify all funding sources and amounts for the program or function, including federal grants and pass-through monies. Describe any funding formulas or funding conventions. For state funding sources, please specify (e.g., general revenue, appropriations rider, budget strategy, fees/dues).**

Law Enforcement Division	
Method of Finance	Amount
L0001 - General Revenue Fund	\$9,470,600
L0009 - GRD Game, Fish and Water Safety	\$42,824,167
L0544 - Lifetime License Endowment Account	\$2,570,625
L0555 - Federal Funds	\$4,781,994
L0666 - Appropriated Receipts	\$123,765
L0777 - Interagency Contracts	\$187,127
L8016 - Unclaimed Refunds of Motorboat Fuel Tax	\$7,808,149
Total	\$67,766,427

- H. Identify any programs, internal or external to your agency, that provide identical or similar services or functions to the target population. Describe the similarities and differences.**

INTERNAL

Within the Department, the Wildlife Division, Inland Fisheries Division, Coastal Fisheries Division, and Financial Resources Division (Licenses and Boat Registration) also provide regulations and license information to the general public. The LE Division performs the only services related to criminal and civil enforcement of natural and wildlife resource statutes and regulations.

EXTERNAL

There is no other state agency that performs an identical service or function as related to the criminal enforcement of state natural and wildlife resource statutes and regulations, and enforcement of the Texas Water Safety Act. At the federal level, the law enforcement branches of the U.S. Fish and Wildlife Service and National Marine Fisheries Service perform similar services and functions related to the enforcement of wildlife resources regulations. The state and federal migratory bird laws are the result of the Migratory Bird Treaty Act. The original 1918 statute implemented the 1916 convention between the U.S. and Great Britain (for Canada) for the protection of migratory birds. Later amendments implemented treaties between the U.S. and Mexico, the U.S. and Japan, and the U.S. and the Soviet Union (now Russia). Generally speaking, the federal enforcement agents enforce federal regulations while commissioned employees of the LE Division enforce state statutes and Department regulations. Federal agents hold a Texas deputy game warden commission and Texas game wardens hold a federal law enforcement commission. Enforcement of the Federal Endangered Species Act is another common enforcement activity. Any species native to Texas, that is listed federally, is automatically listed as a state endangered species. The enforcement of Turtle Excluder Device (TED) regulations under the Federal Endangered

Species Act, and enforcement of reef fish and highly migratory species regulations under the Magnuson-Stevens Fishery Conservation Management Act, are examples of common enforcement. In accordance with the terms of the Cooperative Enforcement Agreement between the National Marine Fisheries Service and the Department mentioned in Section G, specified commissioned officers of the LE Division enforce TED regulations. The U.S. Coast Guard also performs some similar law enforcement services and functions through the enforcement of federal regulations dealing with fisheries, water safety, and port security.

Within the state, there are some city, county, and river authority enforcement entities that perform activities related to the enforcement of the Texas Water Safety Act; however, in order to do so, these agencies must have their officers successfully complete a TPWD-certified Marine Safety Enforcement Officer Course (statutory requirement).

I. Discuss how the program or function is coordinating its activities to avoid duplication or conflict with the other programs listed in Question H and with the agency's customers. If applicable, briefly discuss any memorandums of understanding (MOUs), interagency agreements, or interagency contracts.

The first area where the same or similar service is provided by other divisions as well as the LE Division is in the area of providing regulation and license information to the public. This service by all divisions is a very important aspect of the Department that ensures that the end users have information that will keep their activities lawful (e.g., hunting, fishing, and water safety statutes and regulations).

Additionally, the Department has two law enforcement programs structurally positioned in two different divisions, game wardens in the LE Division and state park police officers in the State Parks Division. Although similar in state-wide enforcement authority and mission, the programs have distinctly different areas of responsibility and focus. Game wardens are conservation officers typically assigned to one or more counties to enforce fish, game and water safety related laws, provide resource protection and emergency response. State park police officers are assigned to one and sometimes multiple state parks to enforce Parks and Wildlife Code and other applicable state laws in state parks and state natural areas that are smaller geospatially, but with heavy concentrations of public use. Game wardens primarily work outside of parks, though game wardens and state park police officers regularly partner when practical to do so based on areas and activities taking place.

Also, there exist similarities in enforcement of the Migratory Bird Treaty Act and the Endangered Species Act by federal agents and TPWD officers. These areas of enforcement require many officers to maintain coverage for a state as large as Texas. The federal agents are small in number and cannot begin to enforce federal law effectively by themselves.

The only other area in which duplication of a specific service exists is in enforcement of the Texas Water Safety Act. The vast majority of all water safety enforcement is conducted by

the LE Division's game wardens; however, as previously mentioned, some water safety enforcement is conducted by city, county, and river authority law enforcement entities. The Texas Legislature recognized during the 75th Legislative Session that there was some duplication of this effort and recognized that duplication was good since the more enforcement effort there is, the safer the public waterways will be. However, the legislature also recognized the need for constituents to receive consistent enforcement from all entities performing water safety enforcement and passed H.B. 966 (75R), in 1997, which required all enforcement officers to complete a Marine Safety Enforcement Officer training course certified by the Department prior to enforcing the Texas Water Safety Act (Parks and Wildlife Code §31.121). While there is a need to have as much enforcement presence on public waterways to provide public safety and reduce water and boating related accidents, deaths, and injuries, it is also recognized that the enforcement personnel among agencies should be coordinated to utilize available efforts in the most effective manner. In order to facilitate this, the LE Division is routinely in contact with other entities that provide water safety enforcement in order to effectively coordinate their respective efforts.

There is an existing interagency agreement between the Texas Commission on Environmental Quality (TCEQ) and the Department concerning the TPWD Environmental Special Investigations Unit. The Memorandum of Understanding (MOU) is pursuant to the authority granted and in compliance with applicable provisions of the Interagency Cooperation Act, Government Code, Chapter 771, and in accordance with the General Appropriations Act of the 79th Legislative Session. The MOU is for two years in the amount of \$450,000 for the biennium. Therefore, in FY2018, the expenses reimbursed to the Department totaled \$225,000. The Department's Environmental Special Investigations Unit refers potential criminal cases, including cases involving waste-related activities, to the TCEQ Task Force for screening, and will assist TCEQ and other Task Force members once a waste-related criminal case has been logged into TCEQ's case tracking system. In general, the Department will assist TCEQ and other Task Force members in waste-related criminal investigations by: locating witnesses, conducting witness interviews, conducting surveillance activities or other activities that result in the gathering of electronic intelligence, drafting affidavits for criminal search warrants, executing criminal search warrants to include the collection and cataloging of evidence, and providing other support or assistance necessary and reasonable to bring criminal investigations to a successful conclusion. TPWD provides the TCEQ Special Investigations Unit manager with a quarterly written progress report that includes the status of each agreement task. Payment to the Department by TCEQ is done in 8 equal payments. Payment requests are submitted to the TCEQ projects representative on a State Interagency Transaction Voucher and must be accompanied by cost-related supported documentation.

J. If the program or function works with local, regional, or federal units of government, include a brief description of these entities and their relationship to the agency.

The LE Division works with a variety of federal, state, county, and municipal law enforcement entities such as U.S. Fish and Wildlife Service, National Marine Fisheries Service, U.S. Coast

Guard, Department of Public Safety, Texas Alcoholic Beverage Commission, county sheriff's offices, and county constable offices and municipal police departments. Additionally, the LE Division works with the enforcement branches of river authorities such as the Lower Colorado River Authority, Trinity River Authority, and Brazos River Authority. The LE Division currently operates under the authority of one Cooperative Enforcement Agreement (CEA). This CEA authorizes specified Texas game wardens to enforce provisions of the Endangered Species Act, specifically related to endangered or threatened sea turtles and the use of Turtle Excluder Devices (TED) on shrimp boats operating within the waters of the Gulf of Mexico extending from the shoreline seaward for nine nautical miles.

K. If contracted expenditures are made through this program please provide

- **a short summary of the general purpose of those contracts overall;**
- **the amount of those expenditures in fiscal year 2018;**
- **the number of contracts accounting for those expenditures;**
- **the method used to procure contracts;**
- **the methods used to ensure accountability for funding and performance; and**
- **a short description of any current contracting problems.**

Law Enforcement contracts are procured to support game wardens throughout the state to ensure they have the necessary tools to serve the State of Texas while supporting the Department's mission: To manage and conserve the natural and cultural resources of Texas and to provide hunting, fishing, and outdoor recreation opportunities for the use and enjoyment of present and future generations. During FY2018, there were 1,556 (count reflects PO's accounting for expenses, which may include instances of PO's involving multiple divisions and counted elsewhere) purchase order contracts executed in the sum of \$13,280,190. For the purpose of this analysis, the Department considers all expenditures made by PO to be contract expenditures.

There are various methods used to secure commodities and services. The purchasing/contracting method is dependent on the dollar value of the purchase and state purchasing laws and procedures. Purchasing/contracting methods include term contracts, interagency contracts, interlocal contracts, open market, Texas Multiple Award Schedule as well as areas of expertise in information technology, consulting services, professional services, other services (non-professional), and miscellaneous agreements and memorandums of agreement/understanding. All contracts are administered in compliance with the Texas Statewide Procurement Division and Department's Procurement and Contract Management Guide. As per the guide, each contract is assigned a Contract Manager to monitor vendor progress and performance, authorize payments consistent with contract documents, resolve disputes, submit vendor performance reports in accordance with state policies, and take action when performance is not acceptable. The Department depends on its Business Information System to provide fund accountability. There were no contracting problems identified.

The top five contracts executed by the Law Enforcement Division in FY2018 are:

Purchase Order #	Supplier Name	Purpose	Amount
506620	Lake Country Chevrolet Inc.	Procure vehicles for game wardens.	\$3,069,619
512823	Ron Hoover Companies of Donna Inc	Procure boats, motors, and trailers for game wardens.	\$794,200
514020	Ron Hoover Companies of Donna Inc	Procure boats, motors, and trailers for game wardens.	\$648,400
514096	Ron Hoover Companies of Donna Inc	Procure boat motors for game wardens.	\$644,815
508198	Lake Country Chevrolet Inc.	Procure vehicles for game wardens.	\$635,293

L. Provide information on any grants awarded by the program.

The LE Division does not award any grants as part of its functions.

M. Are there any barriers or challenges that impede the program’s performance, including any outdated or ineffective state laws? Explain.

The Texas Game Warden Training Center has been praised by many as a world class facility, but that was in large part due to the generous donations of many in the philanthropic community who helped to fund the building of its infrastructure. The training center still lacks annual dedicated funding for ongoing care and maintenance of the facility. Additionally, consistent base funding for the day-to-day operations during the academy would greatly enhance the already well-known and used facility.

As the digital revolution continues to encompass more and more of the day-to-day systems, the LE Division has struggled to fully capture the benefits of its “at your fingertips” appeal to upfit game wardens with current technology. An example would be in-car computer aided dispatch (CAD) systems which are used by most agencies, big and small, throughout the country. CAD systems allow public safety operations and communications to be augmented, assisted, or partially controlled by an automated system. It can include, among other capabilities, computer-controlled emergency vehicle dispatching, vehicle status, incident reporting, and management information. Added automation would translate into more efficient and effective patrol efforts at little cost.

Lastly, the LE Division’s aviation capabilities have been diluted over the last decade as aircraft life-cycles near their end and increasing demands for their use and application have ensued. A recent appropriation’s request to add an additional, needed fixed wing aircraft and helicopter to the current fleet was not fulfilled. Aircraft are vital to many of the specific missions of the LE Division and Department as a whole, from the ever-growing search and rescue missions that the Department is involved in to fulfilling agency-specific needs for biological surveys and all missions in-between. The addition of much needed aircraft to the

fleet would begin to reduce contract costs incurred by the Wildlife Division and would strengthen conservation patrol and natural disaster response efforts by the LE Division.

Hunting Guide License/Vessel Livery License

Industries such as hunting guides, as well as vessel liveries, are difficult to keep track of as new ones open daily. Fishing guides are currently required to be licensed in this state and must meet certain eligibility requirements; however, anyone can guide a hunt at any time without qualifications or the need to obtain documentation. Additionally, while there is general regulatory oversight over vessel liveries, the numbers of Airbnb style “self-rental” of personal boats and lack of any license to run a business of this nature, makes enforcement of those regulations difficult. A general registry of some form would largely mitigate a number of issues that arise annually and would help maintain the hunting and boating heritages that many in the state have grown to love.

- N. Provide any additional information needed to gain a preliminary understanding of the program or function.**

LE Division’s Strategic Goals and Strategies

Protect fish and wildlife species through effective enforcement and outreach.

- Ensure the sustainability of Texas’ diverse ecosystems through effective law enforcement activities.
- Enhance overt and covert investigative capabilities to better address resource protection needs and trends.
- Ensure proactive and responsive enforcement, regulation and education, with an emphasis on invasive and exotic species.
- Inform residents and visitors about conservation stewardship and encourage their active involvement in achieving conservation of fish and wildlife.
- Enhance wildlife forensic lab capabilities to address resource protection needs and trends.

Implement and enforce regulations in a manner to promote compliance while safeguarding the natural resources.

- Promote compliance with coastal fisheries regulations through proactive and responsive law enforcement patrols.
- Promote compliance with freshwater fisheries regulations through proactive and responsive law enforcement patrols.
- Promote compliance with wildlife regulations through proactive and responsive law enforcement patrols.
- Promote compliance with environmental regulations through proactive and responsive law enforcement patrols.

Enhance the safety and outdoor experience of residents and visitors of Texas.

- Enhance the boating safety and water recreation experience of residents and visitors through education and enforcement.
- Respond to and investigate hunting and boating accidents.
- Promote Texas' outdoor environment as a safe and healthy recreational option for residents and visitors.
- Maintain and support the long-term well-being of Texas' natural resources for appropriate public use.

Provide for the safety and protection of residents and visitors of Texas.

- Enforce the Texas Water Safety Act, the Texas Penal Code, and other applicable rules and statutes.
- Promote effective relationships and cooperative roles with partner entities.
- Provide search, rescue, and recovery services to ensure the safety of residents and visitors.
- Provide immediate and effective disaster response and recovery through mutual-aid efforts.
- Enhance the state's homeland security effort to include port security and border operations.
- Provide emergency management services in coordination with the Texas Division of Emergency Management.

Promote and maintain a diverse, accountable, responsible and skilled workforce.

- Enhance organizational effectiveness by streamlining policies, procedures, and decision-making processes to include evaluating staffing needs.
- Promote clear and effective communication within the LE Division and throughout the Department.
- Strengthen partnerships with governmental officials, non-governmental organizations, and stakeholders in the implementation of core mission activities.
- Improve recruitment standards and retain quality employees by providing professional training, career development, and leadership development programs.
- Develop and implement media strategies to enhance the Texas game warden image and create public awareness of core mission activities.
- Include administrative and support services in planning, procedures development, and core mission activities.
- Utilize technologies to accomplish our missions while improving data access/communications to enhance officer safety.
- Promote legislative support for the LE Division by providing information, highlighting successes, unique capabilities, and benefits to all of Texas' residents and visitors.
- Encourage each employee to be an ambassador for the Department and its mission to Texas' diverse residents and visitors.

- Identify and develop non-traditional sustainable funding to support the LE Division mission.
- Promote transparency and fiscally responsible business practices to honor the public trust.

O. Regulatory programs relate to the licensing, registration, certification, or permitting of a person, business, or other entity. For each regulatory program, if applicable, describe

- **why the regulation is needed;**
- **the scope of, and procedures for, inspections or audits of regulated entities;**
- **follow-up activities conducted when non-compliance is identified;**
- **sanctions available to the agency to ensure compliance; and**
- **procedures for handling consumer/public complaints against regulated entities.**

The LE Division serves as the enforcement arm of the Department to ensure compliance with all applicable statutes and regulations adopted by the TPW Commission. That said, the Law Enforcement Division does have one program in which it has direct regulatory oversight of persons.

Since the passage of S.B. 1573 (77R) in 2001, the Department's LE Division has maintained regulatory oversight of the Coastal Floating Cabin Permitting Program (Parks and Wildlife Code, Chapter 31; and Title 31, Tex. Admin. Code, Chapter 55, Subchapter F). The intent of the enabling legislation was to mitigate the impact on the state's natural resources of the gulf coast waters and coastal shipping and transiting lanes by creating a permitting program for floating structures intended for habitation along Texas' coastal waters. The program was created to restrict any new structures from being built, permitting only those in existence at the time of passage of the bill. Currently, Law Enforcement's boating law administrator oversees the program that maintains 145 permits. The program requires the annual renewal of permits, inspection of locations by game wardens prior to relocation of permitted structures, as well as general enforcement of the provisions for the protection of the public waters of the state, and the people who enjoy it. The Department has both criminal and civil sanctions available to them in order to ensure compliance. Rule §55.208 (Title 31, Tex. Admin. Code, Chapter 55, Subchapter F) provides a process for an applicant seeking review of a decision by the Department with respect to permit renewal.

- P. For each regulatory program, if applicable, provide detailed information on complaint investigation and resolution. Please adjust the chart headings as needed to better reflect your agency’s particular programs. If necessary to understand the data, please include a brief description of the methodology supporting each measure.

**Texas Parks and Wildlife Department
Floating Cabin Program
Exhibit 13: Information on Complaints Against Regulated Persons or Entities
Fiscal Years 2017 and 2018**

	Fiscal Year 2017	Fiscal Year 2018
Total number of regulated persons	146	146
Total number of regulated entities	N/A	N/A
Total number of entities inspected	146	146
Total number of complaints received from the public	N/A	N/A
Total number of complaints initiated by agency	14 citations	7 citations
Number of complaints pending from prior years	0	3 Pending in Court
Number of complaints found to be non-jurisdictional	0	0
Number of jurisdictional complaints found to be without merit	0	0
Number of complaints resolved	100%	57%
Average number of days for complaint resolution	N/A	N/A
Complaints resulting in disciplinary action:	0	0
administrative penalty	0	0
reprimand	0	0
probation	0	1
suspension	0	0
revocation	0	0
other	0	0

Table 13 Exhibit 13 Information on Complaints Against Persons or Entities

A. Provide the following information at the beginning of each program description.

Name of Program or Function: Legal Division

Location/Division: 4200 Smith School Road, Austin, Texas 78744

Contact Name: Robert Sweeney, Legal Division Director and General Counsel

Statutory Citation for Program: Parks & Wildlife Code

- §11.018 (Employees)

B. What is the objective of this program or function? Describe the major activities performed under this program.

The Legal Division provides legal advice and representation to the Department, including but not limited to preparation and review of documents, representation in negotiations and contested matters, research and preparation of formal and informal legal opinions, representation on inter-agency working groups, drafting and reviewing of regulations and policies, providing general counsel support for the TPW Commission’s public meetings, and working with the Office of the Attorney General regarding agency litigation. Subject areas include, but are not limited to, laws relating to wildlife and fisheries, criminal enforcement, criminal procedure, human resources, boat registration and titling, water rights, water policy, water planning, water quality, damages to natural resources, environmental compliance, legislation, tort claims, contracting, real estate, land conservation, oil and gas, sand and gravel permitting, ethics, the Public Information Act, and the Open Meetings Act.

C. What evidence can you provide that shows the effectiveness and efficiency of this program or function? In Exhibit 12, provide a list of statistics and performance measures that best convey the effectiveness and efficiency of this program or function. Also, please provide the calculation or methodology behind each statistic or performance measure. Please do not repeat measures listed in Exhibit 2 unless necessary to understand the program or function.

Texas Parks and Wildlife Department – Legal Division
Exhibit 12: Program Statistics and Performance Measures — Fiscal Year 2018

Program Statistics or Performance Measures	Calculation (if applicable)	FY2018 Target	FY2018 Actual Performance	FY2018 % of Annual Target
Number of rule packages developed and reviewed	*	**	16	**
Number of torts claim denials and settlements processed	*	**	23	**

Program Statistics or Performance Measures	Calculation (if applicable)	FY2018 Target	FY2018 Actual Performance	FY2018 % of Annual Target
Number of lawsuits to defend TPWD, assisting Office of the Attorney General (OAG)	*	**	17	**
Number of water rights contested cases in which TPWD was represented	*	**	1	**
Number of land transactions requiring legal support	*	**	40	**
Number of lawsuits pursued against third parties, assisting OAG	*	**	3	**
Number of claims of discrimination filed with the Texas Workforce Commission or Equal Employment Opportunity Commission responded to	*	**	5	**
Number of administrative hearings TPWD defended in "F-5" administrative hearings	*	**	3	**
Number of natural resource damage assessments and restorations assisted for oil spills and hazardous substance releases	*	**	16	**
Number of developments and/or reviews of agreements to implement natural resources restoration projects	*	**	20	**
Number of Public Information Act requests responded to	*	**	1,210	**
Number of administrative hearings undertaken defending TPWD's property and/or the State's fish and wildlife resources regarding the routing of transmission lines	*	**	2	**

Table 12 Exhibit 12 Program Statistics and Performance Measures

***See Exhibit 3**

* Information on the methodology used to collect and report data for the non-key measures in Exhibit 12 can be found in Schedule B (Performance Measure Definitions) of the TPWD FY2019-2023 Strategic Plan at: https://tpwd.texas.gov/publications/pwdpubs/media/pwd_bk_a0900_0622_07_18.pdf.

** Non-LBB metrics shown above reflect division workload, but do not have official targets established.

D. Describe any important history regarding this program not included in the general agency history section, including how the services or functions have changed from the original intent. If the response to Section III of this report is sufficient, please leave this section blank.

Between May 1994 and August 2002, a separate legal division did not exist within the Department. TPWD attorneys reported to various program managers throughout the agency, and the Department did not have a general counsel. In a report dated March 29, 2002, titled "Texas Parks and Wildlife Department Business Practices Evaluation," consultant Elton Bomer recommended that the Department hire a general counsel and that legal services be consolidated. Effective August 26, 2002, the Department hired a general counsel who reported directly to the executive director. Effective September 1, 2002, agency attorneys began reporting to the general counsel. Effective September 1, 2003, the budgets for the attorneys were consolidated into a new Legal Division budget. In January 2005, TPWD attorneys were physically relocated to a single location within the Department's headquarters building. In 2009, the responsibility of administering the Department's sand and gravel program under Parks and Wildlife Code, Chapter 86, and Title 31, Tex. Admin. Code, Chapter 69, was transferred from the Legal Division to the Inland Fisheries Division.

Prior to September 1, 2006, the Department employed a regulations coordinator within the Wildlife Division who coordinated the process of adopting regulations for the entire agency. Because of the legal aspects of adopting regulations, including but not limited to compliance with the Administrative Procedure Act, the regulations coordinator was transferred to the Legal Division, effective September 1, 2006. The Department's Legal Division now consists of a general counsel, two assistant general counsels, five staff attorneys, a regulations coordinator, and an administrative assistant who also serves as the open records coordinator. In addition, an executive assistant position is shared with the Human Resources Division (this position is vacant as of August 18, 2019).

The primary impacts of the consolidation of the Legal Division are the elimination of strict lines separating attorneys' job duties and the availability of a single source for legal services. Prior to consolidation, four divisions within the Department employed attorneys. Other divisions seeking legal assistance would need to coordinate with the attorney's division director or manager. Although most of the Department's attorneys currently perform job duties that are very similar to those performed prior to the consolidation, there are no longer division lines separating the attorneys. Divisions are encouraged to continue working directly with agency attorneys based on the attorney's area of responsibility; however, a division seeking legal assistance or advice may now contact the general counsel, who is responsible for ensuring that legal issues are addressed and can handle or assign legal matters as appropriate.

Since 2007, the amount of legal work for which the Legal Division is responsible has greatly increased. The number of Public Information Act requests has more than doubled on a yearly

basis. Significant statutory and regulatory changes to laws governing contracting processes, environmental flows, and endangered species have required greater legal guidance on these matters and/or representation in rulemaking processes and litigation. Similarly, the discovery of chronic wasting disease in captive deer in 2012 has required a significant need for legal resources related to the rulemaking process, statutory and regulatory interpretation, and participation in litigation.

The *Deepwater Horizon* oil spill in 2010 was the largest environmental disaster in the United States and required significant Legal Division involvement and coordination with the Office of Attorney General, Texas agencies, federal agencies, and the other Gulf States to obtain the largest environmental law settlement in history. The restoration projects funded by this settlement also require Legal Division review to ensure compliance with applicable environmental, natural resources, and contracting laws. TPWD is the lead state agency for implementation of the restoration projects funded by the recovery for natural resources damages. The Department is also the lead state agency for selection of projects funded by criminal settlements related to the spill that are disbursed through the Gulf Environmental Benefit Fund managed by the National Fish and Wildlife Foundation. The Legal Division also assists with implementation of the RESTORE Act (Resources and Ecosystems Sustainability, Tourist Opportunities, and Revived Economies of the Gulf Coast States Act), which is federal legislation from 2011 directing recovered penalties for water quality violations to the Gulf States for restoration of the Gulf Coast and its economy (Subtitle F of Public Law 112-141). Overall, the scale of natural resource damage assessment and restoration lawsuits has grown significantly since the *Deepwater Horizon* oil spill in 2010, with more procedures and clearances requiring Legal Division review.

In 2011, the Texas Legislature authorized the Department to directly grant easements on Department land and to expend money from federal and other funding sources for land acquisition, necessitating expanded legal support for real estate transactions. The Legal Division also provides legal support for the Texas Farm and Ranch Lands Conservation Program which was legislatively transferred to the Department from the General Land Office in 2015.

E. List any qualifications or eligibility requirements for persons or entities affected by this program, such as licensees, consumers, landowners, for example. Provide a statistical breakdown of persons or entities affected.

The Legal Division provides legal services and advice internally to the entire agency. The types of legal services provided to TPWD vary depending on the types of issues that arise within the agency. The services provided by the Legal Division are as follows:

- Environmental Law and Conservation
- Regulatory and Law Enforcement

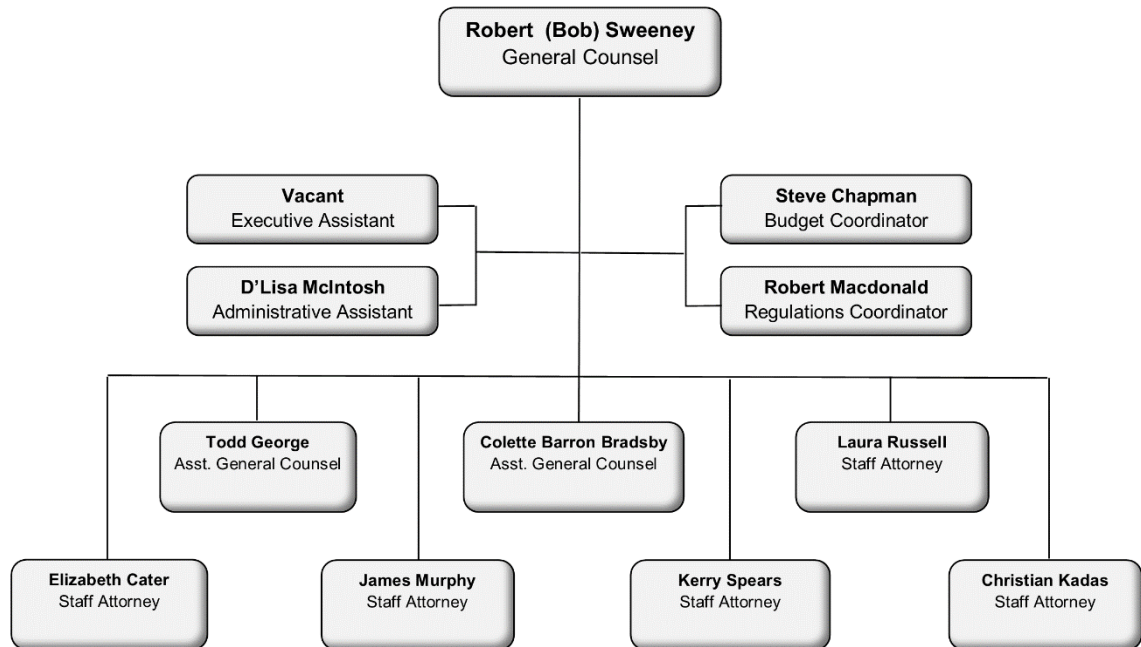
- Claims and Lawsuits Against the Department
- Agency Operations

F. Describe how your program or function is administered, including a description of the processes involved in the program or function. Include flowcharts, timelines, or other illustrations as necessary to describe agency policies and procedures. Indicate how field/regional services are used, if applicable.

The Legal Division consists of a general counsel, two assistant general counsels, five staff attorneys, a regulations coordinator, an administrative assistant, and an executive assistant position which is shared with the Human Resources Division. The general counsel reports to the executive director. The assistant general counsels, staff attorneys, regulations coordinator, and support staff report to the general counsel.

The following is the Legal Division organization chart:

LEGAL DIVISION



- G. Identify all funding sources and amounts for the program or function, including federal grants and pass-through monies. Describe any funding formulas or funding conventions. For state funding sources, please specify (e.g., general revenue, appropriations rider, budget strategy, fees/dues).**

Legal Division	
Method of Finance	Amount
L0001 - General Revenue Fund	\$638
L0009 - GRD Game, Fish and Water Safety	\$470,305
L0064 - GRD State Parks Account	\$413,302
L0666 - Appropriated Receipts	\$3,559
Total	\$887,804

- H. Identify any programs, internal or external to your agency, that provide identical or similar services or functions to the target population. Describe the similarities and differences.**

There are no other programs, internal or external to the Department, that provide services that are identical or similar to the functions of the Legal Division. The Office of the Attorney General represents the Department in civil litigation. Local prosecutors pursue criminal penalties for violations of fish and game laws. Other state agencies have legal divisions and private law firms that provide legal services to some governmental bodies; however, given the broad and unique nature of the Department’s mission, no other program provides services that are identical or similar to the services provided by the Department’s Legal Division.

- I. Discuss how the program or function is coordinating its activities to avoid duplication or conflict with the other programs listed in Question H and with the agency’s customers. If applicable, briefly discuss any memorandums of understanding (MOUs), interagency agreements, or interagency contracts.**

Although there is little risk of duplication or conflict, the Legal Division seeks to ensure coordination with other agencies to increase efficiency. For example, the Department participates in the State Agency Coordinating Committee (SACC) Legal Subcommittee. The Legal Division’s attorneys participate in an electronic “List-Serve” consisting of wildlife attorneys from other states. The Legal Division also participates, as funds allow, in legal committees of national and regional associations of fish and wildlife agencies. The open records attorneys and open records coordinator participate in periodic meetings of agency public information coordinators. In addition, the Legal Division’s attorneys are members of various state and local bar groups.

- J. If the program or function works with local, regional, or federal units of government, include a brief description of these entities and their relationship to the agency.**

The Legal Division supports the work of other divisions in the Department working with other agencies, including but not limited to the Texas Commission on Environmental Quality, Texas

Water Development Board, Texas General Land Office, Comptroller of Public Accounts, Texas Department of Transportation, Texas Historical Commission, Texas Animal Health Commission, Texas Public Utility Commission, Environmental Protection Agency, U.S. Fish and Wildlife Service, National Oceanic and Atmospheric Administration, National Parks Service, U.S. Army Corps of Engineers, Federal Energy Regulatory Commission, and local entities such as cities, counties, river authorities, water and groundwater districts, flood control districts, and navigation districts.

The Legal Division is primarily responsible for the Department's relationship with the Office of the Attorney General (OAG). The OAG represents the Department in all civil litigation. The OAG also processes tort claims and lawsuits filed against the Department. In addition, the OAG's Open Records Division is charged with responding to requests for opinions under the Texas Public Information Act. The Legal Division is the primary division in the Department that works with the OAG in these matters. Depending on the type and subject matter involved, other Department divisions may also be very involved in working with the OAG; however, the Legal Division is the lead division for such contacts.

The Legal Division is also primarily responsible for preparing responses to claims of discrimination filed against the Department with the Texas Workforce Commission-Civil Rights Division or the federal Equal Employment Opportunity Commission. In addition, the Legal Division is responsible for defending the discharge designations that the Department reports to the Texas Commission on Law Enforcement (TCOLE) for separating peace officers under Occupations Code §1701.452. These contested administrative hearings are called "F-5" hearings.

The Legal Division is primarily responsible for the Department's relationship with the United States Department of Justice in pursuing claims for natural resource damages under federal pollution laws, including the Comprehensive Environmental Response, Compensation and Liability Act (CERCLA), the Oil Pollution Act (OPA), and the Clean Water Act (CWA).

K. If contracted expenditures are made through this program please provide

- **a short summary of the general purpose of those contracts overall;**
- **the amount of those expenditures in fiscal year 2018;**
- **the number of contracts accounting for those expenditures;**
- **the method used to procure contracts;**
- **top five contracts by dollar amount, including contractor and purpose;**
- **the methods used to ensure accountability for funding and performance; and**
- **a short description of any current contracting problems.**

Except for routine purchases, no contracted expenditures are made through the Legal Division. The Legal Division manages the contracted purchases mentioned below; however, these purchase orders are paid for out of other divisions' budgets and are not considered a contracted expenditure for the Legal Division. Nevertheless, the total amount of contracted purchases related to the Legal Division in FY2018 was \$25,110.26, and the top five contracts are below:

Purchase Order #	Supplier Name	Purpose	Amount
486310	West Publishing Corporation	Legal Research Software Program (Westlaw)	\$14,028
510820	State Bar of Texas	Attorney Bar Dues Payment	\$2,268
500767	Konica Minolta Business Solution USA Inc.	Printer/Copier Services	\$1,747
514422	Insight Public Sector Inc.	Adobe Computer Software Program	\$1,432
489365	Strategic Products and Services LLC	Telephone System Software Support	\$915

L. Provide information on any grants awarded by the program.

N/A

M. Are there any barriers or challenges that impede the program's performance, including any outdated or ineffective state laws? Explain.

Interest on Restitution Payments

Parks and Wildlife Code, Chapter 12, Subchapter D, provides a mechanism for recovering restitution for the value of fish and wildlife unlawfully killed, caught, possessed, taken or injured. Subchapter D also allows the recovery of certain costs expended in recovering such restitution but does not authorize the recovery of interest. Allowing the collection of reasonable interest on payments of restitution would encourage responsible parties to make restitution payments promptly. One option would be for interest to begin accruing 60 days after the responsible party receives notice of the assessment of restitution.

N. Provide any additional information needed to gain a preliminary understanding of the program or function.

N/A

O. Regulatory programs relate to the licensing, registration, certification, or permitting of a person, business, or other entity. For each regulatory program, if applicable, describe

- why the regulation is needed;
- the scope of, and procedures for, inspections or audits of regulated entities;
- follow-up activities conducted when non-compliance is identified;
- sanctions available to the agency to ensure compliance; and

- **procedures for handling consumer/public complaints against regulated entities.**

N/A. The Legal Division supports the regulatory programs of other divisions but does not itself administer any regulatory programs.

- P. For each regulatory program, if applicable, provide detailed information on complaint investigation and resolution. Please adjust the chart headings as needed to better reflect your agency's particular programs. If necessary to understand the data, please include a brief description of the methodology supporting each measure.**

Legal staff will attempt to discuss any issue regarding complaints they may receive directly with the individual. If there are any specific complaints regarding staff, then these complaints will be referred, as appropriate, to the Human Resources Division or Internal Affairs.

A. Provide the following information at the beginning of each program description.

Name of Program or Function: State Parks Division

Location/Division: 4200 Smith School Road, Austin, Texas 78744

Contact Name: Rodney Franklin, State Parks Division Director

Statutory Citation for Program: Parks and Wildlife Code

- §11.018 (Employees)
- Chapter 13 (Power and Duties Concerning Parks and Other Recreational Areas)
- Chapter 22 (State Parks)
- Chapter 23 (National Parks, National Seashores, and Other Federal Lands)
- Chapter 24 (State Assistance for Local Parks)

B. What is the objective of this program or function? Describe the major activities performed under this program.

The State Parks (SP) Division manages and conserves the natural and cultural resources in Texas, located within the Texas State Parks System, for the use and enjoyment of present and future generations. The SP Division is responsible for the operation of 95 (88 as of September 1, 2019) state park units across Texas, containing more than 630,000 acres and thousands of built facilities across the state. The SP Division also administers a variety of park and recreation related grant programs to local units of government and awarded 88 grants totaling \$24,429,082 in state and federal funds in FY2018. Major program functions are managed through the following branches:

State Park Operations

State parks staff is responsible for the stewardship, law enforcement and public safety of park visitors, facility maintenance, educational programs, resource management, revenue collection, and business management at the 85 parks currently open for public visitation. State parks are open for visitation 365 days each year. Of those, 75 state parks accommodate overnight users with accompanying demands for law enforcement, visitor services, and maintenance activities 24 hours a day.

Direct oversight of daily park operations, as well as technical support and coordination of purchasing, fiscal management, law enforcement, facility maintenance, and resource management, is conducted by six regional administrative offices located across the state.

State Park Support

State park support programs provide coordination, technical guidance, and ensure compliance with professional standards, department policies, state and federal statutes, and overall strategies for the SP Division.

Budget Management

Provides funds management services to ensure the appropriate and most advantageous use of appropriated funds are utilized. Expenditures are analyzed to determine spending patterns for management to use in decision making. The purchasing and contract team provides guidance and technical assistance to state park field offices and headquarters staff regarding the procurement of goods, services, and minor repair projects, and serves as a resource for the agency procurement card program and contract management best practices.

Business Management

Supports field business operations through a variety of business development and revenue enhancing activities. Business services include developing and maintaining information on customer demands and internal, auxiliary revenue enterprises, and improvement of business systems and practices. State parks concessions offer products and services for visitors that meet immediate needs such as supplies or rental equipment or commemorate the visit and raise awareness of parks. Leased concessions are operated by private and nonprofit groups to offer additional products and services to park visitors under contract agreements. Net revenue from concessions provide additional funding for park operations. State parks uses a variety of promotional activities and tools to create awareness and encourage park visitation.

Business Management also operates the Customer Service Center (CSC), which processes reservations for overnight camping and facilities at Texas State Parks. The CSC also answers park inquiry calls and email questions.

Cultural Resources

Ensures the stewardship of history and prehistory in Texas State Parks by expanding understanding of extant cultural resources through research and ensuring the care of archeological and historic sites and artifacts. Program staff ensure compliance with state and federal regulations during park maintenance and improvement activities, as well as daily operations. In addition, the program identifies, documents, preserves, and protects the historic-built resources found throughout the State Parks System. Archeological collections and records curated in the TPWD Archeology Lab, accredited by the Texas Historical Commission, are in compliance with the Texas Antiquities Code.

Facilities Management

Provides support to the SP Division for the management and maintenance of fixed facilities, vehicles, and equipment.

Interpretive Services

Produces tangible interpretive items such as exhibits and publications that educate and inform park visitors on park resources, history, and visitor services. The program also develops and delivers live educational activities in parks that enrich the visitor experience and enhance their understanding of resources and conservation. State parks' web pages, which provide visitor information and real time alerts, are maintained by the interpretive services staff.

State Parks Law Enforcement

Responsible for the overall safety, security, and protection of visitors and park resources. SP police officers provide professional law enforcement services by educating the public about various laws/regulations, preventing violations by conducting high visibility patrols, and apprehending/arresting violators. Additionally, SP police officers' partner with other federal, state, and local law enforcement agencies during emergencies or other times of needed support. Security of the TPWD headquarters facility is also the responsibility of state park police officers.

State Parks Natural Resources

Responsible for the coordination of science, environmental, ecological, and stewardship services on Texas' state parklands. These services are implemented through regional natural resource coordinators, in concert with park managers and other regional and agency staff, with the goal of protecting and restoring habitats, natural communities, and landscapes on parks and historic sites. The program ensures compliance with state and federal laws relating to natural resources. This multidisciplinary program integrates baseline inventory, community-based resource stewardship, conservation biology, habitat restoration, monitoring, planning, geospatial information system (GIS), and staff training.

The Planning and Geospatial Resources (PGR) Team is a sub-program that provides system-wide park facility and public-use planning, and geographic information system services and support. PGR is responsible for supporting SP Division field staff with facility planning and programming, preparing facility development and public use plans, and the development, maintenance, analysis, and publication of geographic data pertinent to state parks.

The Wildland Fire Team is another sub-program which provides overall direction and coordination for state parks wildland fire operations system-wide. The Wildland Fire program is responsible for establishing SP Division operating procedures for wildland fire, implementing prescribed fires for habitat conservation and fuels reductions, first-response for wildland fires threatening state park properties and infrastructure, and coordinating with local, state, and interagency fire management organizations. In addition, they ensure the fire management activities and training programs on state park managed lands meet national and state accountability standards. The Wildland Fire Program also manages the state parks' vegetation baseline data collection and analysis to ensure fire operations and other

management tools are meeting identified objectives set in program land management goals, as well as the Department's strategic objectives. The use of prescribed fire is a principal stewardship management tool utilized in the SP Division.

Staff Services

Serves as the human resources liaison for the division. The program coordinates placement of paid and unpaid staff (volunteers) for programs and operations, develops compensation and classification plans to align with recruitment and retention strategies, and develops a professional and diverse workforce with positive and productive workplaces.

State Parks Training and Development

Provides opportunities for employees to develop knowledge, skills, and abilities in a variety of topics needed for currently held positions, or future positions, in order to enhance their performance and achieve the agency's mission and goals.

Local Park, Boating Access and Other Grants

The Recreation Grants Branch provides grant assistance to local government entities to help build new parks, conserve natural resources, preserve historical sites, build/maintain trails, provide access to water bodies, develop educational programs for youth and underserved constituencies, and much more. These grants build long-term partnerships that assist with the Department's mission to manage and conserve the natural and cultural resources of Texas and to provide hunting, fishing, and outdoor recreation opportunities for the use and enjoyment of present and future generations.

Staff administers the following grant programs:

Local Park Grants: Consists of five individual programs that assist local units of government with the acquisition and/or development of public recreation areas and facilities throughout the state of Texas. The program provides 50 percent matching grants on a reimbursement basis to eligible applicants. All grant-assisted sites must be dedicated as parkland in perpetuity, properly maintained, and open to the public.

Community Outdoor Outreach Program (CO-OP): Provides funding to local governments and non-profit organizations for programming that introduces under-served populations to environmental and conservation programs, as well as the Department's mission-oriented outdoor activities.

Recreational Trails Grants: Administers the National Recreational Trails Fund in Texas under the approval of the Federal Highway Administration (FHWA). This federally funded program receives its funding from a portion of federal gas taxes paid on fuel used in non-highway recreational vehicles. The reimbursable grants can be up to 80 percent of the project cost with a maximum of \$200,000 for non-motorized trail grants and a maximum award of

\$400,000 for motorized (off-highway vehicle) trail grants. Funds can be spent on both motorized and non-motorized recreational trail projects such as the construction of new recreational trails, improve existing trails, develop trailheads or trailside facilities, and to acquire trail corridors.

Off Highway Vehicle (OHV) Grants: Helps create legal and safe places to drive OHVs and to encourage the safe and responsible use of OHVs on the lands of Texas. The program is also designed to provide funding to develop more recreational areas for OHV users.

Boating Access Grants: Provides 75 percent matching fund grant assistance to construct new, or renovate existing, boat ramps that provide public access to public waters for recreational boating. The State Boating Access Program receives funding from the federal Aid in Sport Fish Restoration Act. Funds for the federal program are derived from the federal gasoline tax generated by sales of gasoline for recreational motorboats and a federal excise tax on the sales of fishing tackle and trolling motors. Fifteen percent of the state's annual apportionment from this federal program must be used to provide public recreational boating access.

Boat Sewage Pumpout Grants: Federal funds are provided through the Clean Vessel Act of 1992 which allows private marinas and local governments to receive grants to install boat sewage pumpout stations in Texas. Pumpout grants can constitute up to 75 percent of all approved project costs. These grants provide funds for the construction and/or renovation, operation, and maintenance of pumpout and portable toilet dump stations.

Target Range Grants: Supports the development of public, safe, accessible shooting facilities that align with TPWD hunter education activities and programs. Benefits of participation include partnership opportunities within the target range community, recreational opportunities for shooting sports, and regional locations for hunters to practice their skills.

The program provides opportunities for construction, development, and improvement of firearm and archery range facilities. The goal of the program is to teach hunter education students to be responsible and conservation-minded, to provide instruction in safe firearm operations, to instill ethics, and to add awareness and understanding of hunting laws.

- C. **What evidence can you provide that shows the effectiveness and efficiency of this program or function? In Exhibit 12, provide a list of statistics and performance measures that best convey the effectiveness and efficiency of this program or function. Also, please provide the calculation or methodology behind each statistic or performance measure. Please do not repeat measures listed in Exhibit 2 unless necessary to understand the program or function.**

**Texas Parks and Wildlife Department
State Parks Division**

Exhibit 12: Program Statistics and Performance Measures — Fiscal Year 2018

Program Statistics or Performance Measures	Calculation (if applicable)	FY2018 Target	FY2018 Actual Performance	FY2018 % of Annual Target
Number of State Park Visits	*	**	8,771,744	**
Number of State Park Visits Not Subject to Fees (in millions)	*	3.92	3.80	96.94%
Amount of Fee Revenue Collected from State Park Users (in millions)	*	\$51.0	\$50.33	98.69%
Percent of Operating Costs for State Parks Recovered from Revenues	*	54.34%	54.12%	99.60%
State Park Interpretive Program Attendance	*	**	712,027	**
Rate of Reported Accidents per 100,000 Park Visits	*	8.17	6.51	79.68%
Value of Labor, Cash, and Service Contributions to State Parks Activities	*	\$9,907,212	\$10,957,261.29	110.60%
Number of State Parks in Operation	*	91	91	100.00%
Number Served by Outdoor Skills Training and Interpretive Programs at State Parks and Historic Sites	*	555,954	712,027	128.07%
Number of Funded State Park Minor Repair Projects Completed	*	145	137	94.48%
Local Grant Dollars Awarded as a Percent of Local Grant Dollars Requested	*	57.00%	53.56%	93.96%
Program Costs as a Percent of Total Grant Dollars Awarded	*	5.69%	5.38%	94.55%
Boating Access Program Grant Dollars Awarded (in millions)	*	2.80	2.11	75.36%
Number of Community Outdoor Outreach Grants Awarded	*	35	22	62.86%
Number of Recreational Trail Grants Awarded	*	24	19	79.17%

Table 12 Exhibit 12 Program Statistics and Performance Measures *See Exhibit 3

* Information on the methodology used to collect and report data for the non-key measures in Exhibit 12 can be found in Schedule B (Performance Measure Definitions) of the TPWD FY2019-2023 Strategic Plan at: https://tpwd.texas.gov/publications/pwdpubs/media/pwd_bk_a0900_0622_07_18.pdf.

**Non-LBB metrics shown above reflect division workload, but do not have official targets established.

D. Describe any important history regarding this program not included in the general agency history section, including how the services or functions have changed from the original intent. If the response to Section III of this report is sufficient, please leave this section blank.

- 1934 Abilene SP, Blanco SP, Lake Corpus Christi SP, Palo Duro Canyon SP and Caddo Lake SP open.
- 1935 Goose Island SP and Meridian SP open.
- 1936 Balmorhea SP, Big Spring SP, Bonham SP, and Palmetto SP open.
- 1937 Bastrop SP and Mother Neff SP open.
- 1938 Cleburne SP, Daingerfield SP, Davis Mountains SP, Huntsville SP, Lake Brownwood SP, and Longhorn Cavern SP open.
- 1939 Tyler SP opens.
- 1940 Buescher SP and Stephen F. Austin SP open.
- 1941 Fort Parker SP and Garner SP open.
- 1944 Bentsen-Rio Grande Valley SP open.
- 1949 State Parks Board assumes control of Goliad SP & SHS, Lipantitlan SHS and Washington-on-the-Brazos SHS.
- 1950 Inks Lake SP and Possum Kingdom SP open.
- 1952 Port Isabel Lighthouse becomes a state historic site.
- 1957 Monahans Sandhills SP open.
- 1958 Atlanta SP opens.
- 1965 Falcon SP, Lake Whitney SP and Martin Dies, Jr. SP open.
- 1968 Park entrance fees were established to retire park development bonds.
- Fort Richardson SP and SHS opens.
- 1970 Lake Arrowhead SP, Lake Somerville SP, Lyndon B. Johnson SP & SHS, and Hueco Tanks SP & SHS open.

- 1971 Historic Sites Planning and Restoration Branch was created in the State Parks Division.
- Pedernales Falls SP opens.
- The first class of state park police officers is commissioned.
- 1972 Dinosaur Valley SP opens.
- 1974 Copper Breaks SP opens.
- 1975 Galveston Island SP opens.
- 1976 Fairfield Lake SP, Martin Creek Lake SP and McKinney Falls SP open.
- 1977 Lake Livingston SP and Sea Rim SP open.
- 1978 Fort Leaton SHS opens.
- 1979 Mustang Island SP and Lost Maples SNA, the first site designated as a State Natural Area open.
- 1980 Seminole Canyon SP and SHS opens.
- 1981 Lake Mineral Wells becomes a state park after the closure of Fort Wolters army base.
- 1982 Caprock Canyons SP opens.
- 1983 Management of the Battleship TEXAS is transferred to the Department, and subsequently the State Parks Division.
- Monument Hill/Kreische Brewery SHS opens.
- 1984 Brazos Bend SP, Enchanted Rock SNA, Sheldon Lake SP and Hill Country SNA open.
- 1987 Choke Canyon SP, Colorado Bend SP, Fanthorp Inn SHS, Franklin Mountains SP, and Lake Bob Sandlin SP open.
- 1988 Purtis Creek SP opens.
- 1990 South Llano River SP opens.
- 1991 Big Bend Ranch SP, Cedar Hill SP, Kickapoo Cavern SP and Lake Casa Blanca International SP open.

- 1992 Devils River SNA and Fort Boggy SP open.
Devils Sinkhole SNA begins public tours.
- 1993 Ray Roberts Lake SP – Isle du Bois unit opens.
- 1994 Operation of a centralized park reservation through the operation of a call center begins.
Village Creek SP opens.
- 1995 U.S. Army Corps of Engineers transfers San Angelo SP to TPWD.
Lake Tawakoni SP opens.
- 1996 State parks that charge entrance fees instituted a per-person rather than a per-vehicle pricing fee schedule.
Chinati Mountains property is donated to TPWD.
Cooper Lake SP opens.
- 1998 Caprock Canyons Trailway and Fort Richardson Trailway open.
- 2004 Lake Houston SP was transferred to the City of Houston.
- 2005 Government Canyon SNA opens.
- 2006 World Birding Center – Estero Llano Grande SP opens.
The State Parks Advisory Committee, chaired by Sen. John Montford, issues a report calling for full dedication of Sporting Goods Sales Taxes and the appropriation of at least \$40 million annually for park repairs, acquisition and improvements.
- 2008 World Birding Center – Resaca de la Palma SP opens.
Operation of 18 State Historical Sites transferred to the Texas Historical Commission.
- 2010 Dan A. Hughes unit of Devils River State Natural Area acquired.
- 2011 Palo Pinto Mountains State Park acquired.
Albert and Bessie Kronkosky State Natural Area acquired.

- 2013 Dr. John Crompton, Texas A&M University releases research finding that the state parks system generates \$774 million in economic activity and creates 5,871 jobs.
- 2014 The State Parks Advisory Committee releases “Sustaining a Viable State Parks System” report.
- 2015 State park police and game wardens initiate joint training for cadets.
- 2019 “The Economic Contributions of State Parks” by Dr. John Crompton finds that state parks economic impact of \$891 million and created 6,801 jobs.

Operation of five State Historical Sites transfers to the Texas Historical Commission.

Lease entered into with the Battleship Texas Foundation for the operation and maintenance of the Battleship TEXAS.

E. List any qualifications or eligibility requirements for persons or entities affected by this program, such as licensees, consumers, landowners, for example. Provide a statistical breakdown of persons or entities affected.

The SP Division manages parks as a service to the people of Texas, as well as those that visit from other states or countries. Proper conservation strategies also ensure that these resources will also provide economic benefits and be available for the use and enjoyment of future generations. Participation in state park activities is open to all people. Entry fees are charged to those over the age of 12 at most park sites, and facility use fees (campsite rentals, etc.) are applied only to those visitors using those amenities.

F. Describe how your program or function is administered, including a description of the processes involved in the program or function. Include flowcharts, timelines, or other illustrations as necessary to describe agency policies and procedures. Indicate how field/regional services are used, if applicable.

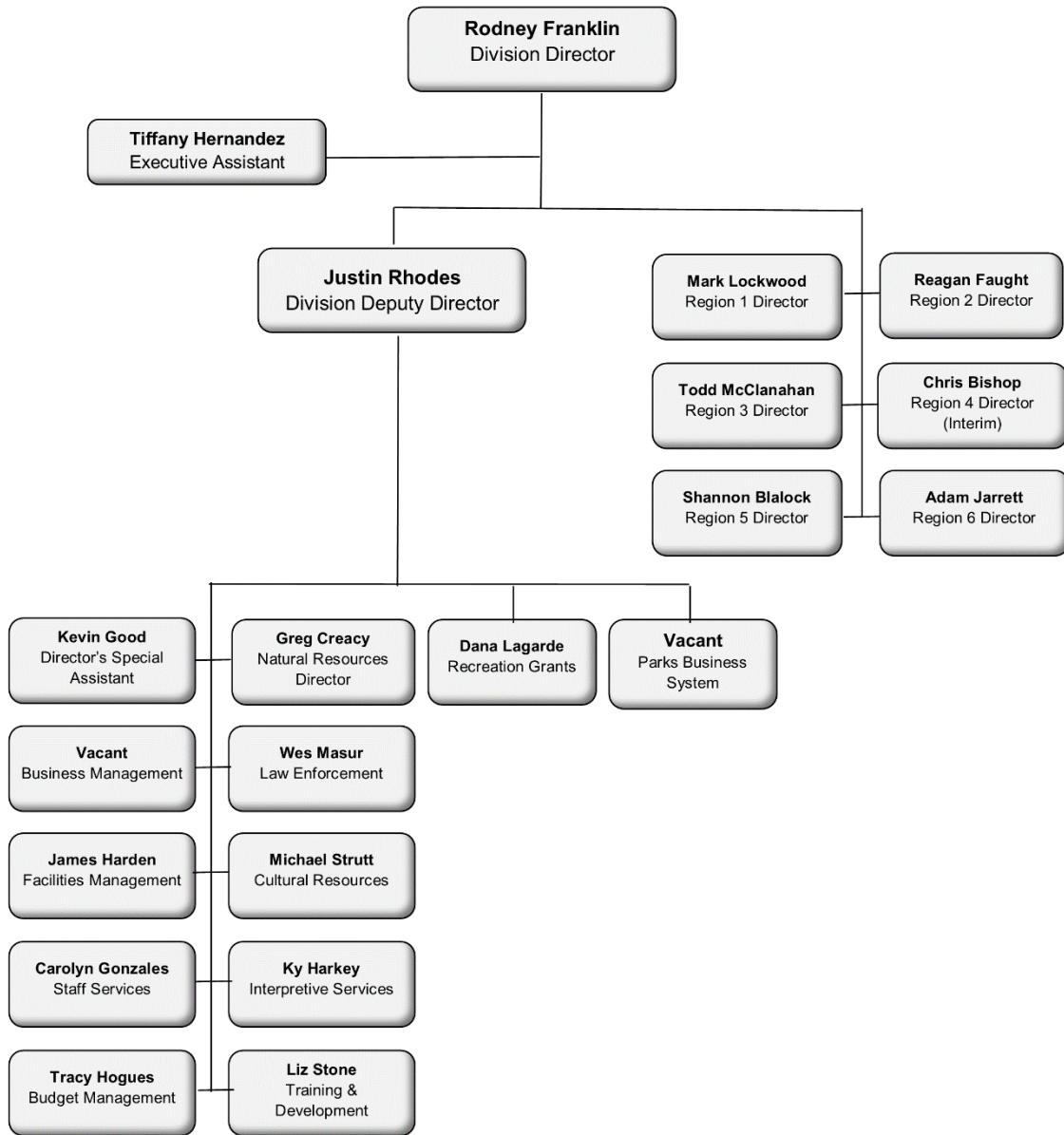
All functions are supervised by the SP Division director and deputy director. State park operations are supervised by six regional directors in regional offices located in Fort Davis, Rockport, Houston, Bastrop, Waco, and Tyler, Texas. Regional directors provide direct supervision of park superintendents who are responsible for the daily management of park operations and site staff. Regional offices provide administrative support for park operations through assistance with purchasing, budget management, technical support for maintenance activities, and other operational needs.

State park support functions are supervised by professional staff at Austin headquarters with supplemental staff co-located with regional office staff. Support programs provide technical guidance to ensure compliance with state and federal laws, park programming, business functions, customer reservations and fiscal controls, as well as budget and position management.

Recreation grants staff are located in Austin. Staff routinely travel to locations across the state to conduct grant audits and ensure compliance with grant terms.

The following is the State Parks Division organization chart:

STATE PARKS DIVISION



- G. Identify all funding sources and amounts for the program or function, including federal grants and pass-through monies. Describe any funding formulas or funding conventions. For state funding sources, please specify (e.g., general revenue, appropriations rider, budget strategy, fees/dues).

State Parks Division	
Method of Finance	Amount
Recreation Grants	
L0001 - General Revenue	\$186,458
L0009 - GRD Game, Fish and Water Safety	\$10,751
L0401 - Sporting Goods Sales Tax – Local	\$8,778,206
L0402 - Sporting Goods Sales Tax – Large County Municipality	\$3,039,156
L0555 - Federal Funds	\$7,488,565
Total	\$19,503,136
State Parks	
L0001 - General Revenue	\$72,922
L0064 - State Parks Account	\$20,974,878
L0400 - Sporting Goods Sales Tax - State	\$58,693,541
L0555 - Federal Funds	\$513,860
L0666 - Appropriated Receipts	\$1,153,246
L0777 - Interagency Contracts	\$58,170
L0802 - License Plate Trust Fund	\$112,560
Total	\$81,579,177
GRAND TOTAL	\$101,082,313

*slight difference due to rounding.

- H. Identify any programs, internal or external to your agency, that provide identical or similar services or functions to the target population. Describe the similarities and differences.

INTERNAL

The Department’s Wildlife Division also has a public land management function through its Wildlife Management Areas (WMA). WMAs are managed with a primary focus on enhancing wildlife habitat, with limited development for visitors, who primarily come for public hunting and wildlife viewing. State parks also conserve land and wildlife habitat, with compatible development to allow for public visitation.

EXTERNAL

The Texas Historical Commission (THC) operates state historical sites, many of which were previously operated by TPWD and were transferred to their management by legislative action.

The Department’s SP Division still manages some historic sites and provides services including natural resource expertise, centralized reservations, promotion through radio and television programs, engineering and facility maintenance expertise, and law enforcement. In addition,

other state park sites often contain historic resources such as historic buildings and archeological sites, even though they may not be designated as “historic sites.”

The National Park Service (NPS) provides outdoor recreation and land conservation services that are similar to state parks. NPS sites are typically larger than state parks but are similar in visitor service offerings and resource management activities. NPS sites in Texas are largely located in areas further from major population centers and are therefore less accessible to most citizens. The U.S. Army Corps of Engineers also operates recreational facilities on federally constructed reservoirs.

City and county governments provide local parks that are usually smaller land parcels located in communities and urban areas. These parks are readily accessible to urban residents, and typically offer higher levels of development such as ballfields and other recreational infrastructure. While these parks may also have habitat and conservation values, they normally do not provide conservation on a landscape scale. These sites are often available for use at no charge to visitors, with operations and maintenance provided as a function of local government services. Some river authorities also operate parks which provide outdoor recreational opportunities similar to state parks.

Local, state, and national park systems offer a continuum of recreational value that is available to users. A user desiring a more wilderness experience will gravitate toward a national park or larger state park. Local parks provide ready access to the outdoors for nearby residents. State parks offer a “middle ground” of larger (usually greater than 1,000 acres) land tracts that are primarily located within 100 miles of Texas residents.

- I. **Discuss how the program or function is coordinating its activities to avoid duplication or conflict with the other programs listed in Question H and with the agency’s customers. If applicable, briefly discuss any memorandums of understanding (MOUs), interagency agreements, or interagency contracts.**

Activities in state parks are limited to operating, maintaining, and developing lands that are in the TPWD inventory. Although federal and local entities operate parks in Texas, there is no duplication in these efforts as the Department limits its activities to lands and sites within its inventory. Recreational users self-select which parks they visit based on the individual’s preferences regarding the level of facility development, recreational activities and location of parks. The Department does provide grants to communities for local park development, but the agency does not administer those parks after completion.

The SP Division has several agreements with the Texas Historical Commission to achieve operational efficiencies. These include agreements establishing protocols for the review of ground disturbances on parks, construction project monitoring, cultural resource surveys, cooperation in purchasing of similar goods and services, and sharing of equipment when appropriate. The division also works closely with the Texas A&M Forest Service on forestry

management projects such as timber thinning on state park lands. The Texas A&M Forest Service assists the SP Division in the preparation of fire breaks prior to implementation of prescribed fires near property boundaries or areas where fuels and topography require heavy equipment to create a fire break. The SP Division and the Texas A&M Forest Service also share personnel and equipment resources in implementing prescribed fires on park properties and work together to implement fuel reduction projects on state parks property to protect park infrastructure and surrounding landowners.

J. If the program or function works with local, regional, or federal units of government, include a brief description of these entities and their relationship to the agency.

State parks have formal Memorandum of Understandings (MOU's) regarding operational cooperation with national park sites at several locations where properties are adjacent or in close proximity. Parks located on the Rio Grande have agreements with Customs and Border Patrol regarding the sharing of communication resources, access, and enforcement activities. The division also coordinates with the U.S. Fish and Wildlife Service regarding management activities in parks with federally listed threatened or endangered species.

State park police cooperate closely with local law enforcement units to provide public safety and respond to emergency calls. The Natural Resource Program works with colleges and universities to conduct research regarding plant and animal resources on park properties. The Natural Resource Program's Wildland Fire personnel coordinate and cooperate with local fire departments when conducting prescribed fire activities on park properties. Many parks benefit from groundskeeping and maintenance activities conducted by individuals incarcerated at county jails or Texas Department of Criminal Justice facilities.

K. If contracted expenditures are made through this program please provide

- a short summary of the general purpose of those contracts overall;
- the amount of those expenditures in fiscal year 2018;
- the number of contracts accounting for those expenditures;
- the method used to procure contracts;
- top five contracts by dollar amount, including contractor and purpose;
- the methods used to ensure accountability for funding and performance; and
- a short description of any current contracting problems.

The SP Division has numerous on-going contracts for utility services and facility maintenance services, such as pest control, and other ongoing service needs.

The total amount of contracted expenditures in FY2018 was \$32,912,991 for 5,846 contracts, including grant awards. For the purpose of this analysis, the Department considers all expenditures made by PO to be contract expenditures, including grant awards listed in

Section L below. The methods used to procure contracts varies based on the dollar amount and type of goods or services needed, but in general can include spot purchases, term contracts, competitive solicitations, and interagency contracts. All contracts are administered in compliance with the Texas Statewide Procurement Division and Department’s Procurement and Contract Management Guide. Grant awards are made on a competitive process based on grant proposals submitted via the Department’s website.

The top five contracts in FY2018 were:

Purchase Order #	Supplier Name	Purpose	Amount
188972	RA Outdoors	Park Reservation and Revenue Processing Software	\$1,503,472
513806	Lake Country Chevrolet	Purchase of Vehicles	\$661,944
508780	American Youthworks	Trail Construction and Maintenance	\$231,928
514344	John Deere Company, LLC	Purchase of Equipment	\$226,520
470018	Knox Waste Service, LLC	Waste Disposal Services	\$152,890

L. Provide information on any grants awarded by the program.

The Recreation Grants Program provides grants to units of government ranging from large metropolitan areas to small rural communities through a competitive process, funded by state and federal funds, as described in section B above. Grants awarded in 2018 are shown in the table below.

Sponsor Authority	Project Name	Grant Amount
Local Park Program		
TEXAS PARKS AND WILDLIFE DEPARTMENT	FRANKLIN MOUNTAINS STATE PARK VISITOR CENTER COMPLEX	\$3,004,373
NORTH RICHLAND HILLS	NORTHFIELD PARK II	\$159,412
BEXAR COUNTY	HOT WELLS COUNTY PARK	\$429,726
AUSTIN	EDWARD RENDON SR. METRO PARK (ORLP 2016)	\$750,000
SAN BENITO	SOUTH PARK	\$314,780
GRAND PRAIRIE	GREAT SW NATURE PARK	\$500,000
MOUNT PLEASANT	SPORTS COMPLEX	\$500,000
MORGANS POINT	COL JAMES MORGAN NEW WASHINGTON PRAIRIE	\$500,000
NOLANVILLE	CITY PARK PROJECT II	\$321,060
MCALLEN	RIDER 36 CENTER FOR URBAN ECOLOGY AT QUINTA MAZATLAN	\$5,000,000
SAN AUGUSTINE COUNTY	CHILDREN'S PARK	\$75,000
IDALOU	IDALOU PARK	\$75,000
MAYPEARL	WILEMON COMMUNITY PARK	\$75,000
WELLMAN	WELLMAN PARK	\$75,000
STRATFORD	STRATFORD COMMUNITY PARK	\$74,025

OLNEY	KEEP OLNEY BEAUTIFUL PARK RENOVATION	\$75,000
NAPLES	NAPLES PARK	\$75,000
UNIVERSAL CITY	VETERAN'S PARK	\$75,000
LEVELLAND	SHERMAN PARK	\$75,000
VINTON	MARIPOSA PARK II	\$75,000
FORT WORTH	ALLIANCE PARK-PHASE II	\$1,000,000
DALLAS	RUNYON CREEK GREENBELT TRAIL	\$1,000,000
Alton	JOSEFA GARCIA PARK RENEWAL	\$500,000
CLEAR LAKE CITY WATER AUTHORITY	EXPLORATION GREEN PHASE 3+	\$500,000
HARRIS COUNTY WCID NO. 96	SPORTS COMPLEX PARK	\$500,000
CLARENDON	COMMUNITY SWIMMING POOL AND AQUATIC CENTER	\$500,000
MISSION	TENNIS/BIRDWELL PARK	\$500,000
LOS INDIOS	DEL RIO SUBDIVISION PARK	\$392,020
OLTON	GRANBERRY PARK	\$213,167
TAYLOR	REGIONAL PARK PHASE 2/DOAK STREET PARK	\$500,000
UNIVERSAL CITY	RED HORSE AND MEADOW OAKS PARKS	\$225,000
Community Outdoor Outreach Program		
TWELVE STONES, INC	BACK TO BASICS CAMPOUTS	\$46,700
SCIENCE MILL	DOING SCIENCE-OUTSIDE	\$48,631
PARAPLEGICS ON INDEPENDENT NATURE TRIPS	MAKING TRACKS TO THE OUTDOORS	\$46,876
STEMS ALUMNI ASSOCIATION INC	OUTDOOR EDUCATION PROGRAM	\$41,780
SANTA ROSA ISD	OUTDOOR STEM YOUTH LEADERSHIP PROJECT	\$49,285
NORTH DALLAS ADVENTIST ACADEMY	OUTDOOR EDUCATION 2018-2019	\$22,685
SMITHVILLE ISD	AFTERSCHOOL CENTERS ON EDUCATION	\$45,910
TEXAS A&M AGRILIFE EXTENSION SERVICE	SCHOOL FOR OUTDOOR ENVIRONMENTAL SCIENCE ADVENTURES2018/19	\$48,357
FRIENDS OF CLEBURNE STATE PARK	SEED PROGRAM	\$9,523
NATURE AND ECLECTIC OUTDOORS	WILDERNESS KIDS 2018/2019	\$46,000
AUSTIN YOUTH RIVER WATCH	EMPOWERING UNDERSERVED YOUTH THROUGH ENVIRONMENTAL EDUCATION	\$45,000
DALLAS PARKS FOUNDATION	DALLAS OUTDOOR ADVENTURES 2018	\$45,509
JEFFERSON ISD	JEFFERSON ISD POLLINATOR PALS	\$49,752
ARMAND BAYOU NATURE CENTER	ECO RANGERS	\$36,503
NATIONAL AUDUBON SOCIETY	AUDUBON CONSERVATION TREKS	\$50,000

YMCA OF GREATER SAN ANTONIO	YMCA OUTDOOR EDUCATION PROGRAM AT ROBERTS RANCH	\$33,196
FORT WORTH ISD	WESTERN HILLS WILDERNESS CLUB	\$25,770
MESQUITE INDEPENDENT SCHOOL DISTRICT	FLASHPOINT OUTDOOR ADVENTURES	\$22,182
LATINITAS INC.	ECO CHICA PROGRAM	\$18,302
OUR LADY OF THE LAKE UNIVERSITY	FRIENDS OF ELMENDORF: RECREATION AND WATERSHEDS	\$40,000
GROUNDWORK DALLAS INC.	GREEN TEAM PROGRAM	\$20,294
HARRIS COUNTY	HARRIS COUNTY PCT. 4 - KICKERILLO - MISCHER PRESERVE/TRAILS	\$46,256
Recreational Trail Program		
FRIENDS OF TANDY HILLS NATURAL AREA	TANDY HILLS NATURAL AREA	\$28,000
GHORBA	HARVEY RESTORATION AND EDUCATION	\$144,000
TEXAS MOTORIZED TRAILS COALITION (OHV)	TEXAS MOTORIZED TRAIL COALITION 2018 ESCONDIDO DRAW RECREATION AREA	\$388,520
GREAT PPARIS DEVELOPMENT FOUNDATION, INC.	GPDF RTT BAGWELL TO CLARKSSVILLE	\$177,600
WACO MOTORCYCLE CLUB (OHV)	WACO EAGLES MOTOCROSS DIRT BIKE PARK	\$390,560
CULLINAN PARK CONSERVANCY	WHITE LAKE LOOP TRAIL	\$200,000
ECOLOGY ACTION OF TEXAS	CIRCLE ACRES PRESERVE TRAIL REHABILITATION	\$29,200
TEXAS A&M UNIVERSITY - TEXARKANA	BRINGLE LAKE TRAIL PHASE 3	\$200,000
WAXAHACHIE	MKT TRAIL	\$200,000
FRIENDS OF NECHES RIVER NATIONAL WILDLIFE REFUGE	SONG BIRD TRAIL RESTORATION AT NECHES RIVER NATIONAL WILDLIFE REFUGE, TEXAS	\$160,000
MINEOLA ECONOMIC DEVELOPMENT CORP (LAKE COUNTRY TRAILS)	I&GN RECREATIONAL HIKING AND BIKING TRAIL	\$200,000
PORT ARANSAS	RESTORING ACCESS TO PORT ARANSAS NATURE PRESERVE	\$200,000
BRIDGEPORT (OHV)	BRIDGEPORT ADVENTURE PARK - SIGNAGE	\$20,000
UNIVERSITY OF TEXAS TYLER	UT TYLER TRAIL PROJECT	\$56,900
HUFFMAN ISD	HUFFMAN COMMUNITY TRAILS	\$200,000
BRAZORIA COUNTY	BRAZORIA COUNTY PARKS TRAIL DEVELOPMENT	\$186,000
GUADALUPE-BLANCO RIVER TRUST	PLUM CREEK WETLAND PRESERVE COMMUNITY TRAIL	\$200,000
TIMBER LANE UTILITY DISTRICT	CYPRESS CREEK HIKE AND BIKE TRAIL	\$200,000
EAGLE PASS	COMMUNITY TRAILS NETWORK	\$200,000

Boating Access Program		
TPWD	INKS LAKE	\$352,596
MATAGORDA COUNTY	PALACIOS SEAWALL	\$335,748
CCAMERON COUNTY	ADOLPH THOMAE JR.	\$375,000
JONESTOWN	JONES BROTHERS PARK	\$468,750
GREENS BAYOU COALITION	DRAKE PARK KAYAK LAUNCH	\$51,996
ANGELINA AND NACOGDOCHES COUNTIES WCID #1	LAKE STRIKER 8-BALL RAMP	\$204,498
Clean Vessel Program		
SCOTT'S MARINAS AT LAKE GRAPEVINE, LTD	SILVER LAKE MARINA - PUMPOUT REPLACEMENT	\$14,757
SCOTT'S MARINAS AT LAKE GRAPEVINE, LTD	SCOTT'S LANDING MARINA - PUMPOUT REPLACEMENT	\$11,252
SCOTT'S MARINAS AT LAKE GRAPEVINE, LTD	TWIN COVES MARINA - PUMPOUT REPLACEMENT	\$11,252
SHM PIER 121, LLC	PIER 121 MARINA-PUMP-OUT REPLACEMENT	\$74,524
BAYSIDE BOAT CLUB INC	FLOATING RESTROOM	\$69,665
COMMODORE MARINE LIMITED PARTNERSHIP DBA GRANDPAPPY POINT MA	GRANDPAPPY MARINA - CVA REPLACEMENT	\$11,851
SHM EMERALD POINT LLC	EMERALD POINT MARINA - PUMPOUT BOAT	\$56,709
AC SANDY CREEK YACHT CLUB MARINA LLC	AC SANDY CREEK YACHT CLUB MARINA	\$31,719
NORTHSHORE MARINA AT THE HOLLOWES	PUMPOUT REPLACEMENT	\$13,081
LAKE TRAVIS LODGES MARINA ASSOCIATION	LAKE TRAVIS MARINA - PUMPOUT REPLACEMENT	\$67,830

M. Are there any barriers or challenges that impede the program's performance, including any outdated or ineffective state laws? Explain.

A major challenge to the operation of the Texas State Parks System is the location of park sites. While these rural settings are a major attraction of parks, operating in remote locations comes with certain challenges. Recruitment and retention of professional staff in rural settings is often difficult due to lack of employment opportunities for spouses, limited options for schools that may not meet specific needs of family members, and the difficulty in obtaining housing, particularly for short-term workers. Employees at some sites may have to travel an hour just to reach basic shopping, while the nearest medical, banking, or other services can be even further.

At the same time, rural locations present operational challenges such as slow or undependable internet connections. Compliance with state contracting and purchasing rules can be challenging due to limited numbers of service suppliers or bidders for maintenance

and repair projects. These challenges have often been exacerbated in recent years as oil and gas development projects have increased competition and costs for already limited housing, labor, and services in some rural areas.

Another challenge is protecting park resources and maintaining the character of parks while providing quality recreational experiences to greater numbers of park visitors. While the number and capacity of parks has remained relatively static for the past two decades, the state's population has grown by more than 25 percent. In order to protect park resources and maintain the quality of visitor experience, parks have had to limit visitor numbers and temporary closures are becoming more common.

If a park's visitor capacity is exceeded, the individual visitor's experience is diminished, as hiking trails and swimming areas become more crowded. The conservation mission of parks is diminished as more visitors impact wildlife habitat and fragile park resources, and high visitation also means park facilities are subject to more frequent use, leading to increased maintenance and replacement costs.

The legislature appropriated partial funding for the development of one new state park (Palo Pinto Mountains, covering 4,421 acres) in the 86th Legislative Session. The development of this site will help serve the growing Dallas-Fort Worth area population. Overall, the current number of state parks cannot sufficiently meet the growing recreational demands of the state's increasing population. The legislatively mandated "Texas State Parks Development Plan" (aka "High Quality Park System Study") recommended adding 5,710 acres of parkland and 1,428 acres of natural areas in the north central area of Texas and 33,804 acres of parkland statewide by the year 2020.

In recent years, additional land has been added to the state parks system through philanthropic contributions, such as Albert and Bessie Kronkosky State Natural Area and the Dan A. Hughes Unit of Devils River State Natural Area, but funding has not been allocated to make use of these donations. This has resulted in a disincentive for individuals or charitable organizations that may be considering donations of land to the Department for development as state parks.

N. Provide any additional information needed to gain a preliminary understanding of the program or function.

N/A

O. Regulatory programs relate to the licensing, registration, certification, or permitting of a person, business, or other entity. For each regulatory program, if applicable, describe

- **why the regulation is needed;**
- **the scope of, and procedures for, inspections or audits of regulated entities;**

- **follow-up activities conducted when non-compliance is identified;**
- **sanctions available to the agency to ensure compliance; and**
- **procedures for handling consumer/public complaints against regulated entities.**

The SP Division does not provide regulatory or certification programs.

- P. For each regulatory program, if applicable, provide detailed information on complaint investigation and resolution. Please adjust the chart headings as needed to better reflect your agency's particular programs. If necessary to understand the data, please include a brief description of the methodology supporting each measure.**

State Parks staff will attempt to discuss any issue regarding complaints they may receive directly with the individual. If there are any specific complaints regarding staff, then these complaints will be referred, as appropriate, to the Human Resources Division or Internal Affairs.

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A. Provide the following information at the beginning of each program description.

Name of Program or Function: Support Resources Division

Location/Division: 4200 Smith School Road, Austin, Texas 78744

Contact Name: Scott E. Stover, Support Resources Division Director

Statutory Citation for Program: **Parks and Wildlife Code**

- §11.018 (Employees)
- §11.251 (Maintenance Equipment Review System)

Government Code

- §441.183 (Records Management Programs in State Agencies)
- §441.184 (Records Management Officers)
- §447.002(e) (Information; Procedures and Rules; Measures and Programs)
- §447.009(b) (Energy and Water Management Planning; Reporting)
- §2171.101 (Vehicle Reporting System)
- §2171.104 (Management Plan)
- §2171.1045 (Restrictions on Assignment of Vehicles)
- §2175.908 (Sale or Transfer of Law Enforcement Vehicle)
- §2262.055 (Vendor Performance Tracking System)

Labor Code

- §412.051 (Duties of State Agencies; Insurance Notification Requirements)

B. What is the objective of this program or function? Describe the major activities performed under this program.

The Support Resources (SR) Division, a new division formed in January 2018, strengthens Department programs, operations, and compliance through expertise and dedication in advancement of the Department’s mission. Areas of agency-wide responsibility for this division include eight branches encompassing 11 specialized areas of expertise such as

administration and budget, risk and emergency management, safety, Federal Emergency Management Agency (FEMA) coordination, fleet and radio management, sustainability, the American with Disabilities Act (ADA) implementation and coordination, TPWD headquarters facility and grounds management, agency records management, and agency-wide policies and procedures. All branches and programs meet key objectives from the Department's legislatively mandated *Land and Water Resources Conservation and Recreation Plan* as specified below:

Key Objectives - TPWD Land and Water Resources Conservation and Recreation Plan:

- Improve management systems, business practices, and technologies.
- Provide excellent customer service with integrity and professionalism.
- Develop effective communication processes and tools.
- Promote an organizational culture which is informed, adaptive, and innovative.
- Promote a human capital strategy to ensure a professional and diverse workforce.
- Provide a healthy and safe work environment for its employees and customers.
- Seek and leverage financial resources.

ADMINISTRATION BRANCH

The director's office provides primary administration, leadership, direction, and oversight of the SR Division's operations, branches, and programs. The Administration Branch includes the division director, the budget analyst, and two administrative support team members.

Major Activities Performed

- Oversees daily operations of SR Division branches.
- Provides leadership and mentoring to branch managers and SR Division staff.
- Manages budgets for the following divisions: Support Resources, Legal and the Executive Office.
- Coordinates human resources documents, Centralized Accounting and Payroll/Personnel System (CAPPS), and property initiatives.
- Oversees purchasing and contracting for supplies, equipment, and services.

Americans with Disability (ADA) BRANCH

The ADA Branch monitors, organizes, and encourages accessibility at all agency sites across Texas. Working under the ADA guidelines for state agencies created by the Department of Justice (DOJ), TPWD prohibits discrimination based on disability in all services, programs, and activities provided to the public.

The ADA Branch is administered by a manager and an ADA clerk. The manager is responsible for the daily operations and general functions including supervising staff, addressing personnel actions, developing and establishing goals, monitoring and maintaining the Branch's budget, providing excellent customer service to internal and external customers, assigning tasks and monitoring the work of staff, and ensuring compliance with federal and

state laws, as well as agency and division policies and procedures. Furthermore, the ADA Branch seeks out funding sources, provides ADA training to employees, and is the primary lead on ADA audits and site evaluations for the Department's programs, policies, activities, services, and facilities for ADA compliance. The Department reports compliance with federal laws during regular audits by the U.S. Fish and Wildlife Service (USFWS).

Major Activities Performed

- Develops and maintains the Department's ADA Work Plan defining agency goals, objectives and action items.
- Oversees completion of ADA assessments at each TPWD site and monitors updates annually.
- Oversees development of the Department's master transition plans.
- Provides training and educational resources to staff on ADA compliance.
- Serves as an advocate for the public regarding compliance concerns and works to address concerns with fairness and efficiency.
- Provides an efficient complaint and resolution process for the public.
- Tracks public concerns and resolutions.
- Provides resources and outreach to the public.
- Ensures implementation of improvements/actions identified from public concerns.
- Organizes information for the U.S. Fish and Wildlife Civil Rights audit response.
- Reviews legislation regarding public accessibility to determine impact on the Department.
- Organizes, facilitates, and sets goals for the cross-divisional ADA Committee.

Additional Key Objectives - Land and Water Resources Conservation and Recreation Plan:

- Increases facility access to public and private lands and waters for recreation.
- Encourages people of all ages, backgrounds, and abilities to experience the outdoors.
- Ensures regulations and publications are balanced, effective, and easy to understand.
- Efficiently manages TPWD lands and facilities for sustainable public use.

FLEET AND RADIO BRANCH

The Fleet and Radio Branch has two major functions: administration of the Department's Fleet Management Office and Radio Management Office.

The Fleet Management Office (FMO) is responsible for administering the Texas State Fleet Management Plan and the Department's Fleet Management Policy and Procedures. The FMO administers vehicle procurement, transfers, licensing, titling, data management, operations, and policy maintenance and the new fleet management system (FMS).

The Radio Management Office's (RMO) objective is to promote innovation, investment, cooperation, and end-user empowerment in and on top of the communications platforms of

today and tomorrow maximizing technology, enhancing safety, and decelerating communication gaps in the remotest areas of Texas.

The Branch includes one manager and seven additional staff (including three telecom technicians, a fleet management specialist, a fleet installation specialist, a purchaser, and an administrative assistant). The functions directly meet key objectives outlined in the Department's *Land and Water Resources Conservation and Recreation Plan* and indirectly supports many other objectives by providing assistance and guidance to employees, divisions, and management in support of the Department's mission.

Major Activities Performed

Fleet

Fleet management administers over 2,400 department vehicles, 2,000 trailers, and 2,200 equipment pieces. It also provides vehicle procurement input and make-ready services for over 250 vehicles per year. Management of the Department's nine motor pool vehicles, logging over 1,000 transactions annually in issuing vehicles to staff, also falls under the jurisdiction of fleet. In addition, the Department is the only agency with an agreement with Travis County that permits the FMO to print the agency's own vehicle registration renewal tags.

- Manages fleet tracking and reporting systems.
- Develops and implements vehicle replacement criteria, guidelines, and scheduling.
- Maintains the fueling policy and use of alternative fuels.
- Monitors the agency fleet size, inventory, and cap.
- Outlines minimum use criteria and guidelines.
- Ensures efficient and appropriate vehicle selection and use.
- Oversees vehicle procurement, equipping, and issuance.
- Oversees vehicle transfers, re-issuances, and disposals.
- Processes new vehicle registrations and annual renewals.
- Implements policy and monitors compliance.
- Administers the headquarters motor pool program.
- Develops and maintains the Department's fleet manual.

Radio

Radio management administers and maintains 114 radio towers statewide and over 15,000 pieces of communications equipment and procures communications equipment annually.

- Connects all TPWD employees over the air through radio communications.
- Maximizes benefits of allotted radio frequencies (ARF).
- Assists with public safety initiatives and homeland security.
- Coaches and trains radio users for correct usage of radio equipment and frequencies.

- Advances key agency tasks related to agency staff and public safety two-way radio communications.
- Ensures operational excellence of all radio assets through enhancement updates of technology and a replacement schedule of antiquated or beyond manufactures supported life-cycle.
- Maintains operational communication interoperability of all frequency bands.

HEADQUARTERS FACILITY MANAGEMENT BRANCH

The purpose of the Headquarters Facility Management Branch is to manage and maintain the Austin headquarters facilities and grounds (including the detached Building D), as well as the leased Austin Airport Commerce location offices and warehouse facilities. It also ensures compliance with the current and applicable sections of the National Fire Protection Association (NFPA) (i.e. NFPA 101 - Life Safety Code, NFPA 1 Fire Code, and NFPA 70 National Electric Code), Occupational Safety and Health Administration standards, Uniform Building Code, National Electric Code, State Office of Risk Management – Risk Management Guidelines for Texas State Agencies, State Fire Marshall’s Office, Department of State Health Services, Texas Facilities Commission, and the Texas Department of Licensing and Regulation.

The staff addresses basic physical and organizational structures and facilities (e.g. cubicle space planning, design, and construction; leases and occupancy; and furniture) as well as environmental, health and safety concerns, maintenance issues, required tests and inspections, cleaning operations, capital projects, safety and risk management.

The Branch is administered by a manager and five additional full-time employees: two HVAC technicians, two maintenance specialists, and a custodial supervisor. The focus is to meet the key objectives outlined in the Department’s *Land and Water Resources Conservation and Recreation Plan* and to support all divisions by encompassing multiple disciplines; thereby, ensuring functionality, comfort, safety, and efficiency of the built environment by integrating people, places, processes, and technology.

Major Activities Performed

- Oversees preventative and remedial building maintenance and upgrades for upkeep and improvements of buildings and building components.
- Maintains 145,000 square-foot TPWD headquarters office space, 45,000 square-foot TPWD Building D, and 40,000 square-foot Airport Commerce combination office and warehouse spaces.
- Maintains 30 acres of landscape at Department headquarters.
- Manages all headquarters and Building D facility-related necessities such as electrical, HVAC and plant management, safety, plumbing, janitorial, and waste management.
- Manages agency service contracts related to headquarters facility management.
- Addresses day-to-day facility operations and completes 1,500-1,800 work orders annually.

- Ensures maintenance, inspection, and testing of all fire safety equipment and systems.
- Maintains records and certificates of compliance.
- Develops maintenance, testing, and inspection schedules to maximize equipment longevity, ensure facilities are operating safely and efficiently, and to minimize risks.
- Manages the Department's employee card readers and camera security systems software for agency and employee security (a responsibility transferred from headquarters' state park police to Support Resources in 2018).
- Provides input and recommendations on capital projects related to headquarters and Building D facilities.
- Oversees work performed by contractors on projects related to headquarters and Building D facilities.
- Manages cleaning and janitorial contracts for Austin-area Department facilities.
- Collaborates closely with the Risk Management Branch to address safety or risk concerns and to prepare for events outlined in the agency's Continuity of Operations, Risk Management, and Emergency Management Plans.
- Collaborates closely with the Sustainability Branch to ensure efficient operation of resources, conservation of energy, and leveraging of funds.

Additional Key Objectives - Land and Water Resources Conservation and Recreation Plan:

- Efficiently manage TPWD lands and facilities for sustainable public use.

POLICY AND SPECIAL PROJECTS BRANCH

The Policy and Special Projects Branch was created in July 2018. It is responsible for evaluating and revising existing policies, procedures, and manuals, as well as facilitating the development of new policies, procedures, and manuals due to changes in statutes, regulations, or Department operations. Documents are periodically reviewed to determine their relevancy and effectiveness, and recommendations are made for improving efficiency. Agency policies provide critical advantages by providing a framework for decision making and informing employees of what is expected of them (e.g. conduct, performance, and knowledge; rules and guidelines for decision-making; consistency in dealing with specific situations; transparency and good faith that employees are treated fairly and equally; and clear and accepted methodology for completing tasks). By setting standards and guidelines, policies minimize agency risks.

This Branch is also responsible for completing a variety of agency-wide, special projects, such as maintaining and updating the Department's *Land and Water Resources Conservation and Recreation Plan* in accordance with Parks and Wildlife Code §11.104; and, production of regulated content in the *TPW Outdoor Annual: Hunting, Fishing and Boating Regulations*. Project assignments are typically agency-wide, cross-divisional, and/or high profile in nature.

The Branch is administered through one manager and two management analysts. Staff coordinate with employees from all divisions, and all levels of the agency, as well as with external subject matter experts. Functions require a high degree of project management, communication, and interpersonal skills. It directly meets key objectives outlined in the Department's *Land and Water Resources Conservation and Recreation Plan* and indirectly supports all other objectives by providing assistance, guidance, and direction to all employees, divisions, and management in support of the agency's mission.

Major Activities Performed

- Oversees the development of policies, procedures, manuals, and plans; and plans program activities in accordance with objectives and goals.
- Reviews and evaluates policies to determine the benefits and impact of any changes that may be needed.
- Collaborates with subject matter experts, legal staff, and agency management in development or revision of agency policies, procedures, manuals, and plans.
- Reviews, analyzes, and evaluates the impact of relevant legislation on agency policies and procedures.
- Reviews and evaluates business and management practices for application to agency programs or operations.
- Makes recommendations for improvement to standardized organizational systems.
- Conducts internal and external research in support of policy development.
- Facilitates processes in the development, review, approval, and distribution of agency policies, procedures, manuals, and plans.
- Oversees agency-wide special projects as approved by the division director.

Additional Key Objectives - Land and Water Resources Conservation and Recreation Plan:

- Ensures regulations and publications are balanced, effective, and easy to understand.

RECORDS MANAGEMENT BRANCH

The Records Management Branch is an important function of agency governance. The unit is directly accountable to the chief operating officer to ensure compliance with Government Code, Chapter 441, Subchapters C and L §§441.183-441.191, §441.103a, and reports to and is supervised by the director of the SR Division. The primary purposes are to safeguard important agency information, advise Department staff on the retention of records, assimilate new records management technologies, and ensure regulatory compliance with state and federal statutes, mandated records retention schedules, and public information laws.

The branch is administered through one manager who is the Department's designated records management officer and two additional full-time employees who serve as the archivist/records analyst and administrative assistant. Responsibilities include consulting and coordinating with Department employees on retention, training, and physical/electronic

transfer of records and publications. Furthermore, the group enlists the assistance of 66 internal records management liaisons representing individual work units, programs, and regional offices at the Department. This branch focuses on key objectives outlined in the Department's *Land and Water Resources Conservation and Recreation Plan* and supports the entire Department's staff.

Major Activities Performed

- Prepares and submits the Agency Records Retention Schedule to the Texas State Library and Archives Commission (TSLAC) for approval and certification every 5 years, as statutorily required. The last TSLAC approval and certification was October 2, 2018.
- Promotes, advises, and trains Department staff on proper records management procedures and practices to ensure efficient agency operations and transparency of public information.
- Maintains agency records center to store inactive agency records, original permanent records, and microfilmed record series for their retention span in accordance to the agency retention schedule.
- Serves as agency liaison to TSLAC.
- Evaluates, reviews, and transfers agency archival records to TSLAC's State Archives Division when those records have met their retention date at the agency.
- Transfers required agency publications to the Texas State Publications and Depository Program at TSLAC.
- Consults with staff and approves systematic final disposition of agency records at Austin headquarters and agency field offices.
- Identifies vital and essential records for the Department's Continuity of Operations Plan (COOP) and coordinates with the emergency management team on disaster recovery for agency records.

RISK MANAGEMENT BRANCH

The Risk Management Branch was formed in March 2018. In addition to its own inherent responsibilities, it oversees five distinct program areas of responsibility: commercial driver's licenses (CDL), emergency management and continuity of operations, Federal Emergency Management Agency, insurance, and safety.

Prior to the formation of the Risk Management Branch, the Department had a single employee that was responsible for performing the tasks of a risk manager. However, as this was not the employee's primary reason for employment, only five percent of work-time was dedicated to managing risk for an agency of approximately 3,236.8 employees and 190 agency sites across the state. Department leadership identified the safety and health of the employees as mission critical and created the Risk Management Branch.

The Branch is administered through one manager and three full-time employees with specialized backgrounds and certifications. The unit meets key objectives outlined in the Department's *Land and Water Resources Conservation and Recreation Plan* and supports the entire agency and staff.

Major Activities Performed

Risk Management: The primary oversight for agency risk-related matters. The purpose of the unit is to identify potential events, incidents, or threats that may affect the agency and to protect and minimize risks to Department property, services, operations, employees, interns, volunteers, customers, vendors, and contractors.

- Manages and oversees the five distinct areas of responsibility outlined below.
- Administers the CDL and related drug-testing program.
- Oversees all Risk Management Branch staff and ensures efficient operation of programs.

Commercial Driver's License (CDL): The CDL responsibilities are administered by the branch manager who acts as the Department's drug testing coordinator/liaison in coordination with the Human Resources Division.

- Ensures new CDL holders get a pre-employment test conducted.
- Ensures quarterly random drug/alcohol tests are completed in a timely manner.
- Contacts previous employers of new employees (holding a CDL prior to TPWD) to ensure no infractions were incurred.

Insurance: Encompasses property, automobile, volunteer, inland marine, vessel, and builders' risk. The agency continues to transfer some of its risk, and therefore, the insurance program continues to grow.

- Manages various lines of insurance spread across the agency.
- Responsible for the renewal process and changes for each line of insurance, including adding or removing assets from the insurance program.
- Ensures any changes in lines of insurance are reflected in the updated program.
- Binds new insurance coverages as needed.
- Completes the required State Office of Risk Management (SORM) 201 documents for any insurance coverages that are not provided by SORM.
- Responds to inquiries that relate to each line of insurance.
- Performs risk analyses for various exposures.
- Determines risk appetite and whether insurance is a viable solution.

Emergency Management/Continuity of Operations Programs: Administered by a certified emergency management specialist, the Emergency Management Program's plan is to have the headquarters and field locations plans link together and work towards one common goal. The unit is responsible for developing the agency-wide *Continuity of Operations Plan (COOP)*,

geared toward ensuring the Department's essential functions continue even after a disaster or interruption to business takes place.

- Develops TPWD headquarters emergency management plan.
- Assists field locations in revising their current emergency management site plans.
- Ensures all plans are updated, pertinent, and applicable.
- Provides periodic and ongoing trainings relevant to emergency plans.
- Develops and maintains the agency COOP.
- Oversees the COOP committee and provides training.
- Conducts biennial testing of COOP operations.
- Updates COOP on an annual basis.

Federal Emergency Management Agency (FEMA): Administered by a program specialist with extensive knowledge and experience in FEMA rules, regulations, and procedures.

- Assists TPWD in securing FEMA public assistance reimbursement for the costs of emergency response and facility repairs following major natural disasters.
- Serves as the primary liaison for TPWD with regards to FEMA and the Texas Department of Emergency Management (TDEM).
- Reviews public assistance reimbursement documentation for compliance with state and federal requirements and ensure detailed records are maintained.
- Coordinates and monitors federal and state audits and achieves compliance within the FEMA requirements.
- Provides technical guidance to agency staff on FEMA-related matters.
- Develops policies and procedures for expediting receipt of public assistance funds.
- Travels to disaster or emergency sites to assist in developing public assistance projects and conducting audits upon completion of work.

Safety Program: Administered by a certified safety officer.

- Conducts various statewide trainings and internal audits.
- Reviews workers' compensation information on an on-going basis.
- Tracks agency workers' compensation claims.
- Identifies trends for analysis and process improvements.
- Oversees and leads the Department's safety committee.
- Oversees and leads the headquarters safety team.
- Coordinates drills with internal and external resources, i.e. fire department and state fire marshal's offices.
- Acts as the infection control officer for the agency.
- Manages the CPR/FA/AED instructor program.
- Acts as the point-of-contact for life safety system fire extinguishers and automated external defibrillator with the local fire department.
- Performs safety investigations on major accidents and upon the death of an employee.

Additional Key Objectives - Land and Water Resources Conservation and Recreation Plan:

- Efficiently manage Department lands and facilities for sustainable public use.

SUSTAINABILITY BRANCH

The Sustainability Branch oversees activities statewide that support implementation of the Department's sustainable business practices. These are significant because they directly support the Department's mission and priorities identified in the *Land and Water Resources Conservation and Recreation Plan*.

Major Activities Performed

- Develops and implements the *TPWD Sustainability Plan* (submitted to the State Energy Conservation Office as the agency's *Energy & Water Management Plan*, per requirements of Title 34, Tex. Admin. Code §19.14).
- Negotiates and manages electric energy services in deregulated served areas.
- Manages the agency utility bill processing services, and oversight and reporting of agency-wide utility usage.
- Provides consulting services regarding water conservation, waste reduction methods, and energy efficiency for agency-wide facilities.
- Oversees and leads the headquarters' Green Team meetings and activities.
- Seeks to leverage public and private funds in order to promote energy and water conservation projects across the agency such as solar installations.

Additional Key Objectives - Land and Water Resources Conservation and Recreation Plan:

- Anticipate and plan for emerging conservation issues.
- Cultivate support for the conservation of natural and cultural resources.
- Promote citizen participation in hands-on conservation.
- Efficiently manage its lands and facilities for sustainable public use.

- C. What evidence can you provide that shows the effectiveness and efficiency of this program or function? In Exhibit 12, provide a list of statistics and performance measures that best convey the effectiveness and efficiency of this program or function. Also, please provide the calculation or methodology behind each statistic or performance measure. Please do not repeat measures listed in Exhibit 2 unless necessary to understand the program or function.**

The SR Division was established in January 2018 to provide essential leadership, expertise, and capacity to address cross-cutting issues affecting the agency as a whole. A number of these issues posed significant risk to the Department, and as such, TWPD leadership believed the agency's effectiveness would be enhanced by centralizing and investing in their functions.

Many of the programs were not fully established until later in the year and/or were not fully staffed until 2019. The SR Division offers information from its date-of-inception through July 15, 2019:

- Installed a total of 68kW of photovoltaics distributed among three state parks.
- Managed over \$600,000 in service contracts.
- Completed 1,500 work orders.
- Processed 340 cubic feet of agency records for retention in compliance with the state records retention schedule.
- Destroyed 896 cubic feet of records in accordance with state and federal guidelines.
- Responded to 962 records requests for assistance and record pulls.
- Exceeded sustainability plan goal of recycling in more than 50 percent of agency facilities.
- Processed 258 purchase orders totaling \$2.74 million.
- Processed nine requisitions totaling \$73,000.
- Managed \$2.3 million worth of invoices, travel vouchers, and procurement card expenditures.
- Conducted 47 risk management and safety site assessments and inspections.
- Oversaw, led, and/or monitored hands-on safety trainings and online monthly safety trainings (45,500).
- Managed, monitored, and tracked motor pool usage including trips/days used (1,726), miles accrued (173,230), and gallons of fuel consumed (8,376).
- Processed FEMA documents and receiving \$2.06 million in reimbursements for the Department.
 - \$1.97 million for impacts from Hurricane Harvey.
 - \$85,600 for older disasters from September 2018 to present.
- Developed, revised, and completed 22 policies, 2 procedures, 3 manuals, and 2 special projects:

Policies:

- BF-07-02: Purchasing and Contracting Policy
- BF-18-02: TPWD-Vendor Communication Policy
- BF-19-01: Federal Aid Monitoring and Reporting Policy
- CO-01-01: Email Policy
- CO-18-01: EIR Accessibility Policy
- HR-03-02: EEO, Sex Harassment and Discrimination Policy
- HR-03-17: Employee Training and Development Policy
- HR-08-01: Employee Ethics Policy
- HR-18-01: Performance, Conduct and Disciplinary Action Policy
- HR-03-17: Employee Training and Development Policy
- HR-18-02: Employee Tuition Assistance Policy
- HR-18-03: Outside Employment Policy

HR-18-04: Political Activity and Candidacy for or Holding Public Office Policy
LF-95-02: Nuisance Aquatic Vegetation Control Policy
LF-97-01: Entrance and User Fee Waivers and Discounts Policy
LF-18-01: American Iron and Steel Policy
LF-19-01: Capital Construction Management System Policy (formerly FMIS)
OP-19-01: PFD and Engine Cut-off Switch Policy
OP-02-06: Information Technology Steering Committee Policy
OP-99-01: Information Security Policy
OP-01-01: Fleet Management Policy
OP-98-04: Safety and Risk Management Policy

Procedures:

BF-18-01: Contract Management Guide (Procedures)
BF-18-03: TPWD-Vendor Meeting Procedures

Manuals:

Federal Grants Guidance Manual
Fleet Management Manual
Safety Manual

Special Projects:

Apache Foundation Tree Grant Project
TPW Outdoor Annual: Hunting, Fishing, and Boating Regulations Project

- D. Describe any important history regarding this program not included in the general agency history section, including how the services or functions have changed from the original intent. If the response to Section III of this report is sufficient, please leave this section blank.**

The SR Division was formed in January 2018. At that time, it was decided that several Department functions, which were housed in different divisions, could be more effective and best utilized if certain agency support functions, that were agency-wide in nature and supported most Department programs and staff, were centralized and given more direct oversight through one division.

Upon development of the SR Division, the following programs were transferred from other divisions and were established as SR branches or programs:

- The Fleet and Radio, Sustainability, and Headquarters Facility Management branches were previously housed in the Infrastructure Division.
- The Safety Program was transferred from the Human Resources Division but had previously existed in several divisions, including the Executive Office (EO) and

Infrastructure Division. The existing Safety Program was established as a sub-program under the newly developed Risk Management Branch.

- The COOP: *Continuity of Operations Plan* is geared towards ensuring the Department's essential functions continue even after a disaster or interruption to business takes place. Responsibilities for development, revision, and testing of the COOP were originally handled in the Infrastructure Division as a special project assignment. When COOP was transferred to the SR Division, it was established under the newly developed Risk Management Branch.
- The Executive Project Management Office (PMO) was created in 2008 to assist with coordinating special projects that were agency-wide or spanned multiple divisions. Due to changes in the Department's organizational structure in 2018, the PMO was transferred from the Executive Office Division to the SR Division, but was subsequently disbanded and its duties reassigned elsewhere when the PMO manager applied for and received a new manager position within the SR Division and the remaining staff retired.
- The Records Management Branch is still supervised by the Executive Office's chief operating officer; however, the daily operations are overseen by the SR Division Director.

The new branches that were developed include:

ADA

The Department is required to conduct a comprehensive reevaluation of its policies, programs, and facilities to determine the extent to which individuals with disabilities may be restricted in their access to services and activities. For years, the Department had been addressing ADA concerns via a single employee in the Infrastructure Division. The employee had many other duties and contributed <50 percent to ADA responsibilities. For operational reasons, the employee was eventually transferred to the State Parks Division and subsequently retired. The Department needed a full-time employee to oversee an ADA Branch and ensure agency compliance with federal requirements, especially regarding the U.S. Fish and Wildlife Service's audit on this program which is tied to funding received.

The Americans with Disabilities Act (ADA) is a civil rights law that mandates an equal opportunity for individuals with disabilities. The ADA prohibits accessibility discrimination to jobs, public accommodations, government services, public transportation, and telecommunications. Access to civic life by people with disabilities is a fundamental goal of the Americans with Disabilities Act (ADA). To ensure that this goal is met, Title II of the ADA requires state and local governments to make their programs and services accessible to persons with disabilities (28 CFR 35.149-35.151). This requirement extends to physical access at government facilities, programs, and events. The Department is currently in the process of creating an ADA Transition Plan.

Policy and Special Projects

The Policy and Special Projects Branch is dedicated to developing and revising agency-wide policies, procedures, and manuals. The small staff and heavy workload of the Legal Division rarely allowed for consistent, periodic evaluation and updating of these documents. As a result, management created the Branch to improve agency efficiency and to help minimize risks. In July 2018, a Branch manager was hired. The manager, previously the Executive Project Management Office director, had been overseeing a number of agency-wide projects that were maintained after moving to the new branch, thereby allowing special executive projects to be assigned to the policy team. The branch manager hired two management analysts. The team was fully staffed in November 2018.

Risk Management

The Risk Management Branch was established in March 2018, to identify potential events, incidents, or threats that may impact the Department, as well as protect and minimize risks to agency property, services, operations, employees, and customers. Programs that were previously housed in other divisions and other needed programs that were newly created were placed under the umbrella of the Risk Management Branch. These included the following programs: CDL-drug testing (from Human Resources Division); Safety Program (from Human Resources Division); Risk Management (from Infrastructure Division); FEMA (new); Emergency Management (new) and Insurance (new). The program manager, hired in March 2018, subsequently hired three additional staff members. The team was fully staffed in April 2019.

- E. List any qualifications or eligibility requirements for persons or entities affected by this program, such as licensees, consumers, landowners, for example. Provide a statistical breakdown of persons or entities affected.**

The SR Division serves all the Department's divisions and employees, as well as the public. Any employee or citizen may contact the division for assistance. There are no requirements for receipt of services provided by the SR Division. All requests for assistance and/or information are reviewed and acted upon or referred within the Division, or to other divisions accordingly.

- F. Describe how your program or function is administered, including a description of the processes involved in the program or function. Include flowcharts, timelines, or other illustrations as necessary to describe agency policies and procedures. Indicate how field/regional services are used, if applicable.**

The SR Division is administered through a division director and eight branch managers, all located at the Austin headquarters. The eight managers oversee the following branches: Administration and Finance; Records Management, ADA, Policy and Special Projects, Fleet and Radio, Austin Headquarters Facility Management, Risk Management, and Sustainability.

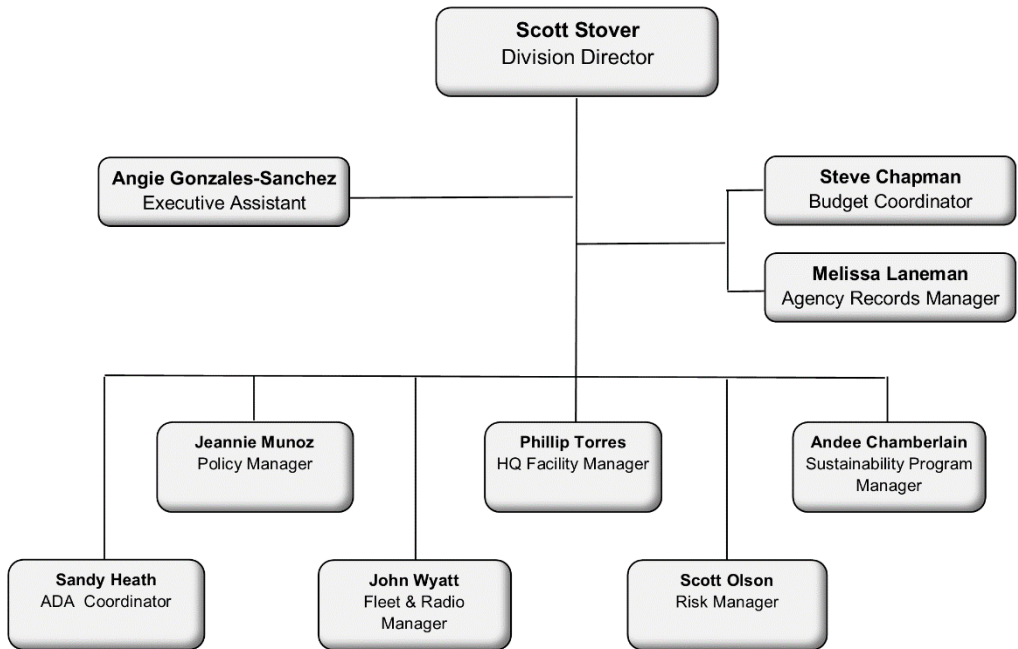
The division director and the branch managers constitute senior management for the division.

The focus of the division director is the leadership and effectiveness of the overall operations of the division, and of each individual branch. The focus of the branch managers is on the specific and unique programs. The programs that each manager oversees are unique and generally unrelated to each other, and most are agency-wide programs.

Implementation and the success of each branch is dependent on the work performed at the Austin headquarters, but is also very dependent on the coordination and cooperation with field sites and field-based employees. It is imperative that all levels of the SR Division communicate and make frequent site visits with those outside of the Austin headquarters. Policy decisions and operating and other budget requests are made by the division director in consultation with the division senior management team, based upon agency policy, as well as experiences and input from others in the division. Routine meetings are held with the senior management team to review Department and divisional policies, as well as management issues. Regular meetings are held between the division director and each branch manager are held to review branch/program issues in more detail.

The following is the Support Resources Division organization chart:

SUPPORT RESOURCES DIVISION



- G. Identify all funding sources and amounts for the program or function, including federal grants and pass-through monies. Describe any funding formulas or funding conventions. For state funding sources, please specify (e.g., general revenue, appropriations rider, budget strategy, fees/dues).**

Division budgets established for FY2018 did not include monies for the SR Division as the Division was not created until January 2018. Any contracts, monies, expenditures, or other funding-related activities would have been allocated from other division budgets and are included in responses by the division in which these (now-SR) organizational programs were then housed. This was coordinated at the time with the Department’s director of budget. Thus, the funding shown below are from AY2019.

Support Resources Division	
Method of Finance	Amount
L8016 - Unclaimed Refunds of Motorboat Fuel Tax	\$33,250
L0009 - GR-Dedicated Game, Fish and Water Safety	\$2,707,721
L0064 - GR-Dedicated State Parks	\$2,513,522
L0666 - Appropriated Receipts	\$23,864
L0401 - Sporting Goods Sales Tax - Local	\$5,102
Total	\$5,283,469

- H. Identify any programs, internal or external to your agency, that provide identical or similar services or functions to the target population. Describe the similarities and differences.**

INTERNAL

All SR Division branches have specific and unique functions within the Department that do not overlap with other divisions. However, in some cases, there are division liaisons to some of the programs, and these liaisons participate on committees to address program(s) impacts to the Department. For instance, the TPWD Safety Committee is comprised of a designated safety officer from each division. This committee is overseen and facilitated by the TPWD safety officer residing in the SR Division. Similar situations exist for records management liaisons, the ADA Committee, Emergency Management Committee, and the Sustainability Committee where representatives from each division make-up the committee. All committees, however, are overseen, led, and facilitated by the relevant SR Division branch manager.

Regarding the SR Risk Management CDL Program, the risk manager manages the pre-employment drug-testing portion of the program and serves as a liaison between the Department, the third-party testing company (Texas Alcohol and Drug Testing Services), and the potential employee. The SR Risk Management CDL Program shares some responsibilities and functions with the Human Resources Division.

The Risk Management Branch also oversees the random quarterly drug and alcohol testing portion of the program. Additionally, if a potential employee accepts the position and there is a CDL requirement, the Risk Manager is tasked with reaching out to the potential employees' previous employer(s) over a two-year period. The HR Division is tasked with ensuring that functional job descriptions (FJD) reflect commercial drivers' license (CDL) requirements and coordinate any changes to FJD requirements with Department management.

EXTERNAL

Outside of the Department, most other agencies have similar in-house administrative divisions, programs, or sections that correlate to the programs in this division. These are either mandated by law, code, or another directive:

- The Texas Facilities Commission performs facility management services for over 28 million-square-feet of state-owned and leased facilities that house over 62,000 state employees in over 100 other agencies around the state. They do not provide this service for the Department.
- The Texas State Library and Archives Commission (TSLAC) supports the records management and archiving efforts of state agencies.
- The State Office of Risk Management (SORM) supports the safety, risk management, and continuity of operation efforts of state agencies.
- The Texas Department of Emergency Management (TDEM) supports the FEMA and emergency management efforts of state agencies.
- The Risk Management Branch completes internal audits of its facilities; however, external agencies also audit TPWD headquarters and field locations. These external agencies are the State Office of Risk Management, the State Fire Marshal Office, and the Texas Commission on Environmental Quality. The State Office of Risk Management focuses on Occupational Safety and Health (OSHA) regulations, National Fire Protection Agency (NFPA) codes, American National Standards Institute (ANSI), National Building Code, National Institute of Occupational Safety and Health (NIOSH), etc. TPWD looks at these regulations and codes as well. The State Fire Marshal office solely focuses on NFPA codes. TCEQ focuses on fuel and water regulations and codes.

- I. **Discuss how the program or function is coordinating its activities to avoid duplication or conflict with the other programs listed in Question H and with the agency's customers. If applicable, briefly discuss any memorandums of understanding (MOUs), interagency agreements, or interagency contracts.**

INTERNAL

The SR Division routinely facilitates meetings and communicates with other divisions to ensure cross-divisional priorities are realized and planned accordingly. The Department's Safety Committee, Green Team, and ADA Committee all meet at least quarterly to coordinate

work efforts. In addition, the Policy and Special Projects staff collaborate and coordinate extensively with leadership and subject matter experts from all divisions. This regular communication prevents any conflicts in the work accomplished.

EXTERNAL

Regarding the CDL Program, the program duties are split between the Risk Management Branch and the Human Resources Division, with no overlap in responsibilities. As stated in subsection H, the risk manager manages the pre-employment drug-testing portion of the program and serves as a liaison between the Department, the third-party testing company (Texas Alcohol and Drug Testing Services), and the potential employee; whereas, the HR Division is tasked with handling job description requirements and notifying potential employees of their requirements to hold a CDL at the Department. Since administration of the program was recently assigned to the Risk Management Branch (FY2019), the Branch will collaborate closely with the HR Division to update any policies and procedures related to the CDL verification, monitoring, and drug testing in the new fiscal year.

J. If the program or function works with local, regional, or federal units of government, include a brief description of these entities and their relationship to the agency.

Several SR Division branches and programs work with other local, regional, and/or federal units of government.

ADA BRANCH

The ADA Branch communicates with the following entities on a regular basis:

- U.S. Fish and Wildlife Service oversees ADA compliance by conducting regular audits for the U.S. Department of the Interior.
- Texas Health and Human Services Commission collaborates on agency sign language contract.
- Texas Governor's Committee on Disabilities committee participation.

FLEET AND RADIO BRANCH

The Fleet and Radio Branch works closely with other state, county, and federal entities in respective communication environments for interoperability, including mutual agreements for frequency sharing and use of shared radio systems throughout the state. The following entities are communicated with on a regular basis:

- Travis County Tax Office for vehicle titling and registration.
- Shared radio towers sites, frequencies, and interoperability:
 - Texas Department of Transportation
 - Texas Department of Public Safety
 - Texas Alcohol and Beverage Commission
 - Texas A&M Forest Service

- Federal Bureau of Investigation
- U.S. Customs and Border Protection
- U.S. Fish and Wildlife Service
- U.S. Coast Guard

HQ FACILITY MANAGEMENT BRANCH

The Headquarters Facility Management Branch works closely with the Texas Department of Licensing and Regulation on inspection of the Department’s boilers and elevators.

- Texas Department of Licensing and Regulation provides inspection certificates.

RECORDS MANAGEMENT BRANCH

The Records Management Branch works closely with the Texas State Library and Archives Commission (TSLAC) staff in the areas of records retention, archival records transfer of agency records, agency publications and transfers, and has a contract with TSLAC’s State and Local Records Division related to imaging. Records Management Branch staff consult with TSLAC staff regarding best practices for management of paper, electronic, and multi-media records.

RISK MANAGEMENT BRANCH

The Risk Management Branch is comprised of various programs addressing topics such as safety, emergency management, insurance, and FEMA-related matters. The Branch works closely with the following federal and state agencies on a regular basis:

- Federal Emergency Management Agency is a federal agency that helps in mitigating and recovering from domestic disasters. The Risk Management Branch works closely with FEMA to secure funding and reimbursements for the Department.
- Texas Department of Emergency Management works with the Branch’s Emergency Management Program on emergency preparedness and planning for future disasters.
- State Office of Risk Management provides insurance, workers’ compensation, safety, audits/resources, and continuity of operations planning.

SUSTAINABILITY BRANCH

The Sustainability Branch partners closely with the State Energy Conservation Office of the Texas Comptroller of Public Account’s office to ensure that the Department is meeting state energy and water conservation goals, standards, and reporting requirements.

K. If contracted expenditures are made through this program please provide

- a short summary of the general purpose of those contracts overall;
- the amount of those expenditures in fiscal year 2018;
- the number of contracts accounting for those expenditures;
- the method used to procure contracts;
- top five contracts by dollar amount, including contractor and purpose;
- the methods used to ensure accountability for funding and performance; and

- **a short description of any current contracting problems.**

Contracts provide a variety of services in support of agency-wide activities including maintenance, accessibility, energy, drug-testing, document imaging, etc. The SR Division was created in January 2018; however, a formal budget was not yet established at that time. Any contracts, monies, or other funding would have been allocated from other agency budgets and are included in other division responses. The SR Division has no expenditures to report for FY2018. Examples of anticipated contracted expenditures for the SR Division in FY2019 include: sign language, imaging and microfilming, document destruction, custodial, grounds maintenance, etc. All contracts are administered in compliance with the Texas Statewide Procurement Division and Department's Procurement and Contract Management Guide.

L. Provide information on any grants awarded by the program.

N/A

M. Are there any barriers or challenges that impede the program's performance, including any outdated or ineffective state laws? Explain.

N/A

N. Provide any additional information needed to gain a preliminary understanding of the program or function.

N/A

O. Regulatory programs relate to the licensing, registration, certification, or permitting of a person, business, or other entity. For each regulatory program, if applicable, describe

N/A

P. For each regulatory program, if applicable, provide detailed information on complaint investigation and resolution. Please adjust the chart headings as needed to better reflect your agency's particular programs. If necessary to understand the data, please include a brief description of the methodology supporting each measure.

Support Resources staff will attempt to discuss any issue regarding complaints they may receive directly with the individual. If there are any specific complaints regarding staff, then these complaints will be referred, as appropriate, to the Human Resources Division or Internal Affairs.

A. Provide the following information at the beginning of each program description.

Name of Program or Function: **Wildlife Division**

Location/Division: 4200 Smith School Road, Austin, Texas 78744

Contact Name: Clayton Wolf, Wildlife Division Director

Statutory Citation for Program: **Parks and Wildlife Code**

- §11.0181 (Employees as Educators and Outreach Proponents)
- §11.033 (Use of Game, Fish, and Water Safety Account)
- §12.001 (General Duties)
- §12.013 (Power to Take Wildlife; Fish)
- §12.025 (Technical Guidance to Landowners)
- Multiple statutes and codes governing the function, activities, and services of the Wildlife Division are referenced in response to Section VII, Question O.

Federal Statutory Authority

- Migratory Bird Treaty Act, 16 U.S.C. §§703-712
- Migratory Bird Hunting and Conservation Stamp, 16 U.S.C. §§718a-718k
- Land and Water Conservation Fund Act of 1965, 16 U.S.C. §§460I-4 *et seq.*
- Cooperative Research and Training Units Act, 16 U.S.C. §§753a-753b
- Endangered Species Act, 16 U.S.C. §§1531-1544
- Federal Aid in Wildlife Restoration Act (Pittman-Robertson Act), 16 U.S. C. §§669-669i
- National Forest Management Act, 16 U.S.C. §1600 *et seq.*
- Federal Water Pollution Control Act (Clean Water Act), 33 U.S.C. §§1251-1388
- Voluntary Public Access and Habitat Incentive Program, H.R.2 - Agricultural Act of 2018

B. What is the objective of this program or function? Describe the major activities performed under this program.

The Wildlife Division's focus is to foster on-the-ground conservation of diverse native wildlife and their habitats through sound science and land stewardship for the benefit of the resource and our hunting and outdoor heritage. To accomplish this work, division personnel annually conduct over 5,000 wildlife population surveys, maintain scientific databases, analyze data, provide recommendations concerning the management of about 1,200 vertebrate wildlife species, conduct wildlife research studies, manage 50 wildlife management areas totaling 748,660 acres, hold public hunts on approximately 270 tracts of land totaling more than 1.4 million acres, inform the public about wildlife, issue approximately 3,000 permits of various kinds to take or hold captive wildlife, review and provide recommendations concerning the natural resource impact of more than 1,000 land development projects, provide landowners incentives to manage for rare species, provide conservation outreach activities to nearly 70,000 citizens, and develop more than 7,000 active wildlife management plans for more than 31 million acres of private lands.

Private Lands and Public Hunting Program

The Wildlife Division's Private Lands and Public Hunting Program provides services on a diverse array of programmatic responsibilities for wildlife habitat management and development, technical assistance, incentive programs, conservation of private and public lands, and public hunting opportunity.

Wildlife management areas (WMAs) are established to represent habitats and wildlife populations common to each ecological region of Texas. WMAs were also established as sites to perform research on wildlife populations and habitat, conduct education and demonstration of sound resource management, and to provide public use, including hunting, bird watching, and a host of other compatible outdoor recreational opportunities.

- Provides onsite assistance to landowners and managers to assess the wildlife potential of their land and recommend ways to improve the land to support a diversity of wildlife.
- Provides assistance in developing 7,067 wildlife management plans designed to meet the landowners' overall land management goals on about 31.2 million acres of private lands.
- Works with private landowners to implement incentive programs designed to increase acres being managed to benefit wildlife in Texas. Examples include, the Managed Lands Deer Program, Landowner Incentive Program (LIP), Pastures for Upland Birds (PUB) and U.S. Department of Agriculture Farm Bill programs.
- Supports private lands conservation by providing information on conservation easements and other conservation tools available to landowners and managers.
- Provides information on wildlife populations and habitat management to landowners, hunters, other recreational users, and the general public.

- Provides technical guidance, education, and outreach in the safe implementation of prescribed fire.
- Actively develops and participates in wildlife field days, seminars, and programs serving various constituencies. The Department provided opportunities reaching 67,741 participants in FY2018.
- Recommends habitat management practices to help landowners qualify their properties for Agricultural Open Space Valuation for Wildlife Management.
- Provides trainings in coordination with other state agencies for county appraisal district staff in the implementation of the rules and regulations for the Agricultural Open Space Valuation for Wildlife Management, which now is implemented on approximately 4.7 percent of open space land in the State of Texas.
- Recognizes and publicizes excellence in private land stewardship through the Lone Star Land Steward Awards recognition program. For 24 years, this program has recognized landowners who serve as models for private land stewardship in each of the 10 ecoregions of Texas.
- Coordinates with the Private Lands Advisory Committee as they function to provide recommendations to the Department and TPW Commission on private lands issues.
- Manages 50 wildlife management areas totaling 748,660 acres. These areas, located throughout the state, serve as wildlife research and management demonstration areas and provide hunting, fishing, and wildlife recreational opportunities.
- Holds public hunts on 272 tracts of land totaling more than 1.4 million acres.
- Provides a diversity of public hunting opportunities through special permit drawings and use of the Annual Public Hunting Permit.
- Promotes youth hunting through the Texas Youth Hunting Program (TYHP), a partnership between TPWD and the Texas Wildlife Association. Since the first youth hunts were implemented in 1996, the TYHP has conducted 3,134 youth hunts, provided educational/mentored hunts for 25,271 youth, and trained 1,092 huntmaster volunteers to run the various hunts statewide.
- Coordinates with USDA agencies to maximize wildlife benefits achieved through implementation of USDA Farm Bill programs. Environmental Quality Incentive Program (EQIP) focus areas for Lesser Prairie Chicken, Pronghorn, Louisiana Pine Snake, Colorado River Freshwater Mussels, Monarch Butterfly, Northern Bobwhite and rare habitats such as pine savannahs and prairies has allowed for the enhancement of tens-of-thousands of acres for these species and systems. In addition, it has allowed Department staff to connect private landowners with funding streams to conduct the activities necessary to implement these practices. In FY2017 alone, over \$40 million was reported as directly benefitting wildlife within the EQIP program.

Small Game Program

The Small Game Program is composed of staff dedicated to the management of both migratory game birds and upland game birds and their habitats. Migratory game birds such as ducks, geese, cranes and dove are managed and regulated by international treaties between the United States, Canada, Mexico, Russia, and Japan. For upland game birds, the Small Game Program focuses management initiatives on resident upland game birds to maximize recreational opportunity and to conserve the diversity of ecological resources within the state. Additionally, both regional and program staff assist with technical guidance to assist with the development of wildlife management plans and private lands habitat programs to maximize wildlife habitat on private lands across all Texas counties, including urban areas.

- Oversees the allocation of the state's Migratory Game Bird Stamp and Upland Game Bird Stamp funds for monitoring and research, habitat management projects, partnership development, and associated priority programs.
- Identifies staff, research, and partnership priorities for dove, waterfowl, waterbirds, and upland game birds associated with annual Federal Aid in Wildlife Restoration funding.
- Conducts surveys for resident and migratory game birds to monitor population and harvest trends, informs regulation changes/priorities, directs funding and staff resources, and ensures sustainable harvest.
- Develops resident and migratory game bird hunting regulations and coordinates with the Central Flyway Technical Committees and Council and the U.S. Fish and Wildlife Service (USFWS) on frameworks for regulations under the Migratory Bird Treaty Act.
- Supports and facilitates hunting opportunities for dove, waterfowl, waterbirds, and upland game birds on both public and private lands.
- Assists with and coordinates wetland and upland habitat initiatives and projects at the local and landscape level, works with conservation partners (e.g., USFWS Joint Ventures) to restore and enhance bird habitat across the state, primarily on private lands, including the Gulf Coast Joint Venture, Oaks and Prairie Joint Venture, Lower Mississippi Joint Venture, Playa Lakes Joint Venture, and Rio Grande Valley Joint Venture and their respective implementation plans.
- Coordinates with federal natural resource agencies to maximize wildlife benefits achieved through implementation of USDA Farm Bill programs and federal grants.
- Coordinates with the Upland Game Bird and Migratory Game Bird Advisory Committees and Resident and Migratory Game Bird Technical Committees on priorities and ongoing activities and assesses and incorporates comments and feedback, where applicable and practical.
- Implements the North American Waterfowl Management Plan, Partners in Flight, TPWD Upland Game Bird Strategic Plan, TPWD Migratory Game Bird Strategic Plan, Mourning Dove National Strategic Harvest Management Plan, Whooping Crane Contingency Plan, Management Guidelines for the Mid-continent Population of Sandhill Cranes, American Woodcock Harvest Strategy, Mid-continent Greater White-Fronted Goose Plan, Central

Flyway Arctic Nesting Canada Goose Plan, Management Plan for Lesser Snow Geese in the Central Flyway, and the Mottled Duck Conservation Plan.

- Provides support and resources for the National Bobwhite Conservation Initiative, Lesser Prairie-Chicken Conservation Initiative, Texas Playa Conservation Initiative, Grassland Restoration Incentive Program, and other conservation programs dealing with wetlands and upland habitat.
- Actively develops and participates in wildlife field days, seminars, and programs serving various constituencies.

Big Game Program

The Big Game Program focuses on research and management of big game species in Texas, including white-tailed deer, mule deer, pronghorn, desert bighorn sheep, javelina, and alligators. In addition, the Program offers various permits affording landowners and managers more flexibility to meet their management needs for big game species.

- Conducts surveys of population and harvest for big game species to insure against depletion or waste utilizing scientifically defensible methodology.
- Proposes changes to hunting regulations in the Statewide Hunting and Fishing Proclamation to (1) simplify regulations, (2) provide additional hunting opportunities, and/or (3) address resource concerns, based on sound science and biological justifications for review and approval by the TPW Commission.
- Coordinates with advisory committees (White-tailed Deer Advisory Committee, Mule Deer Advisory Committee, and Desert Bighorn Sheep Advisory Committee) and various stakeholder groups (e.g., Deer Breeder User Group, Chronic Wasting Disease Task Force, Wildlife Health Working Group, etc.) so all stakeholders have the opportunity to provide input on the regulatory process, as well as program policy development.
- Develops and administers habitat-based incentive programs for landowners such as the Managed Lands Deer Program.
- Disseminated 299,531 Managed Lands Deer Program tags during the 2018-19 season for 11,796 Management Units, representing 27,707,402 acres.
- Administers big game disease surveillance and proposes regulations as appropriate.
- Responds to daily requests from the press and the general public for big game hunting and management information.
- Issues and monitors approximately 1,500 wildlife permits of various types to authorize individuals to possess and in some cases, propagate wildlife resources (e.g., Deer Breeder's Permit; Trap, Transport, and Transplant Permit; Deer Management Permit; Alligator Farming Permit; and Alligator Egg Collection Permit; etc.).
- Authorizes control of wildlife causing a public nuisance (e.g., alligators) or destroying property (e.g., deer causing damage to commercial agricultural crops, etc.).
- Restores native big game species such as bighorn sheep and pronghorn to formally occupied habitats.

Wildlife Diversity Program

The Wildlife Diversity Program provides technical guidance services to landowners and land managers related to nongame and rare species. In addition, they provide site-specific and policy oriented technical guidance in urban areas to address issues of increasing biodiversity, assisting communities to develop while maintaining ecological integrity in urban environments, and assisting communities in addressing wildlife/human conflicts. Through its wildlife diversity projects, the program promotes the conservation of nongame and rare wildlife, including over 200 federally or state-listed endangered, threatened, or candidate species from Texas, as well as providing conservation assistance to people interested in these species.

The program assists landowners in navigating Safe Harbor Agreements, Candidate Conservation Agreements with Assurances, and other conservation instruments designed to increase the stability of rare species populations while meeting the land use goals of the landowner.

- Implements priority conservation actions identified in the Texas Conservation Action Plan (TCAP) to benefit nongame wildlife, rare and endangered species, and works with USFWS, landowner and conservation groups, and the public on these issues.
- Monitors the status and makes management recommendations for about 1,200 vertebrate nongame wildlife species.
- Provides landowner incentives to manage endangered species.
- Regulates the sustainable commercial use of many species of nongame wildlife including fur-bearing animals.
- Solicits, reviews, and selects about 20 new wildlife research projects each year for funding using state and federal dollars. Facilitates the performance of approximately 110 wildlife research projects annually.
- Conducts surveys and performs statistical analyses that provide scientific basis for decision-makers.
- Conducts regional wildlife efforts in seven major metropolitan areas, developing awareness of wildlife and conservation among urban constituents.
- Enhances Texans' awareness and positive support of wildlife and resource issues using outreach as a tool.
- Provides technical assistance to municipalities and the urban public to improve the quantity and quality of wildlife habitat within urban areas and prevent conflicts between people and wildlife.
- Trains and supports volunteers who provide natural resource assistance.
- Generates citizen science data on plants and wildlife from the public, trained volunteers, and partner organizations.
- Implements and administers programs for recovery of threatened and endangered species protected by the Endangered Species Act, Convention on the International Trade of Endangered Species (CITES), and Scientific Permits for Research.

- Reviews and responds to intrastate, interstate, and international development projects on both public and private property, as well as Department properties in response to Parks and Wildlife Code §12.0011, the National Environmental Policy Act and other state and federal regulations.
- Works with private and public industry, other wildlife professionals, and universities to develop and conduct specialized research studies that provide information on the impacts of different development on fish and wildlife resources.
- Prepares letters that provide the Department's position to federal, state, and local governments regarding the impacts of development projects on terrestrial and aquatic resources; facilitates the coordination of projects as needed with other divisions within the Department and obtains comments to prepare the Department's response letters; provides comments and recommendations that will assist in reducing the impacts of those projects to those entities that permit, license, or construct projects.
- Coordinates with other state and federal agencies on development projects regarding the Department's position and participates in public meetings and hearings on development projects.
- Manages information on rare, threatened, and endangered species as part of the nationwide network of Natural Heritage Programs using well established methodology to create a highly functional data set for conservation planning, project evaluation, and for making policy decisions.
- Provides rare, threatened, and endangered species information to state and federal government agencies, non-government conservation organizations, research institutions, project developers, and private consulting companies.

Administration, Research, and Technical Programs

The Administration, Research, and Technical Programs have division-wide responsibilities to support all other programs, regions, and leadership within the Wildlife Division. These programs provide information technology support, assistance with research including experimental design and data analysis, budget management, grant management, personnel coordination, purchasing and contract management.

- Builds, administers, supports, and enhances several web-based applications that help manage a number of Wildlife Division programs and permit offerings, including Texas Wildlife Information Management Services (TWIMS), Land Management Assistance (LMA), and My Texas Hunt Harvest.
- Conducts, coordinates, or oversees more than 150 wildlife research and monitoring studies on Wildlife Management Areas (WMAs).
- Funded over 120 different wildlife research projects over the last five years and awarded over \$17 million in federal and state funds to support these projects. With matching funds, this amounted to over \$25 million directed to Texas wildlife research needed to improve conservation efforts.

- Conducts eight different harvest and hunter surveys annually (Big Game Harvest, Small Game Harvest, White-winged Dove Harvest, Light Goose Harvest, Drawn Hunts System, Public Hunt Use, U.S. Forest Service Hunts, and U.S. Fish and Wildlife Service National Wildlife Refuge Hunts), as well as other one-time surveys, to better inform Wildlife Division management decisions. This past year over 240,000 surveys were sent to unique Texas hunting license holders.
- Administers 14 Federal Wildlife Restoration Act grants, encompassing about 65 projects, which reimburses the Wildlife Division nearly \$22 million annually.
- Monitors the landscape of Texas through the Landscape Ecology Program with the objective of providing ecologically-focused geospatial data for state and federal agencies, as well as the public. Incorporates ecological principles, field data collection, advanced GIS technology, remote sensing, and user-friendly application development for landscape management and conservation planning.
- Conducts surveys and performs statistical analyses that provide scientific basis for decision-makers regarding species harvest and hunter attitudes regarding regulation changes, their hunting interests, and related information to assure that the Division is striving to best serve the hunter's interests with Department programs.

Wildlife Health Program

The Wildlife Division has one veterinarian within the Department that has primary responsibility to provide guidance in protection of the state's fish and wildlife resources, including disease management efforts.

- Interacts with the other programs within the Wildlife Division to aid response to wildlife disease questions and disease issues that might impact the overall health and management of the species under that program.
- Coordinates disease monitoring of big game species to collect baseline data and to assess overall health.
- Serves as primary contact to the Texas Animal Health Commission, USDA, Texas A&M Agri-life Extension, and other agencies on wildlife disease-related issues.
- Provides guidance for issues relating to chronic wasting disease in Texas. This includes outreach to stakeholders, rulemaking, staff training, and surveillance.
- Provides information and guidance to other divisions within the agency as needed on wildlife disease issues, particularly those having public health or zoonotic implications.
- Serves as the division representative on the wildlife health committees for Association of Fish and Wildlife Agencies (AFWA) and Western Association of Fish and Wildlife Agencies (WAFWA) to keep abreast of emerging disease threats and exchanges information with other wildlife health programs.

International Affairs Program

The Department, and primarily the Wildlife Division, has one staff member fully dedicated to collaborative resource conservation and management efforts with Mexico. Cross-border activities include species of concern, game and non-game management, disease management, and nature tourism. It enables the Department to also respond to inquiries from other countries and to share the North American Model of Wildlife Conservation wherein wildlife is a public resource managed for public benefit in a sustainable fashion.

- Manages or coordinates cross-border cooperative agreements, action plans, and projects for all Department divisions. Wildlife Division staff conducts training workshops to share information with counterparts from Mexico.
- Provides information and advice regarding cross-border issues and proposals from Mexico.
- Participates on the Interagency Work Group on Border Issues, the Canada/Mexico/United States Trilateral Committee for Wildlife and Ecosystem Conservation, and the International Committee and the Southern Wings Technical Committee of AFWA.
- Provides Hispanic outreach support, taking advantage of the position’s required Spanish-language skills.

C. What evidence can you provide that shows the effectiveness and efficiency of this program or function? In Exhibit 12, provide a list of statistics and performance measures that best convey the effectiveness and efficiency of this program or function. Also, please provide the calculation or methodology behind each statistic or performance measure. Please do not repeat measures listed in Exhibit 2 unless necessary to understand the program or function.

**Texas Parks and Wildlife Department
Wildlife Division**

Exhibit 12: Program Statistics and Performance Measures — Fiscal Year 2018

Program Statistics or Performance Measures	Calculation (if applicable)	FY2018 Target	FY2018 Actual Performance	FY2018 % of Annual Target
Number of Responses to Requests for Technical Guidance, Recommendations, and Information Regarding Endangered Species	*	2,430	2,226	91.60%
Number of Wildlife Resource Management and Enhancement Presentations/Consultations Conducted for Private Landowners	*	5,117	4,276	83.56%

Program Statistics or Performance Measures	Calculation (if applicable)	FY2018 Target	FY2018 Actual Performance	FY2018 % of Annual Target
Number of Wildlife Resource Management and Enhancement Presentations/Consultations Conducted for the General Public	*	893	789	88.35%
Number of Wildlife Related Environmental Documents Reviewed	*	1,179	1,122	95.17%
Number of Wildlife Management Areas Opened to the Public	*	49	48	97.96%
Number of Hunter Opportunity Days Provided	*	21,600	26,803	124.09%
Number of Acres of Public Hunting Lands Provided	*	1,355,000	1,413,117	104.29%

Table 12 Exhibit 12 Program Statistics and Performance Measures *See Exhibit 3

*Information on the methodology used to collect and report data for the non-key measures in Exhibit 12 can be found in Schedule B (Performance Measure Definitions) of the TPWD FY2019-2023 Strategic Plan at: https://tpwd.texas.gov/publications/pwdpubs/media/pwd_bk_a0900_0622_07_18.pdf.

D. Describe any important history regarding this program not included in the general agency history section, including how the services or functions have changed from the original intent. If the response to Section III of this report is sufficient, please leave this section blank.

From the 1930s through the 1960s, the Wildlife Division dealt primarily with surveys, population restoration and management, research, and regulatory issues on game species in those counties where the Department had regulatory authority and managed a small number of Wildlife Management Areas (WMAs) for research and demonstration purposes. TPWD biologists worked with landowners to provide advice and guidance on habitat conservation and management. The increased economic value of white-tailed deer during the 1960s and 1970s led to increased requests for assistance from private landowners managing habitats for deer and other wildlife.

During the 1970s, the Wildlife Division began providing additional technical guidance to private landowners and the Wildlife Division's role expanded to include non-game and threatened and endangered wildlife species. With the passage of the Wildlife Conservation Act of 1983, the Wildlife Division assumed the responsibility for managing wildlife resources in all Texas counties.

During the early 1990s, the Wildlife Division began using inmates from the Texas Department of Criminal Justice to provide labor for management and construction activities on wildlife management areas.

The Wildlife Division led in the development of incentives for conservation such as the Landowner Incentive Program (LIP) which rewards landowners for managing for endangered species, and the Managed Lands Deer Program which has resulted in more than 30 million acres of habitat improvements on approximately 7,100 private properties throughout the state. The 1990s also saw the development of major nature-based tourism projects including The Birding Classic, The Great Texas Coastal Birding Trail, and The World Birding Center which makes Texas the number one birding destination in the nation.

The Urban Technical Guidance Program was initiated in 1993. This program serves urban communities by assisting with land use planning, park master planning, county open space planning, conservation development practices, managing wildlife to improve water quality, managing habitat to reduce erosion, improving development strategies to reduce impervious surfacing and the resulting impacts on local hydrology. Additionally, this program assists communities in addressing human/wildlife conflicts such as overabundant urban deer, problematic urban coyotes, etc.

The Lone Star Land Steward Award program began in 1996. This program celebrates excellence in private land conservation across the state and within ten distinct ecoregions honoring private landowners for their contributions.

In 2004-2005, the Wildlife Division was deeply involved in a comprehensive review of our science-based methods and processes, which was conducted by Wildlife Management Institute. As a result of the review process, the Wildlife Division discontinued all wildlife population monitoring activities and redesigned necessary monitoring programs which now provide more defensible data for population monitoring and appropriate regulatory action.

The Wildlife Division has been a key partner in comprehensive bird conservation efforts supported by USFWS and numerous non-governmental organizations (NGOs) by participating and even leading in the development of bird habitat joint ventures across Texas. Currently, the Division participates in five joint ventures within the state.

In 2008, the Wildlife Division accepted surface rights to the 1,972.50-acre McGillivray and Leona McKie Muse Wildlife Management Area located in northeastern Brown County.

During 2009 and 2010, hundreds of species were petitioned for listing under the Endangered Species Act (ESA) in two different "mega-petitions." Wildlife Division personnel played a critical role in coordinating with other state agencies, NGOs' researchers, and federal agencies to identify data gaps and implement conservation actions to recover at-risk species petitioned for listing. As a result of these efforts, multiple species were precluded from

listing. TPWD is a permit holder for enhancement of survival permits for the Lesser-Prairie Chicken Candidate Conservation Agreement with Assurances, the Houston Toad Safe Harbor Agreement, and the Red-Cockaded Woodpecker Safe Harbor Agreement. Wildlife Division personnel helped craft those agreements with USFWS and stakeholder groups to provide incentives for private landowners to improve habitat to lead to recovery and/or avert the need for listing those species. Voluntary conservation programs like these are critical tools for keeping species under state jurisdiction in a private lands state. Wildlife Division personnel continue to administer these programs, as well as work on development of new voluntary conservation programs to aid in recovery and avert the need for listing additional Texas species under the ESA. The work of Wildlife Division personnel's role in conducting surveys and monitoring, providing technical guidance for private landowners, and coordinating with stakeholder groups and other partners was instrumental to the recovery and removal of the Black-capped Vireo and Johnston's Frankenia from the federal Endangered Species List.

In 2009, the Wildlife Division formally transitioned to the National Wildland Fire Coordinating Group (NWCG) training standards to better align with our state and federal fire partners. In 2010, the Wildlife Division hired the first statewide Fire Program coordinator.

From December 2010 to January 2018, over 400 bighorn sheep were captured and translocated to historic mountain ranges, some which have been void of sheep since their extirpation 50 years prior.

The 2012 estimate of less than 3,000 pronghorn, the lowest since the 1920s, sparked intensive partner engagement and management actions in the Trans Pecos. Pronghorn populations have responded well to improved range conditions and intensive management with a population estimate exceeding 5,000 animals in 2017.

Chronic wasting disease (CWD) was discovered in free-ranging mule deer in the Trans-Pecos region in 2012. Subsequently, the disease was found in free-ranging white-tailed deer and mule deer in the Panhandle, captive facilities, and free-ranging white-tailed deer in south-central Texas. Consequently, the Wildlife Division has expended considerable manpower and financial resources to determine the extent of the disease and to contain it where it is known to exist. The Wildlife Division consults various stakeholder groups, advisory committees and the Texas Animal Health Commission to develop rules to adequately track and manage CWD.

In 2014, a veterinarian was hired to initiate a wildlife health program and to lead the division in response to wildlife disease concerns, coordinate disease surveillance, and serve as a liaison with other state agencies.

Also, in 2014, the 17,351-acre Powderhorn Ranch in Calhoun County was acquired by a consortium of conservation partners, led by the Texas Parks and Wildlife Foundation, for eventual donation to the Department.

In 2015, the 5,459-acre Roger R. Fawcett WMA was purchased as the result of a deliberate effort to acquire an outstanding example of a cross-timbers and prairies ecosystem WMA, which had been identified as the most significant, long-term gap in the Department's WMA system's wildlife research and demonstration area. The tract, in Palo Pinto County, includes rugged topography, spectacular vistas, old-growth post oak savannah, and excellent hunting and fishing opportunities.

Additionally, in 2015, the 10,635 acres that The Nature Conservancy (TNC) had previously acquired at Yoakum Dunes were transferred to the Department to establish the Yoakum Dunes Wildlife Management Area to facilitate the conservation and recovery of the lesser prairie chicken and a host of other plains grassland species. The Yoakum Dunes Wildlife Management Area has now grown to approximately 15,997 acres in Yoakum, Terry, and Cochran counties.

In 2016, the Louisiana black bear is officially removed from the federal threatened species list by USFWS.

The fungus that causes White-Nose Syndrome (WNS) in bats was detected for the first time in Texas in early 2017. The fungus has now been detected at 22 sites in 21 counties. No signs of WNS, the disease in bats caused by the fungus, have been reported. The fungus was detected on cave walls as well as on three bat species: the cave myotis, Townsends big-eared bat, and the tri-colored bat. This was the first ever detection of the fungus on a cave myotis or Townsend's big-eared bat.

In 2018, the Department established the Powderhorn Wildlife Management Area (WMA) in Calhoun County after the Texas Parks and Wildlife Foundation transferred to the Department over 15,069 acres of the Powderhorn Ranch. The Foundation continues to hold 2,000 acres adjacent to the Powderhorn WMA.

In spring 2018, the Black-Capped Vireo was removed from the list of threatened and endangered species. From an estimated low of 350 birds across its range in late 1980s there are now estimated to be more than 14,000 birds. Conservation efforts and technical guidance by Department staff were instrumental in this recovery.

As part of a coordinated effort among the Department, private landowners, Texas Christian University, and partner zoos, captive-raised Texas horned lizards released into the wild survived the winter for the first time in 2018. The Fort Worth Zoo's breeding program sent 93 hatchlings to Mason Mountain WMA in September, and the Dallas Zoo sent an additional 46 hatchlings. Of the 93 that the Fort Worth Zoo released, 10 were equipped with harmonic trackers. In December 2018, researchers used the trackers to find one of the hatchlings hibernating in an underground burrow. In early April 2019, three hatchlings were found alive after hibernation.

E. List any qualifications or eligibility requirements for persons or entities affected by this program, such as licensees, consumers, landowners, for example. Provide a statistical breakdown of persons or entities affected.

The Wildlife Division's mission is to foster on-the-ground conservation of diverse native wildlife and their habitats through sound science and land stewardship for the benefit of the resource and our hunting and outdoor heritage. Good wildlife habitat management is essential for sustainable wildlife populations. The Wildlife Division serves all the people of Texas including urban residents in seven major metropolitan areas, including more than seven million wildlife watchers, one million hunters, and others who receive Wildlife Division presentations or recommendations, and more than 7,000 private landowners who have active wildlife management plans on more than 31 million acres.

The Wildlife Division also serves members of numerous NGOs such as the Texas Wildlife Association, Texas Deer Association, Deer Breeders Corporation, Ducks Unlimited, Texas Land Trust Council, Environmental Defense, Texas Bighorn Society, Wild Sheep Foundation, Wildlife Management Institute, Texas Farm Bureau, Texas and Southwestern Cattle Raiser's Association, Texas Native Prairies Association, Association of Fish and Wildlife Agencies, Southeast Association of Fish and Wildlife Agencies, Western Association of Fish and Wildlife Agencies, National Wild Turkey Federation, Quail Unlimited, The Wildlife Society, Texas Nature Conservancy, Texas Audubon Society, Pheasant/Quail Forever, Gulf Coast Joint Venture, Lower Mississippi Valley Joint Venture, Oaks and Prairies Joint Venture, Playa Lakes Joint Venture, and Rio Grande Valley Joint Venture, and the Central Flyway Council.

Hunting licenses, permits, stamps, certifications and public hunting use permits may be required for a variety of activities. Public hunters may participate in a special permit drawing system by submitting an application online along with any required application fees. Many services of the Wildlife Division are provided free of charge to the citizens of Texas.

Technical guidance for sound resource management is provided to the general public, landowners or the property owner's designated agent. Persons holding or collecting wildlife for educational purposes must have scientific, educational, or zoological permits on an annual basis. Persons rehabilitating wildlife or collecting nongame for commercial purposes are required to have an annual permit. Landowners or their agents trapping, transporting, or transplanting big game animals or game birds must have appropriate permits. Deer breeders are required to maintain permits as well. Aerial wildlife management permits are issued to individuals wanting to count, photograph, capture or take native wildlife or exotic animals by use of aircraft, including unmanned systems (drones). Trappers are annually required to have a trapper's license, and fur dealers are required to have an appropriate license. Commercial alligator farmers, hide dealers, or egg collectors are required to obtain proper licensing annually.

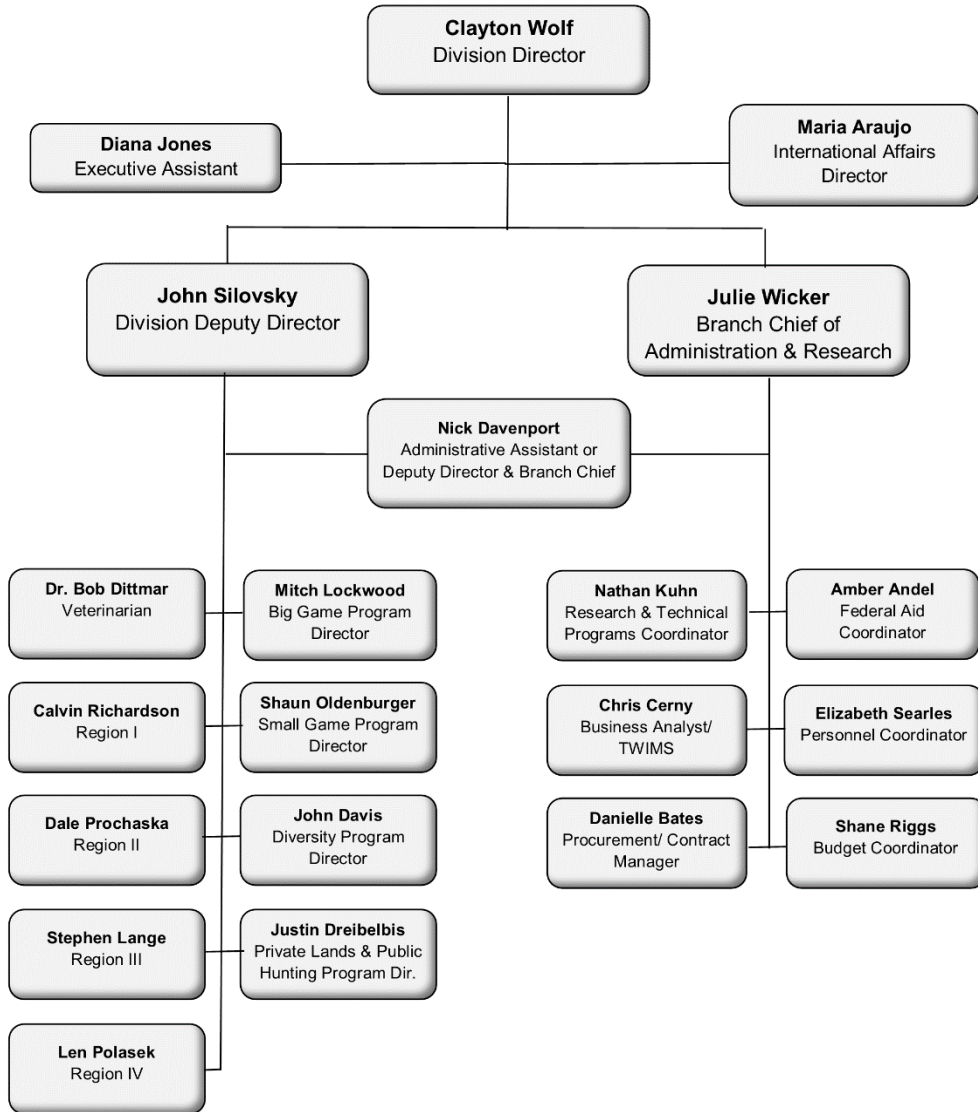
- F. Describe how your program or function is administered, including a description of the processes involved in the program or function. Include flowcharts, timelines, or other illustrations as necessary to describe agency policies and procedures. Indicate how field/regional services are used, if applicable.**

The Wildlife Division is administered through a wildlife division director, deputy division director, branch chief of administration and research, four program directors in Austin, and four regional directors in the field.

Division staff develops key operational plans under legislative, TPW Commission, executive office, and advisory committee direction. The field work, surveys, research, and technical guidance are primarily performed by staff located in rural areas. Individual performance plans are created to support these Department/division initiatives. These field activities are forwarded to appropriate program staff for joint analysis and statewide reporting. Data is used jointly by staff and several different technical committees to formulate recommendations and regulations concerning wildlife management.

The following is the Wildlife Division organizational chart:

WILDLIFE DIVISION



- G. Identify all funding sources and amounts for the program or function, including federal grants and pass-through monies. Describe any funding formulas or funding conventions. For state funding sources, please specify (e.g., general revenue, appropriations rider, budget strategy, fees/dues).**

Wildlife Division	
Method of Finance	Amount
L0009 - GRD Game, Fish and Water Safety	\$12,159,103
L0506 - Non-Game & Endangered Species	\$41,681
L0555 - Federal Funds	\$21,994,280
L0666 - Appropriated Receipts	\$617,095
L0777 - Interagency contracts	\$173,592
L0001 - General Revenue Fund	\$101
L0544 - Lifetime License Endowment	\$124,479
L0802 - License Plate Trust Fund	\$365,507
Total	\$35,475,839

- H. Identify any programs, internal or external to your agency, that provide identical or similar services or functions to the target population. Describe the similarities and differences.**

INTERNAL

Within the Department, there is no other division or program that provides identical services or functions on private or public lands. In terms of wildlife habitat management, the State Parks Division manages state parks which contain wildlife habitat, but the emphasis in state parks is largely on non-consumptive use. Almost all divisions perform outreach; however, the Wildlife Division maintains a wildlife and habitat focus. Wildlife Division also works with wetlands and riparian areas as both fisheries divisions do, but with a wildlife focus.

EXTERNAL

There is no other agency that provides identical services or functions. The U. S. Fish and Wildlife Service (USFWS), U. S. Forest Service (USFS), U. S. Army Corps of Engineers, the National Park Service, the General Land Office (GLO), Texas A & M AgriLife Extension and other agencies do provide wildlife habitat and public recreational access on some of their lands in Texas. Texas Comptroller of Public Accounts (CPA) funds research on at-risk species in Texas and coordinates with stakeholder groups, as well as developing and administering the Texas Conservation Plan for the Dunes Sagebrush Lizard. The Department’s responsibility for the protection of the state’s fish and wildlife resources includes wildlife disease management and control. Texas Animal Health Commission (TAHC) has authority for protecting the state’s livestock and exotic livestock from disease. Certain diseases (e.g., anthrax, tuberculosis, chronic wasting disease, etc.) can impact both livestock and native wildlife species, thus requiring close cooperation and coordination between the Department and TAHC. The discovery of CWD in far west Texas in 2012, and even more so, the discovery

in a Medina County deer breeding facility in 2015, required both agencies to closely collaborate on strategies to protect the state's wildlife and exotic livestock interests. In May 2017, members of the Texas Legislature sent a letter to the Director of the Legislative Budget Board (LBB) stating that "[A] thorough investigation of the use of resources and rulemaking authority by the relevant state agencies in dealing with animal disease management is warranted." The conclusion in the LBB staff report is, "Legislative Budget Board staff found no indications that the collaboration between TAHC and TPWD results in duplication of effort, nor that either agency exceeds its scope of authority or fails to engage stakeholders adequately in response to CWD."

The Department provides unique services to hunters, landowners, and the public with regard to public hunting, landowner assistance, wildlife habitat research and management demonstrations, and educational opportunities.

Individual landowner assistance in wildlife management planning and habitat improvement is provided by USDA, Natural Resources Conservation Service (NRCS) and some private consultants. Although free to the landowner, services from NRCS are limited due to staffing constraints within the agency. Landowners receiving these services from private consultants must pay professional fees and service charges. TPWD is the only agency that provides free, confidential (by state law) on-site technical guidance and assistance to private landowners wishing to manage their land to enhance wildlife populations. Programs, field days, and other outreach events are provided by Wildlife Division staff working cooperatively with Texas A&M AgriLife Extension, USDA agencies, and NGO partners. Each bring their own expertise, staffing, and funding to provide more complete services to landowners and other constituents.

Other entities or NGOs such as Ducks Unlimited (DU), the National Wild Turkey Federation (NWTF), and Quail Unlimited (QU) provide assistance to landowners on specific projects, in specific areas of the state. However, the role of these NGOs is primarily fund-raising and member services, and although important funding partners, they are limited in scope compared with the statewide services provided by the Department's technical guidance program.

The Wildlife Division works cooperatively with U. S. Department of Agriculture (USDA) agencies such as the Natural Resources Conservation Service (NRCS) and the Farm Services Agency (FSA) in implementing the federal Farm Bill programs. This coordination has resulted in less duplication of effort and better, more complete services to Texas landowners managing for wildlife and other natural resources in Texas.

- I. **Discuss how the program or function is coordinating its activities to avoid duplication or conflict with the other programs listed in Question H and with the agency's customers. If applicable, briefly discuss any memorandums of understanding (MOUs), interagency agreements, or interagency contracts.**

The Wildlife Division's unique mission-related work, as well as frequent internal and external coordination, prevents duplication or conflict with other programs or department customers.

The Department's wildlife management areas (WMA) are managed for sustainable wildlife populations and diversity consistent with the objectives of research, demonstration, public hunting, and recreation. WMAs were originally acquired to provide outdoor laboratories for wildlife research and to serve as demonstration areas for wildlife management practices such as prescribed burning, proper livestock grazing, watershed and wetland enhancement, vegetation management, and selective wildlife harvest.

The Wildlife Division coordinates with state parks and other agencies that provide public hunting opportunities and is the point-of-contact for public hunting through the division's Public Hunting Program. Division staff coordinates with various NGOs and agencies on promoting youth hunting. For example, the Department is a partner with Texas Wildlife Association (TWA) in supporting the Texas Youth Hunting Program (TYHP), a statewide program providing youth hunting opportunities and education.

Wildlife Division staff coordinate with private or consulting biologists on a regular basis, so consultants understand current regulations and wildlife and habitat conditions. Staff also work with consulting biologists in providing services to private landowners.

The Wildlife Division cooperates with universities and county and city governments throughout the state on a daily basis. The Division works with local units of the Texas A & M Forest Service (TFS), USDA, U.S. Forest Service, U. S. Army Corps of Engineers, U. S. Fish and Wildlife Service, the Bureau of Reclamation, National Park Service, and the Texas General Land Office to manage and conduct public hunting and other public access activities on these lands through MOUs. Through these MOUs, the Wildlife Division sets hunting and access regulations and administers the hunts for public benefit.

The Wildlife Division has an MOU with the Texas Department of Criminal Justice (TDCJ) whereby TDCJ supplies inmate labor, and the Wildlife Division provides needed work projects on some WMAs.

The Wildlife Division has an MOU with Texas A&M AgriLife Extension whereby both organizations administer the Texas Master Naturalist Program, which provides both agencies with a corps of well-trained volunteers that improve natural resources statewide.

The Wildlife Division has an MOU with Texas Animal Health Commission to identify collaborative resources and disease management efforts with cervid species across the state.

- J. If the program or function works with local, regional, or federal units of government, include a brief description of these entities and their relationship to the agency.**

The Wildlife Division works with several units of local government in communities across Texas, and several field staff offices are housed in county offices. Some of the principal relationships with specific organizations are as follows:

Staff works with urban municipalities throughout the state on improving wildlife policy and wildlife habitat, solving conflicts associated with wildlife, and assisting with best management practices involving urban development in ways that have the fewest detrimental impacts to wildlife and their habitats. The Division also works with local units of state and federal agencies including: Texas A&M AgriLife Extension, Texas Animal Health Commission (TAHC), Texas A&M Veterinary Medical Diagnostic Laboratory (TVMDL), Texas Commission on Environmental Quality (TCEQ), Texas Forest Service (TFS), Texas Department of Transportation (TxDOT), Texas Department of Criminal Justice (TDCJ), U.S. Department of Agriculture (USDA) Natural Resources Conservation Service (NRCS), Animal and Plant Health Inspection Service (APHIS), U.S. Forest Service (USFS), U.S. Army Corps of Engineers (USACE), U.S. Fish and Wildlife Service (USFWS), U.S. Bureau of Reclamation, the National Park Service (NPS), various local water districts and Texas Water Development Board.

K. If contracted expenditures are made through this program please provide

- **a short summary of the general purpose of those contracts overall;**
- **the amount of those expenditures in fiscal year 2018;**
- **the number of contracts accounting for those expenditures;**
- **the method used to procure contracts;**
- **top five contracts by dollar amount, including contractor and purpose;**
- **the methods used to ensure accountability for funding and performance; and**
- **a short description of any current contracting problems.**
- **Methods used to ensure accountability for funding and performance:**
- **Short description of any contracting problems:**

Contracts managed by the Wildlife Division were for the following services: wildlife research, capital equipment, habitat restoration and enhancements, public hunting lands program public hunting land license agreements, as well as for printing of publications used to promote the mission of the Wildlife Division, state membership and dues for regional and national associations of fish and wildlife agencies and joint ventures, and payment in lieu of taxes to counties and schools for TPWD-owned lands. During FY2018, the Wildlife Division executed 1,659 purchase order contracts for a total expenditure of \$14,377,392. For the purpose of this analysis, the Department considers all expenditures made by PO to be contract expenditures; the contract count reflects PO's accounting for expenses, which may include instances of PO's involving multiple divisions and counted elsewhere. Accountability is achieved through the publication of results, monitoring of staff, and recommendations. The methods used to procure contracts varies based on the dollar amount and type of goods or services needed, but in general can include spot purchases, term contracts, competitive solicitations, and interagency contracts. All methods comply with state purchasing policies

and procedures and administered in compliance with the Texas Statewide Procurement Division and Department’s Procurement and Contract Management Guide. All contracts were fully executed. There were no contracting problems identified.

The top five purchase order contracts in FY2018 for the Wildlife Division were:

Purchase Order #	Supplier Name	Purpose	Amount
472472	Texas AgriLife Extension	Research on upland gamebirds	\$1,000,000
506059	Lake Country Chevrolet	Vehicle replacement	\$615,112
492223	Ducks Unlimited, Inc.	Wetland restoration and habitat enhancements on state managed lands	\$588,865
475848	USDA Forest Service	Public Hunting/Public Access/Wildlife Habitat	\$318,941
462620	National Wild Turkey Federation	Public hunting access and habitat development.	\$257,875

L. Provide information on any grants awarded by the program.

The Wildlife Diversity Program awards grant funds generated by the sale of Conservation License Plates. These grants are awarded to help conserve wildlife diversity by funding a vast array of projects that help protect native species and their habitats. Beneficiaries include Horned Lizard (the state's official reptile), the Texas Bumblebee, Ocelot, Attwater's Prairie-Chicken, Red Wolf, the Whooping Crane, the Alligator Snapping Turtle and an assortment of other mammals, birds, reptiles, amphibians and plants. All projects funded by this grant program are used to implement the Texas Conservation Action Plan.

M. Are there any barriers or challenges that impede the program’s performance, including any outdated or ineffective state laws? Explain.

Generally speaking, non-native species of wildlife should not be afforded the same protections as indigenous species. Parks and Wildlife Code §64.002 list the bird species that may be taken at any time and in any number. Given that additional non-native birds species will likely appear in Texas in the future, the TPW Commission should be given authority to modify the list of species that should not be afforded protections.

Take of Wildlife for Public Safety

Parks and Wildlife Code §12.013 authorizes a Department employee to kill or take wildlife and fish for investigation, propagation, distribution, education, disease diagnosis or prevention, or scientific purposes. Parks and Wildlife Code §44.015 authorizes the Department to take, possess, hold, transport, or propagate any game animal for public purposes. Department employees are sometimes called on to kill wild animals that present a danger to the public, such as an alligator, mountain lion, or aggressive deer. Although there is an argument that such actions are authorized by these statutes, it would be helpful if the Parks and Wildlife Code expressly authorized Department employees to take or kill wildlife for purposes of public safety.

N. Provide any additional information needed to gain a preliminary understanding of the program or function.

The Wildlife Division advances the public's awareness and understanding of the significance and benefits of well-managed lands. Through strategic research on species, habitats and ecosystems the Division will strive to manage landscapes holistically in cooperation with public and private landowners to promote the biodiversity of flora and fauna that provides for sustainable use including outdoor recreation. By providing technical expertise, guidance and data to federal, state, local agencies, universities, the public and landowners the Division can further the trustee relationship of the government to hold and manage wildlife for the benefit of the resources and the public.

Staff have developed national models for private lands technical assistance and habitat restoration programs, a private lands recognition program, wildlife diversity programs, urban wildlife programs, volunteer programs that involve local communities and landowners, and public hunting programs. Staff have also developed innovative approaches to game and non-game species management and conservation, including efforts to develop local solutions to eliminate the need for further regulatory oversight. Most staff enjoy a high degree of satisfaction with their work despite experiencing a heavy workload and working long hours, including many weekends.

O. Regulatory programs relate to the licensing, registration, certification, or permitting of a person, business, or other entity. For each regulatory program, if applicable, describe

- **why the regulation is needed;**
- **the scope of, and procedures for, inspections or audits of regulated entities;**
- **follow-up activities conducted when non-compliance is identified;**
- **sanctions available to the agency to ensure compliance; and**
- **procedures for handling consumer/public complaints against regulated entities.**

Regulations for taking game, furbearers, alligators, and nongame animals by licensed hunters and collectors

Authority to take game, furbearers, alligators, and nongame wildlife by licensed hunters and collectors is established in Parks and Wildlife Code §§61.002, 71.002, 65.003, 67.002 and other sections. These regulations are needed to conserve a sustainable supply of wildlife resources, ensure reasonable and equitable enjoyment of wildlife resources, and prevent the depletion or waste of wildlife resources. The Wildlife Division is responsible for conducting scientific studies of wildlife populations, making recommendations to the TPW Commission, and promulgating regulations that address these needs.

- Over 1 million hunters (and a few hundred collectors) are subject to these regulations. TPWD game wardens (in the Law Enforcement Division) check hunters and collectors to ensure compliance with hunting and collecting regulations.

- When non-compliance is identified, the Department has the authority to revoke hunting, trapping, and collecting licenses and citations may be issued and civil damages assessed.
- Consumer/public complaints against regulated entities may be addressed to the Department at any time of the year or through the annual public hearing in Austin in August of each year. Public input concerning proposed regulations is obtained in public scoping meetings and annual public hearings throughout the state.

Permits to Take or Possess Protected Wildlife

The Wildlife Division issues and monitors approximately 3,000 active wildlife permits of thirteen different types. These permits are issued to the public for scientific, educational, zoological, endangered species propagation, nuisance fur-bearer, rehabilitation, falconry, non-resident trapping, raptor propagator, bobcat pelt tag dealer, deer breeder, deer management, depredation, aerial wildlife management and trap, transport, and transplant purposes.

- In general, these permits allow private citizens to possess, and in some cases, propagate and sell state-owned wildlife in compliance with state statutes. Generally, the regulations are needed so that the Department can monitor the state's wildlife resources and ensure that these resources are not being depleted or otherwise jeopardized (e.g., wildlife disease risks).
 - TPWD game wardens inspect the facilities of permittees who possess live animals: 1) at the time of the initial application, 2) any time the permittee significantly modifies their operation, 3) if there is a public complaint filed against the permittee, or 4) if there is concern with the accuracy of reported information. If a permittee fails to comply with the conditions of the permit, the permittee may be cited by law enforcement personnel and the permit reviewed.
 - In most cases, permittees are required to provide annual reports of their activities to the Department.
 - Although the Department has statutory authority to revoke permits, much effort is directed towards insuring permit compliance.
 - Public input from regulated groups is received at all public hearings and by direct contact with department staff.
- P. For each regulatory program, if applicable, provide detailed information on complaint investigation and resolution. Please adjust the chart headings as needed to better reflect your agency's particular programs. If necessary to understand the data, please include a brief description of the methodology supporting each measure.**

Wildlife staff will attempt to discuss any issue regarding complaints they may receive directly with the individual. If there are any specific complaints regarding staff, then these complaints will be referred, as appropriate, to the Human Resources Division or Internal Affairs.

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VIII. Statutory Authority and Recent Legislation

- A. Fill in the following charts, listing citations for all state and federal statutes that grant authority to or otherwise significantly impact your agency. Do not include general state statutes that apply to all agencies, such as the Public Information Act, the Open Meetings Act, or the Administrative Procedure Act. Provide information on Attorney General opinions from FY2013–2018, or earlier significant Attorney General opinions, that affect your agency’s operations.

Statutes

Citation / Title	Authority / Impact on Agency <i>(e.g., “provides authority to license and regulate nursing home administrators”)</i>
Texas Constitution	
Tex. Const. art. I, § 34. Right to Hunt, Fish, and Harvest Wildlife	Establishes that the people have the right to hunt, fish, and harvest wildlife subject to laws or regulations to conserve and manage wildlife and preserve the future of hunting.
Tex. Const. art. III, § 49-e. Texas Park Development Fund; Bonds	Establishes the authority for the issuance of park development bonds.
Tex. Const. art. III, § 50-f. General Obligation Bonds for Construction and Repair Projects and for Purchase of Equipment.	Establishes the authority for the issuance of bonds for construction and repair projects administered by or on behalf of TPWD and other agencies.
Tex. Const. art. XVI, § 59. Conservation and Development of Natural Resources; Development of Parks and Recreational Facilities; Conservation and Reclamation Districts; Indebtedness and Taxation Authorized.	Establishes as public rights the development of parks and recreational facilities, and the preservation and conservation of natural resources.
Texas Statutes Parks and Wildlife Code TITLE 1 – GENERAL PROVISIONS	
Tex. Parks & Wild. Code Chapter 1. General Provision	Establishes that all wildlife is the property of the state. Establishes that the beds of public waters and the products of those beds are the property of the state. Provides Texas Parks and Wildlife Department (TPWD) with the specific authority to regulate the taking and conservation of marine life, and products of the beds of public waters such as sand, gravel, marl, and shell.

Citation / Title	Authority / Impact on Agency (e.g., “provides authority to license and regulate nursing home administrators”)
TITLE 2 – PARKS AND WILDLIFE DEPARTMENT	
Tex. Parks & Wild. Code Chapter 11. Parks and Wildlife Department	Establishes the structure and organization of TPWD, and special accounts for the deposit and use of certain funds. Provides TPWD with the specific authority to: regulate the use of TPWD lands for oil, gas, and other mineral recovery; develop a state aquatic vegetation management plan; develop a <i>Land and Water Resources Conservation and Recreation Plan</i> ; contract with federal, state and local agencies, non-profit organizations, and for-profit organizations; purchase food and beverages for training functions required of peace offices of the department; accept the donation of a turnkey building project on state land; establish fees for permit application review; designate a for-profit entity as an official corporate partner; develop a TPWD business plan for commercial projects; protect and use intellectual property; and grant certain easements. Establishes a waiver of sovereign immunity for: certain damages caused by volunteers; and certain damages caused by prescribed burns conducted by the TPWD.
Tex. Parks & Wild. Code Chapter 12. Powers and Duties Concerning Wildlife	Establishes that TPWD is the state agency with primary responsibility for protecting the state’s fish and wildlife resources. Provides TPWD with the specific authority to: administer laws relating to game, fish, oysters, and marine life; regulate the introduction or stocking of fish and other marine life into the public water of the state; provide technical guidance to landowners; adopt emergency rules relating to an immediate danger to a species regulated by the TPWD; enter on any land or water in the state where wildlife may be for scientific or enforcement purposes; search and inspect wildlife resources; seize and dispose of confiscated wildlife resources and contraband; revoke or suspend licenses and permits; produce a recreational water safety video; and seek restitution for unlawful taking of wildlife resources.
Tex. Parks & Wild. Code Chapter 13. Powers and Duties Concerning Parks and Other Recreational Areas	Establishes that recreational and natural areas designated as state parks and historic sites acquired by TPWD are under TPWD’s control and custody. Provides TPWD with specific authority to: acquire by purchase or gift park lands and historic sites; enter into joint agreements with institutions of higher education for the building of conference centers; lease grazing or farming rights on TPWD lands; sell or exchange TPWD lands if ownership is no longer in the best interest of TPWD; charge and collect park user fees; operate or contract for concessions at parks; contract with an entity to sell state park passes at retail facilities; contract with an entity to use the TPWD brand; create publications regarding state parks; and adopt health and safety regulations concerning use of state parks and adjoining lands.
Tex. Parks & Wild. Code Chapter 14. Powers and Duties Concerning Wetlands	Provides TPWD with specific authority to develop, in conjunction with other agencies, a conservation plan for state-owned coastal wetlands.

Citation / Title	Authority / Impact on Agency (e.g., "provides authority to license and regulate nursing home administrators")
TITLE 3 - PARKS	
Tex. Parks & Wild. Code Chapter 21. Texas Parks Development Fund	Provides TPWD with limited specific authority to issue negotiable State of Texas Park Development Bonds to be used to acquire park sites.
Tex. Parks & Wild. Code Chapter 22. State Parks	Establishes that the following sites are under the jurisdiction of TPWD: Fannin State Battleground, Palo Duro Canyon State Park, Jim Hogg Memorial Park, Huntsville State Park, Goliad State Park, Mission San Francisco De Los Tejas State Park, Hueco Tanks State Park, Stephen F. Austin State Park, Nimitz State Park, Eisenhower State Park, Governor James Stephen Hogg Memorial Shrine, Matagorda Island State Park and Wildlife Management Area, Franklin Mountains State Park, Trinity River State Park, and Battleship TEXAS. Provides TPWD with various specific authorities related to the management of these specific sites.
Tex. Parks & Wild. Code Chapter 23. National Parks, National Seashores, and Other Federal Lands	Provides TPWD with specific authority to enter into wildlife management agreements with the United States for the management and protection of wildlife on federal lands in the state, including establishing hunting and fishing seasons.
Tex. Parks & Wild. Code Chapter 24. State Assistance for Local Parks	Provides TPWD with specific authority to grant matching funds to political subdivisions and nonprofit corporations for the creation of local parks.
Tex. Parks & Wild. Code Chapter 25. Water District and River Authority Parks	Establishes the authority of Water Districts.
Tex. Parks & Wild. Code Chapter 26. Protection of Public Parks and Recreational Lands	Establishes limits on the ability of state departments or political subdivisions to take or convert to another use land used as a park, recreation area, scientific area, wildlife refuge or historic site.
Tex. Parks & Wild. Code Chapter 28. Texas Trails System	Establishes the Texas Trail System, which includes recreational, scenic, historic and expedition trails. Provides TPWD with specific authority to administer the Texas Trail System.
Tex. Parks & Wild. Code Chapter 29. Off-Highway Vehicle Trail and Recreational Area Program	Establishes the Texas Trail System, which includes recreational, scenic, historic and expedition trails. Provides TPWD with specific authority to administer the Texas Trail System.
TITLE 4 – WATER SAFETY	
Tex. Parks & Wild. Code Chapter 31. Water Safety	Provides TPWD with specific authority regarding: the numbering, titling, and licensing of vessels and outboard motors use on the water of the state; licensing and regulation of dealers, distributors and manufactures of vessels and outboard motors in the state; and enforcement of water safety regulations on the water of the state. Establishes a boater education program.
Tex. Parks & Wild. Code Chapter 32. Floating Cabins	Provides TPWD with specific authority to permit and regulate floating cabins on the coastal water of the state.

Citation / Title	Authority / Impact on Agency (e.g., “provides authority to license and regulate nursing home administrators”)
TITLE 5 – WILDLIFE AND PLANT IDENTIFICATION	
Tex. Parks & Wild. Code Chapter 41. Reciprocal Hunting and Fishing Privileges	Provides TPWD with specific authority to enter agreements with bordering states to provide for reciprocal hunting and fishing privileges.
Tex. Parks & Wild. Code Chapter 42. General Hunting License	Provides TPWD with specific authority to issue, regulate and enforce the use of various hunting licenses and related tags.
Tex. Parks & Wild. Code Chapter 43. Special Licenses and Permits	Provides TPWD with specific authority to issue, regulate and enforce the use of the following special licenses and permits: scientific research permit; zoological collection permit; rehabilitation permit; educational display permit; hunting lease licenses; permits for trapping, transporting, and transplanting game birds and animals; private bird hunting areas; permits to manage wildlife and exotic animals from aircraft; wildlife control permits; deer breeder’s permit; fish stock permit; deer management permits conservation permit; and nonindigenous snake permit. Provides TPWD with the authority to issue the following stamps: archery stamp, migratory and upland game bird stamp, reptile and amphibian stamp, saltwater sportfishing stamp, and freshwater fishing stamp. Provides TPWD with authority to destroy deer possessed by a permit holder to control or prevent the spread of disease.
Tex. Parks & Wild. Code Chapter 44. Game Breeder’s License	Provides TPWD with specific authority to issue, regulate and enforce the use of a game breeder’s license, related to the captive breeding and sale of game animals.
Tex. Parks & Wild. Code Chapter 45. Game Bird Breeder’s License	Provides TPWD with specific authority to issue, regulate and enforce the use of a game bird breeder’s license, related to the captive breeding and sale of game birds.
Tex. Parks & Wild. Code Chapter 46. Fishing Licenses	Provides TPWD with specific authority to issue, regulate and enforce the use of various recreational fishing licenses and related tags.
Tex. Parks & Wild. Code Chapter 47. Commercial Fishing Licenses	Provides TPWD with specific authority to issue, regulate, and enforce the use of various commercial fishing licenses.
Tex. Parks & Wild. Code Chapter 49. Falconry Permit	Provides TPWD with specific authority to issue, regulate and enforce the use of a falconry permit, related to the practice of trapping, possessing, training, or flying a raptor for hunting purposes.
Tex. Parks & Wild. Code Chapter 50. Combination Hunting and Fishing License	Provides TPWD with specific authority to issue, regulate and enforce the use of combination hunting and fishing licenses.
Tex. Parks & Wild. Code Chapter 61. Uniform Wildlife Regulatory Act	Provides TPWD with specific authority to: conduct scientific studies and investigations of game animals and game birds; regulate means, methods, places and seasons for hunting game animals and game birds and for catching aquatic life; and provide special hunting and fishing seasons for youth.

Citation / Title	Authority / Impact on Agency (e.g., “provides authority to license and regulate nursing home administrators”)
Tex. Parks & Wild. Code Chapter 62. Provisions Generally Applicable to Hunting	Establishes laws enforced by TPWD relating to: the means and methods of hunting; sale, transportation, and storage of game; hunting in state parks; weapons on Lower Colorado River Authority Land; and killing of captive dangerous wild animals. Provides TPWD with specific authority to implement a hunter education program.
Tex. Parks & Wild. Code Chapter 63. Game and Nongame Animals	Establishes the definition of “game animal.” Establishes laws enforced by TPWD regarding the possession of game animals, the possession and sale certain nongame animals.
Tex. Parks & Wild. Code Chapter 64. Birds	Establishes laws enforced by TPWD relating to the protection of game and nongame birds.
Tex. Parks & Wild. Code Chapter 65. Alligators	Provides TPWD with specific authority to: regulate the taking, possession, breeding, and sale of alligators; conduct scientific studies of alligators; and issue, regulate and enforce the use of permits relating to the taking, possession and sale of alligators.
Tex. Parks & Wild. Code Chapter 66. Fish and Aquatic Plants	Establishes laws enforced by TPWD relating to the means and methods of fishing and sale and purchase of certain fish. Provides TPWD with specific authority to: issue, regulate and enforce the use of permits relating to harmful or exotic fish and aquatic plants; regulate draining water from vessels; regulate handfishing; gather statistical information on the harvest of aquatic products of the state; regulate the sale and purchase of certain fish; require owners of public or private dams to construct fish ladders; and require owners of canal pipes to install screens to protect fish.
Tex. Parks & Wild. Code Chapter 67. Nongame Species	Establishes the definition of “nongame” species. Provides TPWD with specific authority to regulate the taking, possession, sale, breeding or transportation of nongame fish or wildlife.
Tex. Parks & Wild. Code Chapter 68. Endangered Species	Establishes laws enforced by TPWD regarding possessing, breeding or killing species listed as endangered by the United States.
Tex. Parks & Wild. Code Chapter 71. Licenses and Regulations	Provides TPWD with specific authority to: issue, regulate, and enforce the use of permits relating to taking of fur-bearing animals and the possession and sale of pelts; and to conduct scientific studies relating to fur-bearing animals.
Tex. Parks & Wild. Code Chapter 76. Oysters	Establishes laws enforced by TPWD and provides TPWD with the specific authority: to issue and regulate the use of permits and licenses relating to the taking, possession, purchase and sale of oysters; to research oysters; and to implement an oyster license moratorium program. Establishes an oyster shell recovery and replacement program. Establishes an oyster permit buyback program.

Citation / Title	Authority / Impact on Agency <i>(e.g., "provides authority to license and regulate nursing home administrators")</i>
Tex. Parks & Wild. Code Chapter 77. Shrimp	Establishes laws enforced by TPWD and provides TPWD with the specific authority to: issue and regulate the use of permits and licenses relating to taking, possession, purchase and sale of shrimp; to research shrimp; and to implement a shrimp license moratorium program.
Tex. Parks & Wild. Code Chapter 78. Mussels, Clams, and Crabs	Establishes laws enforced by TPWD and provides TPWD with the specific authority to: issue and regulate the use of permits and licenses relating to the taking, possession, purchase, and sale of mussels, clams and crabs; and to implement a crab license management program.
Tex. Parks & Wild. Code Chapter 79. Extended Fishery Jurisdiction	Provides TPWD with the specific authority to cooperate with the Gulf of Mexico Fishery Management Council to develop management programs.
Tex. Parks & Wild. Code Chapter 81. Wildlife Management Areas, Sanctuaries, and Preserves	Provides TPWD with specific authority to: construct and maintain fresh and saltwater fish hatcheries; to declare areas of water of the state as fish sanctuaries; designate wildlife management association areas; and to acquire, develop and maintain wildlife management areas and public hunting lands.
Tex. Parks & Wild. Code Chapter 82. Statutory Sanctuaries and Preserves	Establishes that the following sanctuaries and preserves are under the control of TPWD: Connie Hagar Wildlife Sanctuary; Sierra Diablo Wildlife Management Area; Galveston County Wildlife Sanctuary; Marion and Harrison Counties Game and Fish Reserve; Ingleside Cove Wildlife Sanctuary; Smith County Fish Hatchery; Island Channel; Lake Corpus Christi Game Sanctuary; LaSalle County Rivers Sanctuary; McMullen County Rivers Sanctuary; and Live Oak County River Sanctuary. Provides TPWD with various specific authorities related to the management of these specific sanctuaries and preserves.
Tex. Parks & Wild. Code Chapter 83. Federal-State Agreements	Provides TPWD shall conduct and establish cooperative projects under federal law regarding: fish restoration, commercial fisheries, and wildlife restoration. Allows the United States to establish migratory game bird reservations. Provides that TPWD shall be consulted on any conservation agreement between the United States Department of Interior and a political subdivision of the state. Provides TPWD with specific authority to create habitat conservation plans or participate in creation of habitat conservation plans by political subdivisions of the state.
Tex. Parks & Wild. Code Chapter 84. Texas Farm and Ranch Lands Conservation Program	Establishes the Texas Farm and Ranch Lands Conservation Program and associated fund related to the purchase and donation of agricultural conservation easements.
Tex. Parks & Wild. Code Chapter 86. Marl, Sand, Gravel, Shell, and Mudshell	Provides TPWD with specific authority to manage, control, and protect sand and gravel in navigable waters, and to issue, enforce and regulate permits relating to the disturbing, taking and sale of marl, sand, gravel, shell and mudshell in navigable waters.

Citation / Title	Authority / Impact on Agency (e.g., “provides authority to license and regulate nursing home administrators”)
Parks and Wildlife Code Chapter 88. Endangered Plants	Provides TPWD with specific authority to: issue, regulate and enforce permits relating to the taking, possession, transport and sale of endangered plants; conduct biological research on endangered plants; and establish a listing of threatened or protected native plants.
Tex. Parks & Wild. Code Chapter 89. Artificial Reefs	Provides TPWD with specific authority to: promote, develop, maintain, monitor, and enhance artificial reef potential in the waters of the state; and develop a state artificial reef plan consistent with the federal artificial reef plan.
Tex. Parks & Wild. Code Chapter 90. Access to Protected Freshwater Areas	Provides TPWD with specific authority to approve, disapprove, or modify local river access plans relating to the public’s access to rivers and the prohibition of the use of motorized vehicles in protected freshwater areas.
TITLE 6 – COMPACTS	
Tex. Parks & Wild. Code Chapter 91. Gulf States Compact	Establishes the Gulf States Compact. The director of TPWD serves on the Gulf State Marine Fisheries Commission.
Tex. Parks & Wild. Code Chapter 92. Interstate Wildlife Violator Compact	Provides TPWD with specific authority to enter into the Interstate Wildlife Violator Compact.
TITLE 7 – LOCAL AND SPECIAL LAWS	
Tex. Parks & Wild. Code Chapters 114 - 355	These chapters establish laws that the Department enforces that relate to specific counties.
Agriculture Code	
Tex. Agric. Code Chapter 47. Texas Shrimp Marketing Assistance Program	TPWD provides funding from certain license fees for the Shrimp Marketing Program at the Texas Department of Agriculture (TDA).
Tex. Agric. Code §71.151	TDA is required to consult with TPWD in the development of a list of noxious and invasive plant species that have serious potential to cause economic or ecological harm to the state.
Tex. Agric. Code §76.006	TDA is required to consult with TPWD in reviewing applications for special local need or emergency pesticide registrations.
Tex. Agric. Code Chapter 134. Regulation of Aquaculture	Provides TPWD and TDA with specific authority to regulate aquaculture and issue licenses.
Tex. Agric. Code §161.041	Provides that Texas Animal Health Commission (TAHC) may not infringe on or supersede the authority of TPWD relating to wildlife in conducting disease control for livestock, exotic livestock, domestic fowl, and exotic fowl.
Tex. Agric. Code §161.054	Provides that TAHC’s authority to regulate the movement of feral swine may not interfere with the authority of TPWD to regulate the hunting or trapping of feral swine.

Citation / Title	Authority / Impact on Agency (e.g., “provides authority to license and regulate nursing home administrators”)
Tex. Agric. Code §203.016	Provides that the State Soil and Water Conservation Board shall consult with TPWD regarding the effects of the water supply enhancement program on fish and wildlife.
Code of Criminal Procedure	
Code Crim. Proc. art. 2.12(10)	Establishes that law enforcement officers commissioned by TPWD are peace officers.
Government Code	
Tex. Gov’t Code §402.035	Establishes that a representative from TPWD serves on the Human Trafficking Prevention Taskforce.
Tex. Gov’t Code §421.021	Establishes that a representative from TPWD serves on the Homeland Security Council.
Tex. Gov’t Code §442.075	Establishes that historic sites may be transferred to the Texas Historical Commission by interagency agreement.
Tex. Gov’t Code §444.030	Requires the Texas Commission for the Arts to enter a memorandum of understanding with TPWD.
Tex. Gov’t Code §481.172	Requires the Texas Economic Development and Tourism Office to enter a memorandum of understanding with TPWD.
Tex. Gov’t Code §490E.003	Establishes that a representative from TPWD serves on the Task Force on Economic Growth and Endangered Species.
Tex. Gov’t Code §776.002	Establishes that a representative from TPWD serves on the Texas Invasive Species Coordinating Committee.
Tex. Gov’t Code §1505.154	A municipality must obtain TPWD approval for the acquisition or construction of a municipal fish market before the municipality may accept a loan or a grant from the United States to acquire or construct a municipal fish market.
Tex. Gov’t Code §2113.107	TPWD is expressly excepted from restrictions on the publication of a periodical the cost of which is not reimbursed through revenue attributable to its publication and sale.
Tex. Gov’t Code §2165.2561	Establishes that a representative from TPWD serves on the State Cemetery Committee.
Tex. Gov’t Code §2166.003	Establishes that a construction project constructed by TPWD is excepted from the building construction and acquisition requirements of Chapter 2166 of the Government Code.
Tex. Gov’t Code §2171.104	Provides that TPWD shall assist the Texas Facilities Commission in preparing a management plan for the state’s vehicle fleet.
Health and Safety Code	
Tex. Health & Safety Code §365.004	Establishes that the TPW Commission is authorized to adopt rules regarding the disposal of garbage in state parks, public water in state parks, historic sites, scientific areas, and forts under the control of TPWD.

Citation / Title	Authority / Impact on Agency (e.g., "provides authority to license and regulate nursing home administrators")
Tex. Health & Safety Code §436.011	Establishes that the transplanting of molluscan shellfish from a restricted or conditionally restricted area is authorized upon receiving permission from TPWD, if the transplanting is supervised by TPWD and TPWD furnishes the Commissioner of Health a copy of the transplant permit before transplanting activities begin.
Tex. Health & Safety Code §503.002	Establishes that a representative of TPWD serves on the Toxic Substances Coordinating Committee.
Local Government Code	
Tex. Loc. Gov't Code §331.005	Authorizes a municipality or county to transfer parks to TPWD by agreement.
Tex. Loc. Gov't Code §331.010	Authorizes TPWD to cooperate with a municipality or county in the acquisition and establishment of parks and playgrounds, and may adopt rules for the acquisition, establishment, and operation of the parks and playgrounds with the municipality or county as TPWD and the municipality or county consider advisable.
Tex. Loc. Gov't Code §362.005	Provides that TPWD shall report to the Texas Transnational Intelligence Center criminal activity in counties along the Texas-Mexico border.
Natural Resources Code	
Tex. Nat. Res. Code §31.065	Provides that certain proceeds from the sale by the General Land Office (GLO) of properties acquired by grant, gift, devise, or bequest shall be deposited in the Texas farm and ranch lands conservation fund.
Tex. Nat. Res. Code §31.006	Provides that the proceeds from the sale by GLO of any title or interest in land acquired by transfer from the United States government in association a remedial action under the Comprehensive Environmental Response, Compensation and Liability Act, shall be deposited in the Texas farm and ranch lands conservation fund.
Tex. Nat. Res. Code §33.052	Requires GLO to coordinate with TPWD in developing the Coastal Management Program.
Tex. Nat. Res. Code §33.105	Authorizes the School Land Board to lease coastal land to TPWD.
Tex. Nat. Res. Code §33.2041	Establishes that a representative of TPWD serves on the Coastal Coordination Advisory Committee.
Tex. Nat. Res. Code §33.205	Review of certain TPWD actions for consistency with the Coastal Management Plan is required.

Citation / Title	Authority / Impact on Agency (e.g., "provides authority to license and regulate nursing home administrators")
Tex. Nat. Res. Code §33.2053	Review for consistency with the coastal management plan is required for certain TPWD actions, including: an oyster lease; a permit for taking, transporting, or possessing threatened or endangered species; a permit for disturbing marl, sand, shell, or gravel on state-owned land; or development by a person other than TPWD that requires the use or taking of any public land in a state park, wildlife management area, or preserve.
Tex. Nat. Res. Code Chapter 33. Management of Coastal Public Lands Subchapter G. Coastal Wetland Acquisition	Establishes duties for TPWD regarding acquisition and preservation of coastal wetlands.
Tex. Nat. Res. Code §33.613	Requires GLO, in consultation with TPWD, develop a plan to mitigate the loss of public recreational opportunities associated with the closure of certain man-made coastal passes.
Tex. Nat. Res. Code Chapter 34. Boards for Lease <i>See also</i> Tex. Rev. Civ. Stat. art. 6077o	The Board for Lease for TPWD lands is charged with leasing TPWD land for mining, producing, storing, caring for, transporting, preserving, selling, and disposing of the oil, gas, or other minerals.
Tex. Nat. Res. Code Chapter 40. Oil Spill Prevention and Response Act of 1991	TPWD is given duties as a Natural Resource Trustee in cases of oil and hazardous substances spills that affect public coastal resources. Contracts or agreements with institutions of higher education relating to oil spill effects on wildlife and aquatic resources and rescue and rehabilitation of wildlife and aquatic resources must be made in coordination with TPWD.
Tex. Nat. Res. Code §51.002	Establishes that TPWD has a preferential right to purchase land offered for sale by the GLO that is within the boundaries of or adjacent to certain lands subject to the management and control of TPWD.
Tex. Nat. Res. Code §52.324	Requires GLO to follow recommendations of TPWD regarding marine life when issuing geophysical and geochemical exploration permits in areas within tidewater limits.
Tex. Nat. Res. Code Chapter 61. Use and Maintenance of Public Beaches	Provides for coordination between GLO and TPWD in the administration of the Open Beaches Act.
Tex. Nat. Res. Code §131.139	Requires the Railroad Commission to submit application for uranium surface mining to TPWD for comment.
Tex. Nat. Res. Code §153.041	Establishes that a representative of TPWD serves on the Prescribed Burning Board.
Penal Code	
Tex. Penal Code §47.002	Establishes a defense to prosecution for the offense of gambling if the person is participating in a drawing for the opportunity to participate in a hunting, fishing, or other recreational event conducted by TPWD.

Citation / Title	Authority / Impact on Agency <i>(e.g., "provides authority to license and regulate nursing home administrators")</i>
Tax Code	
Tex. Tax Code §23.521	Requires TPWD to develop standards to be adopted by the Comptroller by rule for determining whether land qualifies for appraisal based on wildlife management use.
Tex. Tax Code §151.801	Provides that the Comptroller shall credit to TPWD an amount equal to 93 percent of the sporting goods sales tax.
Tex. Tax Code §160.001	Authorizes TPWD to collect sales and use taxes on boats and boat motors.
Tex. Tax Code §160.041	Directs the Department to collect sales tax on every retail sale of a taxable boat or motor sold in Texas and directs the Department to collect a use tax on a taxable boat or motor purchased outside of Texas and used in Texas or brought into Texas for use by a Texas resident or other person who is domiciled or doing business in Texas.
Tex. Tax Code §162.502	Provides that the Comptroller shall allocate and deposit 75 percent of the revenue from unclaimed refundable gasoline taxes to the credit of the general revenue fund to be appropriated only to TPWD.
Transportation Code	
Tex. Transp. Code §201.604	Provides that the Texas Department of Transportation (TxDOT) shall coordinate with TPWD in preparing an environmental review of construction projects.
Tex. Transp. Code §370.188	Provides that regional mobility authorities shall coordinate with TPWD in preparing an environmental review of construction projects.
Tex. Transp. Code §502.1747	Enables customers to contribute \$5 to TPWD for state parks (Fund 64) when registering a motor vehicle.
Tex. Transp. Code §504.606, 504.618, 504.627, 504.644, and 504.661	Provides specific authority for specialty license plates to raise funds for certain projects. Authorized specialty plates are: Big Bend National Park, Conservation, Waterfowl and Wetland Conservation, Marine Mammal Recovery, Texas Lions Camp, and Marine Conservation.
Tex. Transp. Code §683.014	Provides that a law enforcement agency may transfer certain abandoned vessels to TPWD for use as part of an artificial reef.

Citation / Title	Authority / Impact on Agency <i>(e.g., "provides authority to license and regulate nursing home administrators")</i>
Water Code	
Tex. Water Code §11.147	For water right permits, provides that TPWD shall make recommendations to the Texas Commission on Environmental Quality (TCEQ) to protect fish and wildlife resources, including permit conditions, mitigation, and schedules of flow or releases. TPWD shall be, on its request, a full party in any hearing on an application to store, take or divert water. In making a final decision on any application for a permit, TCEQ shall consider information, evidence, and testimony offered by TPWD.
Tex. Water Code §11.0236	Requires that a TPW Commission member must serve on the Environmental Flows Advisory Group.
Tex. Water Code §11.02361	Requires that TPWD, Texas Water Development Board (TWDB), and TCEQ, shall provide written reports to the Environmental Flows Advisory Group that describe agency responses to recommendations of the Science Advisory Committee of the Group. TPWD, TWDB, and TCEQ staff shall provide technical assistance to each basin and bay expert science team and may serve as non-voting members of the science teams.
Tex. Water Code §§11.148 and 5.506	Provides that TPWD is entitled to notice of an emergency order of TCEQ regarding emergency or temporary suspension of a permit condition relating to beneficial inflows to affected bays and estuaries and instream uses or emergency use of state water set aside to meet the needs for freshwater inflows and instream uses.
Tex. Water Code §5.605	Provides that TPWD is required to participate and provide assistance in estuary programs.
Tex. Water Code §16.058	Provides that TPWD and TWDB have joint responsibility for establishing and maintaining a bay and estuary data collection and evaluation program and were to complete studies by December 31, 1989.
Tex. Water Code §11.1491	Requires TPWD and TCEQ to review bay and estuary studies prepared by TPWD and TWDB to determine inflow conditions necessary for the bays and estuaries; TPWD, TCEQ, and TWDB are authorized to establish an advisory council for each principal bay and estuary.
Tex. Water Code §15.3041 and 16.1331	Provides that five percent of the annual yield of water in any reservoir and associated works constructed with state financial participation within 200 river miles from the coast is appropriated to the TPWD for use to make releases to bays and estuaries and for instream uses; TCEQ must permit this water to TPWD.
Tex. Water Code §16.059	Provides that TPWD, TWDB, and TCEQ have joint responsibility for establishing and maintaining an instream flow data collection and evaluation program.

Citation / Title	Authority / Impact on Agency (e.g., "provides authority to license and regulate nursing home administrators")
Tex. Water Code §16.012	Provides that in studying, investigating, and surveying the occurrence, quantity, quality and availability of surface water and groundwater of the state, the TWDB must consider the advice of the TPWD in the following: determining suitable locations for future water facilities, including reservoir sites; making estimates of the cost of proposed irrigation works and the improvement of reservoir sites; examining and surveying reservoir sites; monitoring the effects of fresh water inflows upon the bays and estuaries of Texas; and, monitoring instream flows. After each major river basin Water Availability Model is completed, TCEQ must coordinate with TPWD to determine the potential impact of reusing municipal and industrial effluent on existing water rights, instream uses, and freshwater inflows to bays and estuaries.
Tex. Water Code §16.051	Provides that TWDB must coordinate with TPWD in developing guidance principles for the state water plan and receive input from TPWD in reviewing and updating the guidance principles.
Tex. Water Code §16.053	Requires that a TPWD representative is to serve as an ex officio member of each regional water planning group.
Tex. Water Code §35.007	Provides that TCEQ and TWDB are to develop a priority groundwater management area report. TCEQ must request a study from TPWD for purposes of preparing the report. The TPWD study must evaluate the potential effects of the designation of a priority groundwater management area on an area's natural resources.
Tex. Water Code §16.055	Requires that a TPWD representative is to serve on the drought preparedness council.
Tex. Water Code §26.0135	Provides that river authorities must create basin-wide steering committees with representatives from appropriate state agencies who shall develop assessments and reports on the water quality in each watershed and river basin in the state. Each river authority must submit summary reports of the water quality assessment of the authority's watershed to the TCEQ, TPWD, and the State Soil and Water Conservation Board.
Tex. Water Code §26.555	Provides that TPWD must coordinate with the TCEQ and the Brazos River Authority to visually inspect that section of the Brazos River known as the John Graves Scenic Riverway, as well as to test the water quality of the Brazos River and its tributaries.
Tex. Water Code §26.121	Provides that no person may commit any other act or engage in any other activity which in itself or in conjunction with any other discharge or activity causes, continues to cause, or will cause pollution of any of the water in the state, unless the activity is under the jurisdiction of TPWD, GLO, TDA, or the Railroad Commission of Texas.

Citation / Title	Authority / Impact on Agency <i>(e.g., "provides authority to license and regulate nursing home administrators")</i>
Tex. Water Code §26.0345	Provides that TCEQ is to consult with TPWD and TDA in establishing permit conditions relating to suspended solids in a discharge permit for an aquaculture facility that is located within the coastal zone and engaged in shrimp production.
Tex. Water Code §§26.129 and 7.109	Provides that TPWD is authorized to file a lawsuit in district court to enforce the provisions of the Water Code regarding unauthorized discharges to the extent that a violation affects aquatic life and wildlife. TPWD may seek injunctive relief and/or civil penalties and recover damages.
Tex. Water Code §18.005	Provides that TPWD and GLO jointly shall conduct a study to identify zones in the Gulf of Mexico that are appropriate for the discharge of waste resulting from the desalination of marine seawater, taking into account the need to protect marine organisms. Not later than September 1, 2018, TPWD and GLO shall submit a report on the results of the study to the commission. By September 1, 2020 the TCEQ must designate zones in the Gulf of Mexico that would be appropriate for discharge of waste that is the byproduct of desalination of oceanic water. Until they do this, desalination operators must consult with TPWD and the GLO about where it is appropriate to discharge waste.
Tex. Water Code §18.003	Provides that TPWD and GLO jointly shall conduct a study to identify zones in the Gulf of Mexico that are appropriate for the diversion of marine seawater, taking into account the need to protect marine organisms. Not later than September 1, 2018, the TPWD and GLO shall submit a report on the results of the study to the commission. Until the TCEQ adopts rules by September 1, 2020, a person must consult TPWD and GLO regarding the point or points from which a facility the person proposes to construct may divert marine seawater before submitting an application.
Tex. Water Code §15.7031	Provides that the Texas Water Trust is established within the Texas Water Bank to hold water rights dedicated to environmental needs, including instream flows, water quality, fish and wildlife habitat, or bay and estuary inflows. TWDB must consult with TPWD and TCEQ to adopt rules for holding the rights. Rights placed in the trust must be reviewed and approved by the TCEQ, in consultation with TWDB and TPWD.
Tex. Water Code §11.0841	Provides that for purposes of seeking a civil remedy to enforce a water right or to prevent or seek redress or compensation for the violation of a right or otherwise redress an injury, TPWD has the rights of a holder of a water right that is held in the Texas Water Trust. TPWD has the right to act in the same manner of a holder of a water right to protect the holder's rights in seeking to prevent any person from appropriating water in violation of a set-aside established by the Commission under Section 11.1471 to meet instream flow needs or freshwater inflow needs.

Citation / Title	Authority / Impact on Agency (e.g., “provides authority to license and regulate nursing home administrators”)
Tex. Water Code §10.003	Provides that the Texas Water Conservation Advisory Council is composed of 23 members appointed by TWDB, and one member must represent TPWD.
Tex. Water Code §16.061	Requires that TWDB, in coordination with TPWD, TCEQ, TDA, GLO, the Texas Division of Emergency Management, and the State Soil and Water Conservation Board, shall adopt guidance principles for the state flood plan that reflect the public interest of the entire state. TWDB shall review and revise the guidance principles, with input from these agencies as necessary and at least every fifth year to coincide with the five-year cycle for adoption of a new state flood plan.
Tex. Water Code §16.062	Requires TWDB to designate representatives from each flood planning region corresponding to each river basin to serve as the initial flood planning group. TWDB, TPWD, TCEQ, TDA, GLO, the Texas Division of Emergency Management, and the State Soil and Water Conservation Board each shall appoint a representative to serve as an ex officio member of each flood planning group.
Federal Statutes	
42 U.S.C. §§4321 to 4370m-12 National Environmental Policy Act (NEPA)	Establishes national environmental policy to prevent damage to ecological systems and natural resources important to the nation. NEPA’s basic policy is to assure that all branches of government give proper consideration to the environment prior to undertaking any major federal action, including a state activity using federal funds or requiring federal permits, that significantly affects the environment.
42 U.S.C. §§9601-9675 Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA)	Provides for clean-up of hazardous-waste sites as well as accidents, spills, and other emergency releases of pollutants and contaminants into the environment. Authorizes the Governor to designate state natural resource trustees, including TPWD, to assess damages to natural resources and services and restore natural resources injured by releases of hazardous substances. Also known as Superfund.
33 U.S.C. §§2701-2762 Oil Pollution Act (OPA)	Provides for clean-up of oil spills. Authorizes the Governor to designate state natural resource trustees, including TPWD, to assess damages to natural resources and services and restore natural resources injured by the unauthorized discharge of oil.
33 U.S.C. §§1251-1388 Federal Water Pollution Control Act (Clean Water Act)	Comprehensive statute aimed at restoring and maintaining the chemical, physical, and biological integrity of the nation’s waters. Makes it unlawful to discharge any pollutant from a point source into navigable waters without a permit.
42 U.S.C. §§6901-6992k Resource Conservation and Recovery Act (RCRA)	Provides for comprehensive regulation of hazardous waste from the “cradle-to-grave,” including generation, transportation, treatment, storage, and disposal of hazardous waste. Sets forth a framework for the management of non-hazardous solid wastes.

Citation / Title	Authority / Impact on Agency (e.g., "provides authority to license and regulate nursing home administrators")
16 U.S.C. §§1451-1466 Coastal Zone Management Act (CZMA)	Establishes a federal grant program within the Department of Commerce to encourage coastal states to develop and implement coastal zone management programs, including the Coastal and Estuarine Land Conservation Program that provides matching funds to state and local governments to purchase threatened coastal and estuarine lands or obtain conservation easements.
43 U.S.C. §1331 Gulf of Mexico Energy Security Act of 2006 (GOMESA)	Shares leasing revenues with Gulf producing states and the Land and Water Conservation Fund for coastal conservation, restoration, and hurricane protection.
16 U.S.C. §§4401-4414 North American Wetlands Conservation Act (NAWCA)	Provides matching grants for wetlands conservation projects in the United States, Canada, and Mexico.
Public Law No. 116-9 (2019) Natural Resources Management Act	Permanently reauthorizes the Land and Water Conservation Fund.
Public Law No. 115-334 (2018) Agricultural Improvement Act of 2018 (Farm Bill)	Provides grants for conservation of farm and ranch lands and wetlands through the Agricultural Conservation Easement Program. Important source of matching funds for the Texas Farm and Ranch Lands Conservation Program.
16 U.S.C. §§1531-1544 Endangered Species Act	Provides broad protection for species of fish, wildlife and plants that are listed as threatened or endangered in the United States or elsewhere.
16 U.S.C. §742j-1 Airborne Hunting Act	Prohibits using aircraft to shoot, kill, capture, or harass any animal unless the person is an authorized employee of, or is operating under a license or permit of, any state or the United States to protect land, water, wildlife, livestock, domesticated animals, human life, or crops.
16 U.S.C. §§742a-f Anadromous Fish Conservation Act	Authorizes the Secretary of the Interior to enter into cooperative agreements with one or more states regarding the conservation, development, and enhancement of anadromous fish.
16 U.S.C. §742l Fish and Wildlife Revenue Enhancement Act	Authorizes the Secretary of the Interior and the Secretary of Commerce to enter into cooperative agreements with any state for enforcement of federal or state laws relating to fish and wildlife.
16 U.S.C. §§753a-b Cooperative Research and Training Units Act	Authorizes the Secretary of the Interior to enter into cooperative agreements with colleges and universities, state fish and game agencies, and nonprofit organizations regarding the development of research and training programs for fish and wildlife resources.
16 U.S.C. §§3371-3378 Lacey Act	Make unlawful the import, export, sell, acquisition, or purchase of fish, wildlife, or plants that are taken, possessed, transported, or sold in violation of federal, state, or foreign law.
16 U.S.C. §§718a-718k Migratory Bird Hunting and Conservation Stamp Act	Requires the possession of a Migratory Bird Hunting and Conservation Stamp for the hunting of migratory waterfowl and raises funds for conservation of migratory waterfowl.

Citation / Title	Authority / Impact on Agency (e.g., “provides authority to license and regulate nursing home administrators”)
16 U.S.C. §§703-712 Migratory Bird Treaty Act	Implements various treaties and conventions between the United States and Canada, Japan, Mexico, and the Soviet Union for the protection of migratory birds. This Act provides the framework for TPWD migratory bird regulations.
16 U.S.C. §§5201-5207 Recreational Hunting and Safety and Preservation Act	Provides broad protection for species of fish, wildlife and plants that are listed as threatened or endangered in the United States or elsewhere.
16 U.S.C. §§1801-1891d Magnuson-Stevens Fishery Conservation and Management Act	Governs the conservation and management of ocean fishing. Establishes the Gulf of Mexico Fisheries Management Council.
16 U.S.C. §460l-4 et seq. Land and Water Conservation Fund	Regulates admission and special recreation user fees at certain recreational areas and establishes a fund to subsidize state and federal acquisition of lands and waters for recreational and conservation purposes.
16 U.S.C. §§669-669j Federal Aid in Wildlife Restoration Act (Pittman-Robertson Act)	Provides federal funds to states for management and restoration of wildlife through an excise tax on sporting arms and ammunition.
16 U.S.C. §§777-777k Federal Aid in Sport Fish Restoration Act	Provides federal funds to states for management and restoration of fish, education, wetlands restoration, boat safety, and clean vessel sanitation devices, through an excise tax on certain fishing equipment, import duties, and a portion of the motorboat fuel tax.
16 U.S.C. §1600 et seq. National Forest Management Act	Provides for cooperation between federal and state agencies and authorizes federal funds for state agencies regarding research and management of forest ecosystems.

Table 14 Exhibit 14 Statutes

Attorney General Opinions

Attorney General Opinion No.	Impact on Agency
Tex. Atty. Gen. Op. JC-0048 (1999)	Finds that Texas Parks and Wildlife Code § 64.002 preempts city regulation of pigeon shoots.
Tex. Atty. Gen. Op. GA-0181 (2004)	Finds that a licensed crab fisherman need not obtain permission from the owner of submerged land that lies beneath tidal waters in order to fish crab traps at that location.

Table 15 Exhibit 14 Attorney General Opinions

- B. Provide a summary of significant legislation regarding your agency by filling in the charts below or attaching information already available in an agency-developed format. Briefly summarize the key provisions. For bills that did not pass but were significant, briefly explain the key provisions and issues that resulted in failure of the bill to pass (e.g., opposition to a new fee, or high cost of implementation). Place an asterisk next to bills that could have a major impact on the agency. See Exhibit 15 Example.

**Exhibit 15: 86th Legislative Session
Legislation Enacted – 86th Legislative Session**

Bill Number	Author	Summary of Key Provisions
H.B. 337	Larson	Relating to the use of emergency engine cutoff switches on motorboats; creating a criminal offense. Requires the operator of a motorboat, less than 26 feet and moving at greater than headway speed, to be equipped with an emergency engine cutoff switch and to make sure that the switch is properly working and worn at all times.
H.B. 406	Price	Relating to organ donor registration information when applying for a hunting or fishing license on the Internet. Requires TPWD to place a re-direct page for organ donor registration information when applying for a hunting and fishing license online.
H.B. 489	Springer	Relating to the use of certain weapons in or on the beds or banks of certain rivers and streams in particular counties. Adds Hall County to list of eight counties in or on the beds or banks of certain navigable streams where the discharge of a firearm (including bows) is currently prohibited.
H.B. 547	Canales	Relating to verification of hunting and fishing license information. A digital copy of a hunting or fishing license may be presented to game wardens as proof of license.
H.B. 587	Stephenson	Relating to the designation of a portion of State Highway 71 in Wharton County as the Game Warden Justin Hurst Memorial Highway.
H.B. 1181	Guillen	Relating to the regulation of commercial catfish fishing on Falcon Lake. Allows, under the regulation of the TPW Commission, a level of commercial blue and channel catfish harvest on Falcon Lake in Starr and Zapata Counties.
H.B. 1300	Hunter	Relating to cultivated oyster mariculture; authorizing fees; requiring a permit; creating a criminal offense. Allows the TPW Commission to establish rules for the development of a cultivated oyster mariculture program.
H.B. 1422	Paddie	Relating to the continuation and functions of the Texas Historical Commission. Changes the sporting goods sales tax split from 94 percent (TPWD) and 6 percent (THC) to 93 percent (TPWD) and 7 percent (THC). Directs the transfer of six state historic sites from TPWD to THC: Fanthorp Inn SHS, Lipantitlan SHS, Monument Hill/Kreische Brewery SHS, Port Isabel Lighthouse SHS, San Jacinto Battleground and Monument SHS, and Washington-on-the-Brazos SHS.

Bill Number	Author	Summary of Key Provisions
H.B. 1824	Murr	Relating to the sale and taking of sand, gravel, marl, shell, and mudshell, including the use of funds collected from the sale of those materials and the taking of those materials from the San Jacinto River and its tributaries. Allows the royalties from the excavation of sand, shell, gravel, and mudshell from Texas public waters to support enhancement, preservation and restoration of fish habitats in rivers and streams. Language from S.B. 2126 (Creighton) was added which exempts the San Jacinto River Authority and Harris County Flood Control District from obtaining a TPWD permit or paying a fee to TPWD to take sand, shell and gravel to restore, maintain, or expand the capacity of the river and its tributaries to convey storm flows. A political subdivision may deposit sand, shell, or gravel on private land.
H.B. 1828	Martinez	Relating to prohibiting the sale and purchase of certain aquatic products; creating a criminal offense; increasing a criminal penalty. Enhances the penalties on the harvest and sale of illegal aquatic products based on poundage.
H.B. 1896	Phelan	Relating to the applicability of the requirements of Government Code §2001.0045 as it relates to the adoption of new state agency rules by the Parks and Wildlife Department.
H.B. 2038	Darby	Relating to certain offenses relating to disturbing or taking marl, sand, gravel, shell, or mudshell or disturbing oyster beds or fishing waters; increasing the criminal penalty. Increases the penalty from a Class C to a Class B Parks and Wildlife misdemeanor for disturbing or removing sand and gravel without a permit.
H.B. 2065	Lucio III	Relating to authorizing a waiver of certain state park fees for certain children and the use of general revenue appropriations for the artificial reef program. Allows general revenue funds to be appropriated and allowable uses expanded to include employee salary and benefit costs associated with the program. In addition, language from H.B. 1561 (Rep. Meyer/Sen. Paxton) was added which authorizes a state park fee waiver for children in 5 th grade or 11-year-olds.
H.B. 2218	Lozano	Relating to creating a Class C menhaden boat license; imposing a fee; requiring a license. Allows the TPW Commission to create a new Class C Menhaden Boat License at a cost of \$420 a year for Menhaden harvest by allowing the use of a cast net in any coastal bay, river, or tributary landward from the shoreline along the Gulf Coast.
H.B. 2321	Morrison	Relating to the regulation of oyster harvesting; increasing a criminal penalty. Applies the enhanced penalties from a Class C to a Class A with allowances for license suspensions for harvesting oysters in open areas, established through H.B. 51 in the 85 th session, to areas that have been closed by TPWD for management reasons.
H.B. 2805	Darby	Relating to regulations for taking marl, sand, gravel, shell, or mudshell. Requires the TPW Commission to prescribe a single permit application for both a general or individual permit; requiring public notice, reporting volume of materials removed, conducting a sediment-impact assessment, and creating a new exemption for non-commercial removal of sediment deposits from certain on-channel impoundments.
H.B. 4032	Guillen	Relating to the regulation, permitting, and taxation of certain boats and boat motors; imposing a fee. Changes to boat registration in the Water Safety Code clarifies when a boat registration must be completed due to a transfer of title, caps the retail sales tax on the sale of a taxable boat or motor at \$18,750, and changes the vessel's applicable sales and use tax maximum length from 65 feet to 115 feet.
S.B. 8	Perry	Relating to state and regional flood planning. Requires the appointment of an ex officio member of TPWD to serve on the State Flood Plan board.

Bill Number	Author	Summary of Key Provisions
S.B. 26	Kolkhorst	Relating to the allocation to and use by the Parks and Wildlife Department and Texas Historical Commission of certain proceeds from the imposition of state sales and use taxes on sporting goods. Makes changes in statute necessary to accommodate automatic appropriations of Sporting Goods Sales Tax (SGST) to TPWD accounts, clarifies purposes for which SGST may be used and specifies that the Legislature, via the General Appropriations Act, will determine purposes/accounts to which SGST will be allocated.
SJR 24	Kolkhorst	Proposing a constitutional amendment relating to the appropriation of the net revenue received from the imposition of state sales and use taxes on sporting goods. Would automatically appropriate SGST to the Texas Parks and Wildlife Department and the Texas Historical Commission starting in FY2022.
S.B. 65	Nelson	Relating to oversight of and requirements applicable to state agency contracting and procurement. Amends current law to ensure that safeguards and consistent contracting practices are in place and provides more oversight of agency procurements.
S.B. 401	Hancock	Relating to legislative oversight of deferred maintenance projects. Extends the oversight committee until 09/01/2025.
S.B. 733	Perry	Relating to the authorization of a fee for participation in the Managed Lands Deer Program. Allows the TPW Commission to charge a fee for enrollment in the MLDP program which is currently free of charge and has exceeded its capacity.
S.B. 810	Perry	Relating to the identification of breeder deer.
S.B. 948	Kolkhorst	Relating to release sites for breeder deer. Release site requirements for breeder deer will require a fence height of 7 feet.
S.B. 1438	Taylor	Relating to prohibitions on the disposition of property interests by navigation districts for certain purposes. Prohibits navigation districts from leasing real property to an individual or private purpose for cultivating or harvesting oysters.
S.B. 1511	Nichols	Relating to the operation of the Battleship TEXAS. Allows TPWD to enter a 99-year MOU with a non-profit foundation regarding the operation and maintenance of the ship, moving the ship to drydock for repairs, and then returning it to the Texas coast.
S.B. 2248	Rodríguez	Relating to the development and operation of an aerial cable car or aerial tramway by a regional mobility authority created by a municipality. Adds the Wyler Tramway to the list of transportation project definitions and allows a regional mobility authority to enter into an agreement with another governmental entity, such as TPWD, to operate such an aerial cable car or aerial tramway.
S.B. 2553	Watson	Relating to the creation of the Save Historic Munny District; providing authority to issue bonds; providing authority to impose fees. Requires the appointment of TPWD's Executive Director to an initial 7-member appointing committee who will then appoint five directors to the governing board to study and preserve the Lions Municipal Golf course in West Austin.
SCR 2	Flores	Recognizing the game wardens of the Texas Parks and Wildlife Department as the "Lone Star Navy" and commending them for their service to the Lone Star State. Recognizes the vital role Texas Game Wardens play in search and rescue operations and officially designates them as the "Lone Star Navy."

Table 16 Exhibit 15 Legislation Enacted 86th Legislature

Legislation Not Passed – 86th Legislative Session

Bill Number	Author	Summary of Key Provisions / Reason Bill Did Not Pass
H.B. 86	Martinez	Relating to prohibiting the reckless discharge of a firearm; creating a criminal offense. Would have created an offense if the person knowingly discharges a firearm and at the time of discharge is reckless as to where the firearm was aimed at the person's intended target or did not have an intended target. The bill was considered in the House Committee on Calendars but did not advance.
H.B. 226	Krause	Relating to the creation of a commission to review certain penal laws. Would have allowed for consolidation of penal code violations in code sections outside the penal code. The bill passed the House, but it did not advance past the Senate Committee on Criminal Justice.
H.B. 334	Nevarez	Relating to the classification of exotic and nongame animals. Would have allowed for Elk to be classified as a game animal. The bill was filed but did not advance.
H.B. 346	Holland	Relating to the regulation of bow fishing. Would have allowed for the harvesting of catfish with a bow and arrow. The bill was filed but did not advance.
H.B. 376	King	Relating to a deer breeding facility affected by chronic wasting disease. The bill received a hearing in the House Committee on Culture, Recreation & Tourism but did not advance.
H.B. 488	Springer	Relating to the protection of public freshwater areas. Would have prohibited off road vehicles to operate in river beds with headwaters outside the state. The House passed the bill, but it did not advance in the Senate.
H.B. 509	Wilson	Relating to the regulation of aggregate production operations by the Railroad Commission. Would have allowed for the transfer of permitting for sand, gravel, and mudshell removal from the Texas Parks and Wildlife Department to the Railroad Commission. The bill received a hearing in the House Committee on Energy Resources but did not advance.
H.B. 661	K.King	Relating to the release of deer by certain deer breeding facilities to low-fenced acreage. The bill received a hearing in the House Committee on Culture, Recreation & Tourism but did not advance.
H.B. 1098	Guillen	Relating to the importation of Pacific oysters for sale for consumption. Would have allowed for the importation of the Pacific oyster while still on, or in the shell. The bill received a hearing in the House Committee on Culture, Recreation & Tourism but did not advance.
H.B. 1178	Bailes	Relating to notice of inspections of certain deer facilities by Texas Parks and Wildlife Department. Would have required a 3-day notice of inspection to permit holders by game wardens on deer breeding facilities. The bill was filed but did not advance.
H.B. 1561	Meyer	Relating to authorizing a waiver of certain state park fees for certain children. The House passed the bill but did not advance in the Senate. The bill language was included in H.B. 2065.
H.B. 1591	Springer	Relating to the regulation of disease control by Animal Health Commission. Would have allowed for the transfer of chronic wasting disease management to the Texas Animal Health Commission. The bill received a hearing in the House Committee on Agriculture & Livestock but did not advance.
H.B. 1811	Murr	Relating to increasing the criminal penalty for certain boating while intoxicated offense. Would increase the penalties for BWI over 0.15 to be consistent with current DWI statutes. The bill was sent to the House Committee on Local & Consent Calendar for consideration but did not advance.

Bill Number	Author	Summary of Key Provisions / Reason Bill Did Not Pass
H.B. 1925	Herrero	Relating to a fishing license fee waiver for veterans over 65. The bill was filed but did not advance.
H.B. 2052	Murr	Relating to increasing the criminal penalty for violations of the Antiquities Code of Texas. The bill received a hearing in the House Committee on Culture, Recreation & Tourism but did not advance.
H.B. 2150	Goldman	Relating to a fishing license fee waiver for certain residents 65+. The bill was filed but did not advance.
H.B. 2377	Raymond	Relating to the re-creation, funding, and uses of the off-highway vehicle trail and recreational area account. Would dedicate 10 percent of Unclaimed Refunds of Motor Boat Fuel Taxes to the off-highway vehicle program. The bill was filed but did not advance.
H.B. 2393	Burrows	Relating to permitting a hunter education component as part of a school district's physical education curriculum offered to certain students. The House passed the bill, but it did not advance in the Senate.
H.B. 2886	Bucy	Relating to the requirement for payment bonds from certain public work contractors. Would increase the threshold on a performance bond requirement from \$25,000 to \$100,000. The bill was placed on the House General State Calendar but did not pass before the 2 nd Reading Deadline on May 9.
H.B. 3559	Farrar	Relating to prohibiting the use of certain substances to take nongame wildlife; creating a criminal offense. The bill was filed but did not advance.
H.B. 3674	Capriglione	Relating to an opportunity to procure a bid, proposal, or offer that does not include a required historically underutilized business subcontracting plan. The bill received a hearing in the House Committee on State Affairs but did not advance.
H.B. 4079	Phelan	Relating to the terms and renewal of oyster certificates of location. Would allow the TPW Commission statutory authority to renegotiate the terms on the renewal of certificates of location. The bill was filed but did not advance.
H.B. 4169	Moody	Relating to the criminal penalties for certain criminal offenses. Would decrease penalties for illegal oyster harvest as established by the 85 th Legislature. The bill received a hearing in the House Committee on Criminal Jurisprudence but did not advance.
H.B. 4503	Bernal	Relating to the proof of ownership required for the registration of certain boats. The bill was filed but did not advance.
H.B. 4522	Raney	Relating to an exemption for certain law enforcement and military personnel from the requirement to complete a hunter education program; authorizing a fee. The bill was filed but did not advance.
H.B. 4554	Cyrier	Relating to the TPW Commission's authority to designate wind-powered energy device construction areas near certain lands. The bill received a hearing in the House Committee on State Affairs but did not advance.
S.B. 457	Creighton	Relating to an exemption from sales tax for firearms and hunting supplies for a limited period. Would create a sales tax exemption holiday for hunting and fishing supplies from the last weekend in August thru the first Sunday in September. The bill received a hearing in the Senate Finance Committee but did not advance.

Bill Number	Author	Summary of Key Provisions / Reason Bill Did Not Pass
S.B. 715	Fallon	Relating to an exemption from sales tax for firearms and hunting supplies for a limited period. Would create a sales tax exemption holiday for hunting and fishing supplies from the last weekend in August thru the first Sunday in September. The bill was filed but did not advance.
S.B. 739	Hughes	Relating to the creation and operation of the Northeast Texas Trail State Park. Would create a continuous linear state park between Farmersville and New Boston along an existing railway Right of way owned by Union Pacific and Chaparral Railroads. The bill was filed but did not advance.
S.B. 949	Kolkhorst	Relating to the game animal meat safety task force. Would create a taskforce to study trends in the commercially raised game meat industry and develop a commercially raised game animal food safety plan to strengthen protections for commercially raised native and nonnative wildlife game animals. The bill was filed but did not advance.
S.B. 1456	Flores	Relating to the requirement for payment bonds from certain public work contractors. Would increase the threshold on a performance bond requirement from \$25,000 to \$100,000. The bill received a hearing in the Senate Committee on Business and Commerce but did not advance.
S.B. 1661	Perry	Relating to legislative oversight and funding of deferred maintenance projects. Would create the state deferred maintenance fund and authorize the transfer of \$1.8 billion from the economic stabilization fund to be used to fund deferred maintenance projects on state facilities. The bill was filed but did not advance.
S.B. 2025	Lucio	Relating to the expiration date of hunting and fishing licenses, stamp, permits, or tags. Would change the duration of a valid license from September 1 thru August 31 to one year from purchase. The bill was filed but did not advance.
S.B. 2126	Creighton	Relating to taking sand, gravel, marl, shell, and mudshell from the San Jacinto River and its tributaries. The Senate passed the bill, but it did not pass the House. Language from S.B. 2126 was included in H.B. 1824.

Table 17 Exhibit 15 Legislation Not Passed 86th Leg

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IX. Major Issues

Issue Number 1:

Efficiency and Resource Diminution in Response to Wildlife Disease Management

A. Brief Description of Issue

The discovery of chronic wasting disease (CWD) in free-ranging and captive deer herds in Texas has required the Department to redirect resources from other programs, affecting the Department's ability to meet other mission critical needs. Additionally, in working to address CWD concerns, the Department has also recognized that data confidentiality and the take of wildlife species creates barriers to efficient and effective disease prevention and control, not limited to CWD.

B. Discussion

CWD Background

CWD is a fatal neurodegenerative disorder that is known to affect some cervid species, including white-tailed deer, mule deer, elk, red deer, sika, and their hybrids (susceptible species). It is classified as a transmissible spongiform encephalopathy (TSE), a family of diseases that includes scrapie (found in sheep), bovine spongiform encephalopathy (BSE, found in cattle and commonly known as "Mad Cow Disease"), and variant Creutzfeldt-Jakob Disease (vCJD, found in humans). Although CWD remains under study, it is known to be invariably fatal. If CWD is not contained and controlled, the implications of the disease for Texas and its multi-billion-dollar ranching, hunting, wildlife management, and real estate economies could be significant. To that end, the Department has engaged in several rulemakings since CWD was first detected in 2012 in mule deer in the Trans-Pecos region of Texas and has worked collaboratively with the Texas Animal Health Commission (TAHC) and stakeholders to address the threat of CWD by implementing a comprehensive management strategy. The implementation of this comprehensive management strategy is driven by the Texas CWD Management Plan developed by TPWD and TAHC. This plan focuses on early detection and containment of the disease. The principle strategy of early detection includes the establishment of voluntary and mandatory check stations, as well as enhanced testing requirements for individuals permitted to move live deer, all designed to increase the chance of detecting CWD where it exists and before it is moved. The enhanced monitoring effort to achieve early detection resulted in a significant increase in expenditures beginning in FY2016 as shown in Table 1.

Table 1. TPWD's Costs to Manage CWD

CWD Expenditures	FY 14	FY 15	FY 16	FY 17	FY 18
Salary & Fringe	\$133,001.15	\$236,406.51	\$1,040,054.87	\$948,705.84	\$917,463.86
Operating Expenditures	\$75,784.16	\$30,147.16	\$512,269.57	\$624,636.10	\$531,514.59
Total	\$208,785.31	\$266,553.67	\$1,552,324.44	\$1,573,341.94	\$1,448,978.45

Take of Game Animals for Disease Surveillance

Wildlife disease investigation, diagnosis, and prevention at times require the taking of game animals outside of the hunting seasons. Under current law, only Department staff (Parks and Wildlife Code §§12.031 and 44.015), and holders of scientific research permits (Parks and Wildlife Code §43.022) have this express authority. It is a defense to prosecution for a violation of the Parks and Wildlife Code for a person to humanely dispatch an animal that behaves in a diseased manner (Parks and Wildlife Code §61.060); however, with many wildlife diseases, including CWD, animals can be infected and contagious and not display any visible symptoms until the disease has progressed. Population reduction can also be an effective strategy at minimizing disease spread. Current law prevents the Department from authorizing others to take protected game species outside of a hunting season for these disease management purposes. A statutory change allowing the Department to authorize specific landowners and other individuals to take a defined number of game animals outside of hunting season during a time prescribed by the Department would enhance the Department's ability to investigate, diagnose, and prevent wildlife diseases by eliminating the time necessary for a special hunting season to be proposed and adopted by the TPW Commission through the rulemaking process. During a disease outbreak, time is of the essence.

Although Department staff are authorized to take game species outside of hunting seasons prescribed by the TPW Commission, only game wardens are expressly authorized to discharge a firearm on a public road right-of-way (Parks and Wildlife Code §62.0031 and Penal Code §42.01). Department biologists routinely use a firearm to dispatch injured and diseased animals for disease monitoring purposes, but current statutes prevent biologists from engaging in these activities on public road rights-of-way.

Deer Breeder Program Administration Costs

With the discovery of CWD in a Medina County deer breeding facility in late June 2015, the Department redirected significant resources to address the threats associated with the potential spread of CWD through the highly interconnected network of deer breeding facilities and release sites. In addition to the numerous rulemaking efforts, wildlife biologists and game wardens have increased the number of inspections of deer breeding facilities and release sites to assess compliance with existing rules. With this increased scrutiny, the Department discovered a total of 1,193 deer of unknown origin in 44 deer breeding facilities since and including 2016. The

inspections and remediation efforts associated with these non-compliant facilities required 9,694 hours of Department manpower. Department expenditures associated with the management and administration of permitted deer breeding facilities has averaged approximately \$360,000 per year in the last five years. Table 2 depicts the breakdown in salary and operating expenditures by division over the last five years. These estimates exclude Legal Division staff time attributed to deer breeding rule development and expenditures associated with rectifying issues at noncompliant deer breeding facilities, which has averaged an additional \$144,000 annually, because Parks and Wildlife Code §43.955 requires the permit holders to reimburse the Department for those expenditures incurred at their facilities.

Table 2. Wildlife and Law Enforcement Expenditures in Administering Deer Breeding Permits

	AY14	AY15	AY16	AY17	AY18
Salary – LE	\$180,234.73	\$177,076.02	\$188,158.04	\$69,358.88	\$132,493.20
Salary – WL	\$195,399.81	\$172,655.21	\$226,604.56	\$229,344.74	\$194,177.01
Salary – Total	<u>\$375,634.54</u>	<u>\$349,731.23</u>	<u>\$414,762.60</u>	<u>\$298,703.62</u>	<u>\$326,670.21</u>
Operating – LE	\$428.93	\$84.50	\$2,759.66	\$288.53	\$114.18
Operating – WL	\$6,268.17	\$8,290.02	\$3,309.02	\$2,793.00	\$8,182.91
Operating - Total	<u>\$6,697.10</u>	<u>\$8,374.52</u>	<u>\$6,068.68</u>	<u>\$3,081.53</u>	<u>\$8,297.09</u>
Grand Total	<u>\$382,331.64</u>	<u>\$358,105.75</u>	<u>\$420,831.28</u>	<u>\$301,785.15</u>	<u>\$334,967.30</u>

In FY2020, the Department will establish a new position, a deer breeder program leader, solely dedicated to overseeing the deer breeding program in Texas. This position is necessary in order to ensure that other positions within the Wildlife Division can focus attention back on other critical programs that have suffered due to the recent redirection of resources. This position will be critical to providing enhanced training, communication, education, and outreach to the deer breeding community with the goal of improving permitting and disease monitoring compliance. The addition of this new position will increase program costs by approximately \$100,000 (including fringe benefits), bringing future estimated program administration costs to approximately \$460,000 per year. There are approximately 1,100 permitted deer breeders in Texas, and the annual permit fee is currently \$200. Thus, the Department currently receives approximately \$220,000 a year in revenue via the deer breeder permit application fee, resulting in a deficit of approximately \$240,000 per year in program funding.

Data Sharing Constraints

Statutory data sharing constraints present additional obstacles to efficient coordination in wildlife and livestock disease prevention and control. Parks and Wildlife Code §12.0251 expressly prohibits the Department from disclosing information regarding plant or animal life collected on private property in response to a landowner’s request for technical guidance “to any person, including a state or federal agency.” The Department works closely with and relies on the epidemiological and veterinary expertise of TAHC. TAHC also relies on the wildlife management and veterinarian expertise of the Department, and solutions to wildlife and livestock disease management strategies

are often informed by the data the Department is prohibited from disclosing, unless the Department can get written authorization from the landowner to share these data with TAHC. In some cases, landowners may not agree to the Department sharing these data to inform important disease management decisions.

C. Possible Solutions and Impact

Take of Game Animals for Disease Surveillance

Solution: Amend Parks and Wildlife Code §12.013 to allow the Department to authorize specific landowners, and other individuals, to take a defined number of game animals outside of hunting season during a time prescribed by the Department, and amend Parks and Wildlife Code §62.0031 and Penal Code §42.01 to authorize Department staff to discharge a firearm on a public road right-of-way for the take of wildlife.

Impact: These amendments would enhance the Department's ability to investigate, diagnose, and prevent wildlife diseases.

Deer Breeder Program Administration Costs

Solution: Increase the annual deer breeder permit application fee to \$425 per year and seek appropriation authority.

Impact: Assuming the inputs into deer breeder program administration do not increase above estimated amounts, and the number of permitted deer breeders remains relatively constant, this fee increase would recover the projected cost of administering this program and ensure that resources are not re-directed from other critical programs; however, the additional revenue would need to be appropriated by the Legislature.

Data Sharing Constraints

Solution: Amend Parks and Wildlife Code §12.0251 to allow for data sharing agreements with other Texas agencies, conveying to these agencies (e.g., TAHC) the same responsibilities to protect these data from disclosure.

Impact: Amending this statute would ensure that decisions and recommendations made by other agencies are informed by all available data without compromising the confidentiality of the data.

Issue Number 2: Water Safety

A. Brief Description of Issue

With nearly six million surface acres of fresh and salt water, recreational boating is enjoyed by over four million in Texas annually and has a \$6 billion economic impact in the state. As a year-round activity, a substantial amount of agency resources is devoted to educating the boating public, enforcing the laws on public water, and making Texas waters safe and enjoyable for everyone. In 2018, recreational boating accounted for 204 reportable accidents, 38 fatalities, 123 injuries requiring treatment beyond simple first aid and \$1,800,266 in property damage. Texas currently registers 562,424 vessels in the state and conservative estimates conclude that another 225,000 paddlecraft are owned and operated on the state's waters. In order to keep the public waters of Texas safe and enjoyable for all, the Department takes a multi-dimensional approach, but more resources are needed.

The Department is the statutorily designated agency for administration of the recreational boating safety program for the state of Texas. Various divisions within the Department play vital roles in water safety. The Law Enforcement Division oversees the application of the Texas Water Safety Act and operates on all the public waters of the state to make the waters safe and enjoyable for everyone. The Financial Resources Division oversees the registration, titling and collection of taxes for boats, and the Communications Division is responsible for providing a well-rounded education program for Texas boaters. The Department and these divisions have recognized areas in which added improvements would benefit water safety statewide. These specific areas are fully discussed in Section B below.

B. Discussion

Marine Theft

Marine theft/fraud investigations are a key part of the functions of a game warden. Currently, when someone is found to have avoided paying the state sales and use tax, the title, or any other commonly occurring violation, the funds received from the adjudication of the offense, and the taxes paid, are collected and only five percent remains with the Department while the other 95 percent is remitted to the Comptroller. A greater percentage of funds would help in large part to expand one of our core missions of conducting marine theft and title fraud investigations as stated in our strategic plan.

Vessel Accident Investigation

Texas game wardens play a vital role on the public waters of the state. The United States Coast Guard (USCG) administers the Federal Boating Safety Act and awards an annual grant for recreational boating safety to the statutory designated agency in the state, TPWD. As part of such a designation, it is the responsibility of game wardens to investigate and report all reportable

boating accidents to remain compliant with federal regulations. Currently, several different agencies share investigative jurisdiction on boating accidents; therefore, accidents may be investigated by officers with varying degrees of expertise in proper marine casualty investigative techniques. Vessel collisions on the water cannot be investigated in the same manner in which a motor vehicle collision is, as there are many different variables in play. Texas game wardens are trained to the nationally recognized standard for marine casualty investigation and TPWD deploys a highly trained, technically proficient, accident reconstruction team for any boating fatalities or serious bodily injury accidents.

Additionally, as the state agency responsible for administration of the recreational boating program for the USCG, the Department is the only agency in the state with access to the USCG Boating Accident Reporting Database (BARD) for reporting of marine casualties. Game wardens are responsible for directly entering reportable accidents into the BARD system for timely and accurate reporting when notified of an incident. In cases where a local jurisdiction investigates the accident themselves and does not notify the Department to investigate it, a report must be generated and submitted to the Department for entry into the BARD system by administrative support staff. This process decreases the timeliness of reporting and often requires follow-up discussions with the investigators to complete the necessary reporting requirements per the requirements of the USCG. In order to acquire a greater understanding of the technical issues that may be taking place in marine casualties and develop interventions around them that may save lives, timely and accurate reporting is imperative.

Paddlecraft

Paddlecraft or human propelled vessels (kayaks, canoes, stand-up paddleboards, etc.) have increased in popularity in the recreational boating market as the gateway to the outdoors. While paddlecraft only account for two percent of the overall boating-related accidents, paddlecraft in Texas make up on average 30 – 40 percent of the state’s boating-related fatalities. Additionally, hundreds of hours are expended by game wardens annually on search and rescue missions related to overdue paddlers or paddlecraft found adrift. In fact, in the last 7 months, a total of 10 search and rescue cases occurred for overdue paddlers or craft found floating unoccupied.

Boater Education Fees

Currently, fees charged for Boater Education (Parks and Wildlife Code §31.108) are deposited into General Revenue/Fund 1 and are not available/appropriated to the Department. The Department lacks the ability to deposit these fees into Fund 9 and does not have the authority to re-invest. In 2009, boater education certified 9,672 students. In 2018, the number of students certified rose to 22,625 (+137%). The program estimates that certification will rise to 36,000 by 2023. Online training now handles the bulk of the certifications, but online education costs continue to outpace the Boater Education budget. As the certification numbers increase, the current funding resources for security, database maintenance, certification card delivery, and database security are inadequate.

Consideration for a Vessel Livery License

Currently, only fishing guides are required to be licensed in the state for the business activity that they perform. Industries such as vessel liveries are difficult to monitor as new ones open daily. While the Department has general regulatory oversight over vessel liveries, the number of Airbnb style “self-rental” of personal boats, and the lack of any license requirement in order to run this type of a business, makes enforcement difficult. A general registry of some form would largely mitigate a number of issues that arise annually, such as a lack of safety instruction required by law, lack of insurance for the business as required by law, failure to register vessels as livery vessels, owner accountability for providing safety equipment on the vessels, or customer concerns who have bad experiences with rental companies. It would also help to maintain the aquatic resources and boating heritage that many in the state have grown to love.

C. Possible Solutions and Impact

Marine Theft

- Solution: As the primary agency for administering boat titling and registration and collection of taxes in relation to such transactions, a re-designation of funds would help to more effectively investigate claims of marine theft and tax fraud and administer the program. Recommend amending the Tax Code to modify the percentages of funds deposited to each agency for vessel and outboard motor tax collection. Currently, five percent comes to the Department while 95 percent goes to the Comptroller.
- Impacts: Would provide the funding needed to support full-time investigators for marine theft and tax fraud investigations. The recovery rate of stolen vessels and outboard motors would increase as well as the amount of taxes remitted in tax fraud cases. Would provide dedicated funding to the Department to focus on marine theft issues and bring violators to justice; however, the additional revenue would need to be appropriated by the Legislature.

Vessel Accident Investigation

- Solution: In order to acquire a greater understanding of the technical issues that may be taking place and provide a more timely and accurate report, it would be beneficial to require that Texas game wardens be called upon to investigate all fatality or serious bodily injury boating incidents in the state. Therefore, amend sections of Chapter 31, Parks and Wildlife Code to specify that all fatal and serious bodily injury boating accidents, must be investigated by Texas game wardens for more accurate and timely reporting.
- Impacts: Since game wardens directly enter reports into the U.S. Coast Guard’s BARD system, the timeliness of reporting will greatly increase. Outside agencies cannot enter information directly into the BARD system; therefore, they must submit their reports to the Law Enforcement Division and administrative support staff within TPWD must enter the report on behalf of the outside agency’s investigator which delays its timeliness. Additionally, Texas game wardens are trained in the highly technical field of marine casualty investigations and understand the complex reporting requirements of the federal government. Placing the

responsibility directly with the game wardens will increase the accuracy and timeliness of the reported facts based on their training and expertise in the field.

Boater Education Fees

- Solution: Dedicate Boater Education Program fee revenues to Fund 9 (Game, Fish and Water Safety Account).
- Impacts: The Department would then seek the ability to re-invest earned revenue into this public education program that is mandated by statute (Parks and Wildlife Code §31.108) and appropriately respond to the growth of the recreational boating community.

Vessel Livery License

- Solution: Amend Parks and Wildlife Code §31.111 by adding a requirement for a Vessel Livery License.
- Impacts: Would reduce the risk to the boating public by providing for better regulatory oversight and more consistency for the boat rental industry. Would also reduce investigative time trying to determine compliance with current statutes.

Issue Number 3: State Park Police Program

A. Brief Description of Issue

The Department currently has two law enforcement programs structurally positioned in two different divisions, the Law Enforcement Division (game wardens) and the State Parks Division (state park police officers). Although similar in state-wide enforcement authority and mission, the programs have distinctly different areas of responsibility and focus. Game wardens are conservation officers typically assigned to one or more counties to enforce fish, game and water safety related laws, provide resource protection and emergency response. State park police officers are typically assigned to one and sometimes multiple state parks to enforce Parks and Wildlife Code and other applicable state laws in state parks and state natural areas that are smaller geospatially, but with heavy concentrations of public use. While it is important that the distinct nature and focus of the two enforcement programs be maintained, it is equally important to consider opportunities which achieve greater organizational efficiency when carrying out these two mission critical functions.

Conservation law enforcement, emergency management, and public safety efforts require mission-focused strategies. The command structure, performance standards, general orders/policies, budgets, staffing, purchasing, training, and equipment needs are often very unique and specialized in the law enforcement and emergency management programs. In contrast to the Law Enforcement Division, which is focused on enforcement, public safety and emergency services, it is important to note that the state park police are organizationally positioned in a division which is occupationally diverse with a broader range of mission-related professional disciplines. The law enforcement profession and the wide-range of issues facing enforcement officers today has evolved over the course of time. Historically, state park police officers performed multiple tasks and functions that are important to managing state parks, but which do not necessarily pertain to the enforcement of law or public safety. The high density of people using parks today along with the evolution of the law enforcement profession and enhanced training standards has resulted in the Department shifting away from a park police officer role that performs multiple functions to the current model where officers are more focused on enforcement duties, resulting in better trained, equipped and proficient officers. In recent years, the state park police program has undergone fundamental and structural changes which very purposefully align general orders, policies and officer training standards with their professional counterparts in the Law Enforcement Division. Both game wardens and state park police officers now receive their basic training and instruction side-by-side in the highly acclaimed Game Warden Training Academy. Although there remains a 20 to 35 percent disparity in compensation between game wardens and state park police throughout the programs' ranks, the state park police program was reconfigured to establish a distinct career path and career ladder structure that compares closely with game wardens in the Law Enforcement Division. The Department is currently considering additional structural and programmatic changes that might further organize, align, and mutually support the enforcement programs that exist in these two divisions, provided that such changes would result in greater efficiency and effectiveness

in carrying out the agency's mission and our multi-faceted law enforcement duties and responsibilities.

B. Discussion

The two law enforcement programs provide similar, but different geographic and mission-focused functions. Although both programs are exceedingly effective in carrying out these functions, there are unmistakable challenges that deserve careful consideration. Challenges, problems or concerns include:

- The two programs have distinct and separately dedicated funding sources. The Law Enforcement Division is funded largely through hunting and fishing license sales (Fund 9), while the state park police program is largely funded by dedicated state sporting goods sales tax proceeds and earned revenue from state park fees (Fund 64). Maintaining separate budgets for each program and accounting for expenses from these dedicated accounts are very important.
- The Law Enforcement Division has a more narrowly focused orientation related to conservation law enforcement, public safety, and emergency management, while the state park police program is one of many diverse mission critical functions within the State Parks Division to include visitor services, facility management, natural and cultural resource management, business management, outdoor education and outreach, and more. The diverse and wide-ranging occupational disciplines within the State Parks Division creates a challenge in managing such a uniquely structured program as law enforcement within the overall management structure for state parks. Generally speaking, the law enforcement function is best managed in a unique command structure that has a clearly defined span of control, using hierarchical management methods.
- Game wardens are classified in salary schedule C, while state park police are currently classified differently in salary schedule B. The different classifications, higher compensations paid between police forces, and historically, the available funding, have resulted in approximately 20 to 35 percent less pay to state park police officers, contributing to significant difficulty in officer recruitment and retention, high attrition rates, chronically understaffed conditions, and lost investments in cadet recruitment, testing and training.
- Changes with compensation have resulted in a significant and growing morale concern for state park police. This, in turn, perpetuates the difficulty in retaining highly trained officers.
- Maintaining separate chains of command and officer support structures can result in unnecessary duplication of roles and, in some cases, less efficiency.
- Community-oriented policing methods are prevalent in both law enforcement teams, and it is essential that all officers, irrespective of duty assignment, be focused on proactive outreach and education to outdoor enthusiasts and park visitors.

Ultimately, the citizens of Texas are served by all officers in the Department as the mission is carried out to protect fish and wildlife resources and to provide safe environments and opportunities for public enjoyment of the outdoors.

C. Possible Solutions and Impact

Consideration is being given whether to further align the law enforcement programs, while adhering to separate accounting requirements for Fund 9 and Fund 64. It is important to note that the differences in program identity and duties between game wardens and state park police and the different operating environments for these officers be preserved, regardless of their placement in the Department's organization. Any prospective changes must consider impacts to communication, coordination and leveraging of resources between the programs; officer support; officer training and accountability; enforcement services to the public; etc. Although very specific differences necessarily exist between the two law enforcement programs, a combined management and support structure for the Department's law enforcement resources could provide for additional flexibility and support to field and administrative operations, and more efficient allocation of resources to address enforcement priorities throughout the state. This is particularly evident in cases of emergency services and critical incident response.

Any change to the Department's law enforcement efforts should promote more efficiency and consistency through:

- More unified law enforcement services inside and outside the state parks.
- Unified and consistent training.
- Combining staff resources such as administration, recruiting, training, and field operations.
- Gaining efficiency in budget management and purchasing.
- Improved radio communications between officers.
- Standardized General Orders and policies, reducing potential liability issues.
- Equipment.
- Unified emergency/disaster response.
- Improved officer safety.
- Improved communication.
- Reduced agency liability.
- Unified teams (K9, Dive, SAR, Drone, CIRT, etc.,).
- Improved staffing levels through more efficient use of officer assignments.

Potentially providing one chain-of-command that is focused on conservation law enforcement for the state, as well as public safety for state park visitors and staff, could allow the Department to better utilize FTE, budget, and staff resources (both game warden and state park police) to provide law enforcement services to the parks and the state.

It is important to note that, there are commissioned police officers in the State Parks Division that are currently in park management roles. The practice of hiring officers outside of the law enforcement chain of command has ceased, and these remaining "dual role" officers are diminishing over time.

Costs of enhancing the alignment of state park police officers and state game wardens inside the Department have not been carefully evaluated. Resulting efficiencies or savings are unknown. It will be imperative that compensation for state park police officers be adjusted to address longstanding challenges with recruitment, retention, and officer morale.

X. Other Contacts

- A. Fill in the following charts with updated information on people with an interest in your agency and be sure to include the most recent email address.

Interest Groups

(groups affected by agency actions or that represent others served by or affected by agency actions)

Group or Association Name/Contact Person	Address	Telephone	Email Address
Abilene Zoo Stephanie Carle Staff Veterinarian	2070 Zoo Lane Abilene, TX 79602	325-437-4688	Stephanie.carle@abilenetx.gov
American Bird Conservancy E.J. Williams Vice President of Migratory Birds & Habitats	4249 Loudoun Avenue The Plains, VA 20198	540-253-5780	https://abcbirds.org/about/contact/
American Boating and Yacht Council	613 Third Street, Suite 10 Annapolis, MD 21403	410-990-4460	saronson@abycinc.org
American Sailing Association	5301 Beethoven Street Suite #265 Los Angeles, CA 90066	310-822-7171	support@asa.com
American Sportfishing Association Glenn Hughes President	1001 North Fairfax Street Suite 501 Alexandria, VA 22314	703-519-9691 Ext. 245	info@asafishing.org ghughes@asafishing.org
Americas Boating Club	PO Box 30423 Raleigh, NC 27622	888-367-8777	contactme@hq.usps.org
Amigos of Goliad State Historical Park	PO Box 935 Goliad, TX 77963	361-645-3405	No listing
Aransas NWR Joe Saenz Manager	PO Box 100 Austwell, TX 78382	361-349-1138	Joe.saenz@fws.gov
Archery Trade Association Emily Beach	PO Box 70 New Ulm, MN 56073	866-266-2776	EmilyBeach@archerytrade.org
Armand Bayou Nature Center Tim Pylate Executive Director	8500 Bay Area Blvd Pasadena, TX 77507	281-474-2551	abnc@abnc.org

Group or Association Name/Contact Person	Address	Telephone	Email Address
Artist Boat Karla Klay Executive Director	1021 61 st Street, Ste. 200-A Galveston, TX 77551	409-770-0722	info@artistboat.org
Association for Conservation Information Jenifer Wisniewski	4113 McLeod Dr. Tallahassee, FL 32302	629-204-0030	Jennifer.wisniewski@tn.gov
Association of Fish and Wildlife Agencies	444 N. Capitol Street NW Suite 544 Washington, DC 20090	202-624-7890	info@fishwildlife.org
Audubon Texas Suzanne Langley Executive Director	7700 W. Hwy 71, Suite 330 Austin, TX 78735	501-351-3030	audubontexas@audubon.org slangley@audubon.org
Austin Fly Fishers	No listing	512-517-7536	aff@austinflyfishers.com
Bal Harbour Marina Michael Comeaux	18167 Bal Harbour Drive Houston, TX 77057	281-333-3392	info@balharbourassociation.com
Bamberger Ranch J. David Bamberger Owner Colleen Gardner Manager	Selah Bamberger Ranch Preserve 2341 Blue Ridge Drive Johnson City, TX 78636	830-868-2360	selah@bambergerranch.org
Bass Anglers Sportsman Society Tim Cook Texas State Conservation Director Gene Gilliland National Conservation Director	No listing	210-414-3554 405-317-9488	Tim@cooksharpening.com ggilliland@bassmaster.com
Battleship TEXAS Foundation Bruce Bramlett Executive Director	One Riverway Suite 220 Houston, TX 77056	713-827-9620	bruce@battleshiptexas.org
Bayou Preservation Association Dr. Sarah Bernhardt	7305 Navigation Blvd. Ste. A Houston, TX 77011	713-529-6443	info@bayoupreservation.org

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Big Bend Conservancy Courtney Lyons-Garcia	PO Box 200 Big Bend National Park, TX 79834	512-529-1149	friendsdirector@yahoo.com
Big Conservancy of the Rockies Tammy VerCauteren Executive Director	14500 Lark Bunting Lake Brighton, CO 80603	303-659-4348	Tammy.vercauteren@birdconservancy.org
Boating Trades Association of Metropolitan Houston Kenneth Lovell	8909 Knight Rd Houston, TX 77054-4303	713-526-6361	kenneth@btamh.com
Boating Trades Association of Texas Mike Marks Executive Director John Kuhl	823 Congress Ave. Suite 230 Austin, TX 78701	512-479-0425 713-850-9000 Ext. 216	mmarks@eami.com kuhl@sklaw.us
Boone & Crockett Club	250 Station Drive Missoula, MT 59801	406-542-1888	bcclub@boone-crockett.org
Botanical Research Institute of Texas Dr. Taylor Quedensley	1700 University Drive Fort Worth, TX 76107	817-335-8157	Tquedensley@brit.org
Brazos Bend State Park Volunteer Organization	21901 FM 762 Needville, TX 77461	979-553-5101	webmaster@brazosbend.org
Brazosport Area Chamber of Commerce Sandra Shaw President	300 Abner Jackson Parkway Lake Jackson, TX 77566	979-285-2501	Chamber2@sbcglobal.net
Brown County Garden Association Donna Canton	No listing	832-414-3360	No listing
Buffalo Bayou Coalition Guy Hagsette	3815 Montrose Blvd. Houston, TX 77006	713-524-4326	No listing
Buffalo Bayou Partnership Anne Olson President	1111 Bagby, Suite 2600 Houston, TX 77002	713-752-0314	info@buffalobayou.org

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Caddo Lake Institute Laura-Ashley Overdyke Executive Director	400 Edwards Street Shreveport, LA 71101	318-541-6923	info@caddolake.us
Cameron County Parks Joe Vega Parks Director	Isla Blanca Park 33174 State Park Rd. 100 South Padre Island, TX 78597	956-761-3700	jvega@co.cameron.tx.us
Capital Area Council of Governments Andrew Hoekzema	6800 Burleson Road #165 Building 310 Austin, TX 78744	512-916-6000	ahoekzema@capcog.org
Caprock Partners Foundation	PO Box 25 Quitaque, TX 79255	806-455-1441	No listing
Clear Lake Area Chamber of Commerce Mindi Funderburg	1201 NASA Parkway Houston, TX 77058	281-488-7676	No listing
Coastal Bend Audubon Society Leah Pummill	PO Box 4793 Corpus Christi, TX 78469-4793	361-882-2232	coastalbendaudubon@gmail.com
Coastal Bend Bays and Estuaries Program Ray Allen Executive Director	615 N. Upper Broadway Ste 1200 Corpus Christi, TX 78401	361-336-0304	Rallen@cbbep.org
Coastal Conservation Association Texas Robby Byers Executive Director	6919 Portwest Dr., Suite 100 Houston, TX 77024	713-626-4222	info@ccatexas.org rbyers@ccatexas.org
Colin's Hope Alissa Magrum	PMB 147 3267 Bee Cave Rd., STE 107 Austin, TX 78746-6700	512-222-7591	info@colinshope.org
Colorado River Alliance Melissa Miller Executive Director	3625 Lake Austin Blvd. Austin, TX 78703	512-498-1587	melissa@coloradoriver.org
Compadres del Rancho Grande (Friends of the Big Ranch)	PO Box 280 Marfa, TX 79743	No listing	info@parkfriends.org
Conservation Leaders for Tomorrow (CLfT) Dr. Zachary E. Lowe CLfT Director	No Listing	765-404-4986	zach@clft.org

Group or Association Name/Contact Person	Address	Telephone	Email Address
Council for Environmental Education Josetta Hawthorne Executive Director	5555 Morningside Drive Houston, TX 77005	713-520-1936	No listing
Council to Advance Hunting and the Shooting Sports Samantha Pedder	1100 First St. N.E. Suite 825 Washington, DC 20002	724-972-2064	samantha@cahss.org
Dallas Fly Fishers, Friends of Reservoirs	1930 Oakbluff Drive Carrollton, TX 75007	214-202-2826	dallasflyfishers@gmail.com
Dallas Woods and Waters Club Warren Petersen	6635 Aberdeen Avenue Dallas, TX 75230	No listing	wpetersen@airmail.net
Dallas Zoo Allison Milstead and Tiffany Musgrove	650 South RL Thornton Freeway Dallas, TX 75203	214-670-7541	info@dallaszoo.com
Deer Breeder's Corporation Tim Condict Executive Director	210 West Davis, Suite 106 Mesquite, TX 75149	972-289-3100	info@dbcdeer.com
Delta Waterfowl Dr. Scott Petrie Chief Executive Officer and Chief Scientific Officer Jason Douglas Regional Director	1412 Basin Avenue PO Box 3128 Bismarck, ND 58502	888-987-3695	spetrie@deltawaterfowl.org jdouglas@deltawaterfowl.org
Devils River Conservancy Julie Lewey Executive Director	201 W 5 th Street, Suite 1300 Austin, TX 78701	512-482-4412	info@devilsriverconservancy.org julie@devilsriverconservancy.org
Devil's Sinkhole Society	PO Box 97 Rocksprings, TX 78880	830-683-2287	No listing
Ducks Unlimited Inc. Nick Wiley Jerry Holden Southern Regional Office Director	One Waterfowl Way Memphis, TN 38120 193 Business Park Drive Suite E Ridgeland, MS 39157	901-758-3825 601-956-1936	nwiley@ducks.org jholden@ducks.org

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East Texas Woods and Waters Foundation Mike Coker Carl Watson Member	11942 FM 848 Tyler, TX 75707	903-581-1196	mikecoker@adams-coker.com cwatson@bishopgorman.net
Families Involved in Seafood Harvest Donna Williams	PO Box 211 Gates Road Seadrift, TX 77983	512-785-3531	No listing
Feeding Texas Celia Cole	1524 S IH 35 Frontage Rd #342 Austin, TX 78704	512-527-3624	ccole@feedingtexas.org
Fishing's Future Shane Wilson Founder	2216 Padre Blvd., Suite B #26 South Padre Island, TX 78597	956-238-9476	shane@fishingsfuture.org
Flats Worthy Chuck Nieser Director	PO Box 279 Fulton, TX 78358	No listing	naiserchuck@gmail.com
Forest Resource Consultants Don Dietz	702 N. Temple Drive Diboll, TX 75941	936-829-6300	ddietz@frcemail.com
Fredericksburg Fly Fishers	PO Box 3002 Fredericksburg, TX 78624	No listing	president@fbgflyfish.org rjkillion@centex.net
Friends of Abilene State Park	150 Park Road 32 Tuscola, TX 79562	No listing	friendsofabilenestatepark@gmail.com
Friends of Albert and Bessie Kronkosky State Natural Area (ABKSNA)	PO Box 63244 Pipe Creek, TX 78063	No listing	friendsofabksna@gmail.com
Friends of Blanco State Park	101 Park Rd 23 PO Box 493 Blanco, TX 78606-4835	830-833-4333	info@blancoparkfriends.org
Friends of Cleburne State Park	7300 Rendon New Hope Road Fort Worth, TX 76140	No listing	friendsofclburnesp@gmail.com
Friends of Colorado Bend State Park	PO Box 118 Bend, TX 76824	No listing	trailbuilding@aol.com
Friends of Doctor's Creek	PO Box 14 Cooper, TX 75432	903-395-2758	friendsofdoctorscreekparkinc@yahoo.com

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Friends of Enchanted Rock	16710 RR 965 PO Box 2602 Fredericksburg, TX 78624	830-992-5676	info@friendsofenchantedrock.com
Friends of Fort Boggy Mike and Betty Heffler	PO Box 242 Centerville, TX 78533	903-322-3478	https://www.facebook.com/Friends.of.Fort.Boggy/
Friends of Fort Parker State Park	PO Box 767 Mexia, TX 76667	No listing	fpspfriends@gmail.com
Friends of Fort Richardson	PO Box 291 Jacksboro, TX 76458	No listing	friendsoffortrichardson@yahoo.com
Friends of Galveston Island State Park Lynn Smith President	PO Box 5428 Galveston, TX 77554	No listing	fogisp@aol.com
Friends of Garner	234 RR 1050 Concan, TX 78838	830-232-5999	fogsp1941@gmail.com
Friends of Government Canyon	12861 Galm Road San Antonio, TX 78254	210-688-9603	GCNHAssoc@hotmail.com
Friends of Guadalupe River State Park and Honey Creek State Natural Area	3350 Park Rd 31 Spring Branch, TX 78070	No listing	friendsofgrhc@gmail.com
Friends of Huntsville State Park	PO Box 508 Huntsville, TX 77342	936-295-5644	No listing
Friends of Inks Lake	3630 Park Rd 4 West Burnet, TX 78611	No listing	inkslakefriends@gmail.com
Friends of Laguna Atascosa National Wildlife Refuge	22817 Ocelot Rd. Los Fresnos, TX 78566	956-748-3607 Ext. 112	friendsoflagunaatascosa@gmail.com
Friends of Lake Arrowhead State Park	229 Park Road 63 Wichita Falls, TX 76310	940-528-2211	No listing
Friends of Lake Brownwood State Park	PO Box 1113 Brownwood, TX	No listing	No listing
Friends of Lake Colorado City State Park	4582 FM 2836 Colorado City, TX 79512	No listing	No listing
Friends of Lake Livingston Friends of Reservoirs	PO Box 1504 Livingston, TX 77351	936-344-1137	Llfor2017@gmail.com
Friends of Lost Maples	3533 FM 187 Vanderpool, TX 78885	830-966-3413	No listing
Friends of McKinney Falls	PO Box 152739 Austin, TX 78745	907-388-0519	friendsofmfsp@gmail.com
Friends of Meridian State Park	1575 CR 1110 Meridian, TX 76665	254-435-2536	No listing

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Friends of Mustang Island State Park	PO Box 326 Port Aransas, TX 78373	No listing	friendsofmustang@gmail.com
Friends of Pedernales Falls	2585 Park Road 6026 Unit B Johnson City, TX 78636	512-306-2516	No listing
Friends of Purtil Creek	PO Box 601 Eustace, TX 75124	No listing	friendsofpurtiscreek@yahoo.com
Friends of Redhead Pond WMA Melanie Hambrick	No listing	361-728-7393	mlhambrick@aol.com
Friends of Reservoirs Foundation Jeff Boxrucker	No listing	405-659-1797	jboxrucker@sbcglobal.net
Friends of San Angelo State Park	1734 Calle Sendero San Angelo, TX 76904	325-651-7346	email@friendsofsanangelosp.org
Friends of South Llano River	1927 Park Road 73 Junction, TX 76849	No listing	No listing
Friends of Stephen F. Austin State Park	Park Road 38 San Felipe, TX 77473	No listing	info@friendsofsfasp.org
Friends of the Brazos River	PO Box 1796 Glen Rose, TX 76045	512-554-7421	info@friendsofthebrazos.org
Friends of the Lost Pines	PO Box 1714 Bastrop, TX 78602	512-332-6427	friendsoflostpines@gmail.com
Friends of the Neches River	No listing	903-372-1987	mdbanksdds@gmail.com
Friends of the Neasloney Jay Tinsley	No listing	830-857-5905	jtinsley@joc-tigertote.com
Galveston Bay Conservation & Preservation Association Jim Blackburn Chair	1111 Pine Circle Drive Seabrook, TX 77586	281-326-3217	gbcpa@ev1.net
Galveston Bay Foundation Bob Stokes President	1100 Hercules Avenue Suite 200 Houston, TX 77058	281-332-3381 Ext. 211	bstokes@galvbay.org
Galveston Regional Chamber of Commerce Gina M. Spagnola IOM, President & CFO	2228 Mechanic, Ste 101 Galveston, TX 77550	409-763-5326	gcc@galvestonchamber.com

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Grapevine Parks and Recreation Betsy Marsh	501 Shady Brook Dr. Grapevine, TX 76051	817-410-3071	bmarsh@grapevinetexas.gov
Greater Houston Partnership Bob Harvey Executive President/CEO	1701 Avenida De Las Americas #900 Houston, TX 77010	713-844-3600	ghp@houston.org
Greater Houston Preservation Alliance Ramona Davis Executive Director	712 Main St., Suite 110 Houston, TX 77002	713-216-5000	contact@preservationhouston.org
Guadalupe River Chapter of Trout Unlimited Rafael Torres President	PO Box 160564 Austin, TX 78716-0564	512-560-4380	president@grtu.org
Gulf Coast Birding Observatory Martin Hagne Executive Director	299 Hwy 332 West Lake Jackson, TX 77566	979-480-0999	mhagne@gcbo.org
Gulf Coast Fisherman's Defense Account Sharron Stewart	PO Box 701 Lake Jackson, TX 77566	979-297-6360	No listing
Hill Country Alliance Katherine Romans Executive Director	PO Box 151675 Austin, TX 78715-1675	512-894-2214	katherine@hillcountryalliance.org
Hill Country SNA Partners	PO Box 2282 Bandera, TX 78003	830-688-1533	friends@hcsnap.org
Houston Audubon Society Helen Drummond	440 Wilchester Blvd. Houston, TX 77079	713-932-1639 Ext. 107	hdrummond@houstonaudubon.com
Houston Canoe Club Bob Naeger President	PO Box 925516 Houston, TX 77292-5516	281-896-5913	Bob.naeger@gmail.com

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Houston Yacht Club Rudy & Ellyn Roof	1111 Pine Circle Drive Seabrook, TX 77586	281-326-3217	hyctx@houstonyachtclub.com
International Crane Foundation Dr. Elizabeth Smith	9445 E11376 Shady Lane Rd. Baraboo, WI 53913	608-356-9462	esmith@savingcranes.org
Katy Prairie Conservancy	5615 Kirby Drive, Suite 867 Houston, TX 77005	713-523-6135	info@katyprairie.org
Keep Texas Beautiful Sara Nichols	8850 Business Park Drive Suite 200 Austin, TX 78759	512-961-5260	info@ktb.org
Laguna Madre Fly Fishers Larry Shriver	117 Calle Conejo Los Fresnos, TX 78566	No listing	lmffaflyclub@gmail.com
Lake Buchanan Conservation Corporation	PO Box 217 Buchanan Dam, TX 78609	512-470-1138	lakebuchanancc@gmail.com
Lake Fork Sportsman's Association Carolyn West President	PO Box 126 Yantis, TX 75497	903-752-2014	Lfsa126@gmail.com
Lake Houston Sports and Recreation Foundation, Friends of Reservoirs	18722 Rusty Anchor Ct. Humble, TX 77346	713-410-1691	david@texasshoreline.com
Lakewood Yacht Service Judy Johnstone	PO Box 536 Seabrook, TX 77586	281-474-5866	sales@lakewoodyachtservice.com
LDL Friends of Dinosaur Valley State Park	1629 Park Road 69 PO Box 1283 Glen Rose, TX 76043	254-897-7010	dvspgiftshop@yahoo.com
Llano River Watershed Alliance Tyson Broad Executive Director	PO Box 725 Junction, TX 76849	325-248-3137	southllanoriver@gmail.com tysonbroad@gmail.com
Lone Star Chapter, Sierra Club Cyrus Reed Interim Director & Conservation Director Evelyn Merz Conservation Chair	PO Box 4998 Austin, TX 78765	512-477-1729 512-888-9411 713-644-8228	lonestar.chapter@sierraclub.org cyrus.reed@sierraclub.org elmerz@hal-pc.org

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Longleaf Alliance Robert Abernethy	12130 Dixon Road Center Andalusia, AL 36420	830-480-1849	robert@longleafalliance.org
LV Project Dana Gage	No listing	817-233-7020	Dana.gage@thelvproject.com
Matagorda Bay Foundation Bill Balboa Executive Director	No listing	361-781-2171	No listing
Matagorda Bay Nature Park Betsy Terrel	PO Box 1500 Bay City, TX 77404	979-245-4631	No listing
Matagorda Island Foundation Dewey Stringer, III	5858 Westheimer, Suite 400 Houston, TX 77057	713-974-5550	No listing
Mission Tejas State Historic Park Association	120 Park Road 44 Grapeland, TX 75844	903-948-6850	friendsofmissiontejas@gmail.com
Mother Neff State Park Association	1680 Texas 236 Hwy Moody, TX 76557	254-744-1087	Kittycatmom3@yahoo.com
National Deer Alliance Nick Pinizzotto Executive Director	No listing	833-255-3337	info@nationaldeeralliance.com
National Drowning Prevention Alliance Melissa Sutton President	25825 Scenic Dr Idyllwild, CA 92549	951-659-8600	Melissa.sutton@activekidsglobal.com
National Rifle Assoc. Bill Poole Director of Education and Training	1125 Waples Mill Road Fairfax, VA 22030	703-267-1414	bpoole@nrahq.org
National Shooting Sports Association Doug Painter Executive Director	Flintlock Ridge Office Center 11 Mile Hill Road Newton, CT 06470	203-426-1320	dpainter@nssf.org
National Wild Turkey Federation Tyler Kirby Regional Director Gene Miller District Biologist	8603 Addison Drive Amarillo, TX 79119	620-339-9026 806-803-0180	tkirby@nwtf.net gmillers@nwtf.net

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Native Plant Society of Texas – Houston Wally Ward President	PO Box 131254 Houston, TX 77219	713-578-7304	biosparite@gmail.com
Native Prairies Association of Texas Kirsti Harms	415 N Guadalupe St. PMB 385 San Marcos, TX 78666	512-392-2288	info@texasprairie.org
Oaks and Prairies Joint Venture Dr. Jim Giocomo	No listing	254-654-7790	jgiocomo@abcbirds.org
Outdoors Tomorrow Foundation	PO Box 543305 Dallas, TX 75354	972-504-9008	info@GoOTF.com
Paddling Anglers in Canoes and Kayaks (PACK) Chris Arceneaux President	PO Box 9499 Spring, TX 77387	832-216-2483	No listing
Padre Island National Seashore Mark Spier Superintendent Dr. Donna Shaver Chief of Sea Turtle Science and Recovery	PO Box 181300 Corpus Christi, TX 78480	361-949-8068	Mark_spier@nps.gov Donna_shaver@nps.gov
Palacios Prairie Wetlands Ervine Jensen	PO Box 130 Palacios, TX 77465	361-920-3377	No listing
Palacios Sporting Goods Jim Dale	507 Bayshore Drive Palacios, TX 77465	512-972-3314	No listing
Parks City Quail	25 Highland Park Village Suite 100-417 Dallas, TX 75205	214-632-7460	info@parkcitiesquail.org
Partners In Palo Duro Canyon Foundation	11450 Park Road 5 Canyon, TX 79015	806-488-2506	partners@miplains.coop
Pheasants Forever Inc. and Quail Forever	PO Box 400 Throckmorton, TX 76483	940-736-5949	dwiley@quailforever.org

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Pope and Young Club	PO Box 548 Chatfield, MN 55923	507-867-4144	admin@pope-young.org
Port Aransas Boatman's Association	PO Box 501 Port Aransas, TX 78373	361-215-5928	www.paboatmen.org
Port Arthur Convention and Visitors Bureau Tammy Kotzur	3401 Cultural Center Drive Port Arthur, TX 77642	409-985-7822	tammy@portarthurtexas.com
Prescribed Burn Alliance of Texas Mort Kothmann	1919 Oakwell Farms Pkwy Suite 100 San Antonio, TX 78218	979-229-7140	Mort.kothmann@gmail.com
Quail Coalition Jay Stine	25 Highland Park Village Suite 100-417 Dallas, TX 75205	No listing	Jay.stine@quailcoalition.org
Rocky Mountain Elk Foundation	5705 Grant Creek Missoula, MT 59808	406-523-4500	http://www.rmef.org/ContactUs
Rolling Plains Quail Research Foundation Justin Trails	6055 Sherry Lane Dallas, TX 75225	214-498-1234	plamb@quailresearch.org
Rusty Hook Fishing Club Gerald Weyant	2916 Thistledown Drive League City, TX 77573	No Listing	No listing
Sabal Palm Sanctuary Pablo Quintanilla	8435 Sabal Palm Rd Brownsville, TX 78521	956-541-8034	gfinc@gmail.com
Sabine Pass Port Authority Mic Cowart	5960 S. First Ave. Sabine Pass. TX 77655	409-971-2411	mic@sabinepassportauthority.com
Saltwater Anglers League of Texas (S.A.L.T.) Max Smith	900 T.B. Ellison Pkwy Port Arthur, TX 77640	409-626-2501	setxsaltclub@gmail.com
Saltwater Enhancement Association Mark Moeller President	711 North Carancahua Ste. 915 Corpus Christi, TX 78401	361-886-1100	seaccadm@sbcglobal.net
San Antonio Metropolitan League of Bass Clubs Brenda Mareth	9425 Goldenrod Lane San Antonio, TX 78266	210-844-6680	Brenda624@aol.com

Group or Association Name/Contact Person	Address	Telephone	Email Address
San Jacinto Battleground Conservancy Cecil Jones President and Board Member	PO Box 940536 Houston, TX 77094	281-793-9569	Cnjones45@gmail.com
San Jacinto Museum of History Association Townes Pressler, Jr. Board of Trustees, Chair	One Monument Circle La Porte, TX 77571-9585	281-479-2421	sim@sanjacinto-museum.org
San Marcos River Foundation Dianne Wassenich Executive Director	PO Box 1393 San Marcos, TX 78667-1393	512-353-4628	No listing
Sea Turtle Inc. Shane Wilson Chairman Jeff George Executive Director	6617 Padre Blvd. South Padre Island, TX 78597	956-761-4511	Jeff.george@seaturtleinc.org
Sea Turtle Restoration Project Teri Shore Joanie Steinhaus Gulf Program Director	PO Box 400 Forest Knolls, CA 94933 2228 Broadway Ave. J Galveston, TX 77550	415-488-0370 409-799-8426	info@seaturtles.org joanie@seaturtles.org
Seafood Producers and Processors Association Patrick Henry	PO Box 325 Port Bolivar, TX 77650	409-684-8992	No listing.
Seven Coves Bass Club, Friends of Reservoirs Jeff Melton	No listing	936-264-3073	bmmtexas@consolidated.net
South Texas Property Rights Association	PO Box 397 Falfurrias, TX 78355	361-348-3020	susan@stpra.org
State of Texas Alliance for Recycling Jordan Fengel Executive Director	PO Box 142274 Austin, TX 78714	512-828-6409	Jordan.fengel@recyclingstar.org

Group or Association Name/Contact Person	Address	Telephone	Email Address
Surfrider Foundation Neil McQueen	No listing	361-765-4445	vicechair@coastalbend.surfrider.org surfridertxcbc@yahoo.com
Texan by Nature	3500 Jefferson Street Suite 301 Austin, TX 78731	512-284-7482	info@texanbynature.org
Texans for State Parks John Gosdin President Linda Evans Administration	PO Box 41480 Austin, TX 78704-0025	No listing.	jmgosdin@aol.com leevans@texas.net
Texas and Southwest Cattle Raisers Association Jason Skaggs Executive Vice President & CEO	1301 W. 7 th Street, Suite 201 Fort Worth, TX 76102	800-242-7820 817-332-7064	TSCRA@TSCRA.ORG jskaggs@tscra.org
Texas Aquaculture Association John Jones President	1619 Gooseneck Rd Bryan, TX 77808	979-703-7988	taa@txaqua.net jones@lochowranch.com
Texas Association of African American Chambers of Commerce Courtney Johnson- Rose	807 Brazos Street Suite #710 Austin, TX 78701	713-721-5555 Ext. 116	courtney@gejproperties.com
Texas Association of Bass Clubs Aubrey Lewis President	PO Box 547 Copperas Cove, TX 76522	281-381-0970	Skeeter210.1@netzero.com
Texas Association of Business Jeff Moseley President/CEO	316 W. 12 th Street, Suite 200 Austin, TX 78701	512-477-6721	jmoseley@txbiz.org
Texas Association of Convention and Visitor Bureaus	PO Box 1256 Denton, TX 76202	940-999-1002	kim@tacvb.org
Texas Association of Mexican American Chamber of Commerce (TAMACC) Pauline Anton	606 Main Street Buda, TX 78610	512-444-5727	president@tamacc.org

Group or Association Name/Contact Person	Address	Telephone	Email Address
Texas Audubon Society Suzanne Langley Executive Director	7700 W. Hwy 71, Suite 330 Austin, TX 78735	501-351-3030	slangley@audubon.org
Texas Bighorn Society Sam Cunningham President	1615 West Loop 289 Lubbock, TX 79416	806-282-6889 806-745-7783	scunningham@quailcreekent.com info@texasbighornsociety.org
Texas Black Bass Unlimited	No listing	210-415-1264	rmwayland@earthlink.net
Texas Canoe and Kayak Racing Association Sandy Yonley President	No listing	No listing	Jle4321@yahoo.com
Texas Colonial Waterbird Society David Newstead President	615 N. Upper Broadway Suite 1200 Corpus Christi, TX 78401	361-336-0312	dnewstead@cbbep.org
Texas Conservation Alliance Janice Bezanson Director	PO Box 822554 Dallas, TX 75382-2554	512-327-4119	bezanson@texas.net
Texas Council of Fly Fishers International Jerry Hamon President	No listing	214-457-3407	president@texascouncilffi.com
Texas Deer Association Patrick Tarlton	1464 E Whitestone Blvd. Suite 1102 Cedar Park TX 78613	512-499-0466	info@texasdeerassociation.com
Texas Dove Hunters Association Bob Thornton President	900 NE Loop 410, Suite D123 San Antonio, TX 78209	210-764-1189	bob@texasdovehunters.com
Texas Drowning Prevention Alliance Ar'Sheill Monsanto	No listing	No listing	www.txdpa.com/contact

Group or Association Name/Contact Person	Address	Telephone	Email Address
Texas Environmental Defense Fund Jim Marston Vice President, Political Affairs	301 S. Congress Ave. Ste 1300 Austin, TX 78701	512-478-5161	https://www.edf.org/expert/email/324
Texas Farm Bureau Si Cook Executive Director/COO	PO Box 2689 Waco, TX 76702-2689	254-772-3030	scook@txfb.org
Texas Grazing Lands Coalition	PO Box 931 Canyon, TX 79015	817-679-8729	Jenny.txglc@gmail.com
Texas Land Trust Council Lori Olson	1300 W. Lynn St. Austin, TX 78703	512-994-8582	info@texaslandtrustcouncil.org
Texas Lions Camp Steven S. Mabry CAE	PO Box 290247 4100 San Antonio Hwy Kerrville, TX 78029	830-896-8500	smabry@lionscamp.com
Texas Marine Mammal Stranding Network Heidi R. Whitehead	4700 Avenue U. Galveston, TX 77551	409-740-2200	hwhitehead@tmmsn.org
Texas Motorized Trails Coalition	No listing	903-631-4478	contact@texasmotorizedtrails.com
Texas Nature Tourism Association	25132 Oakhurst Drive Suite 201 Spring, TX 77386	713-942-7676 Ext. 10	Ajrmediagroup.com
Texas Offshore Shrimp Industry Pete Aparicio	5809 Salem Road Victoria, TX 77904	512-578-0875	No listing
Texas Parks and Wildlife Foundation Susan Houston Executive Director	2914 Swiss Avenue Dallas, TX 75204	214-720-1478	shouston@tpwf.org
Texas Recreation and Park Society Jeff White President	PO Box 5188 Jonestown, TX 78645	512-267-5550	traps@traps.org
Texas River Protection Association Tom Goynes President	PO Box 219 Martindale, TX 78655	512-787-5574	tom@txrivers.org

Group or Association Name/Contact Person	Address	Telephone	Email Address
Texas Shrimp Association Andrea Hance	1000 Everglades Road Brownsville, TX 78521	956-831-6550	andrehance@texasshrimpassociation.com
Texas State Aquarium Jesse Gilbert Senior VP and CEO	2710 N Shoreline Blvd. Corpus Christi, TX 78402	361-881-1230	No listing.
Texas Tournament Zone Brian Booker Owner	No listing	512-761-2426	Brian.booker@ttz1.com
Texas Travel Industry Association Jennifer Roush	345 Bee Caves Road Suite 102A Austin, TX 78746	512-328-8842	Jennifer@ttia.org
Texas Trophy Catfish Association	No listing	832-984-8376	admin@txtca.org
Texas Wildlife Association David Yeates	3660 Thousand Oaks Drive Suite 126 San Antonio, TX 78247	210-826-2904	dyeates@TEXAS-WILDLIFE.ORG
Texas Wildlife Association L.A.N.D.S. Program Robin Hallford	3660 Thousand Oaks Drive Suite 126 San Antonio, TX 78247	817-528-2695	rhallford@texas-wildlife.org
Texas Women Fly Fishers	No listing	No listing	info@twff.net
Texas Youth Hunting Program Chris Mitchell	3660 Thousand Oaks Drive Suite 126 San Antonio, TX 78247	210-930-2177	cmitchell@texas-wildlife.org
The Alamo City Rivermen Joe Salvador President	No listing	No listing	Jsalv_65@yahoo.com
The Conservation Fund Andy Jones	807 Brazos St., Suite 1002 Austin, TX 78701	512-477-1712	ajones@conservationfund.org
The Nature Conservancy in Texas (TNC) Laura Huffman State Director	318 Congress Avenue Austin, TX 78701	512-623-7240	lhuffman@tnc.org

Group or Association Name/Contact Person	Address	Telephone	Email Address
Max Pons TNC Lennox Foundation Southmost Preserve	10906 Southmost Road Brownsville, TX 78521	956-546-0547	max.pons@tnc.org
The Wildlife Society Ed Thompson Aldo Leopold Founder Darren A. Miller President	425 Barlow Place, Suite 200 Bethesda, MD 20814 PO Box 9681 Mississippi State, MS 39762	301-897-9770 662-325-0754	tws@wildlife.org Dmiller.tws@gmail.com
Trust for Public Land Robert Kent State Director	325 N. St Paul St., Suite 2210 Dallas, TX 75201	469-615-5448	texas@tpl.org
United States Power Squadron	1504 Blue Ridge Road Raleigh, NC 27607	888-367-8777	contactme@HQ.USPS.org
USA Archery Caitlin Mallory	4065 Sinton Road, Suite 110 Colorado Springs, CO 80907	719-866-3451	cmallory@usarchery.org
Valley Sportsmen Club Ed Cooper	PO Box 968 Harlingen, TX 78551	361-171-1747	No listing
Water Oriented Recreation District of Comal County	PO Box 2789 Canyon Lake, TX 78133	830-907-2300	indo@wordcc.com
Welder Wildlife Foundation Dr. Terry Blankenship Director	PO Box 1400 Sinton, TX 78387	512-364-1604	tblankenship@welderwildlife.org
Westcave Outdoor Discovery Center Paul Vickery	24814 Hamilton Pool Rd. Round Mountain, TX 78663	830-825-3442	paul@westcave.org
Wild Sheep Foundation Gray Thornton President & CEO	412 Pronghorn Trail Bozeman, MT 59718	406-404-8750	info@wwildsheepfoundation.org gthornton@wildsheetfoundation.org
Wildlife Habitat Federation Jim Willis	PO Box 75 Cat Spring, TX 78933	713-201-3559	Quailridge2@hughes.net
Wilson County Wildlife Management Association Chuck Hobbs	PO Box 743 Floresville, TX 78114	830-216-1115	Wcwma.info@gmail.com

Table 18 Exhibit 16 Interest Groups

Interagency, State, or National Associations

(that serve as an information clearinghouse or regularly interact with your agency)

Group or Association Name/ Contact Person	Address	Telephone	Email Address
American Canoe Association Bruce Bodson Texas State Director	503 Sophia St. Suite 100 Fredericksburg, VA 22401	540-907-4460	txstatedirector@americancanoe.net
American Fisheries Society Douglas Austen President	425 Barlow Place Suite 110 Bethesda, MD 20814-2144	301-897-8616	main@fisheries.org dausten@fisheries.org
Aransas National Wildlife Refuge Joe Saenz Manager	PO Box 100 Austwell, TX 78382	361-349-1138	Joe_saenz@fws.gov
Association for Conservation Information Jenifer Wisniewski	4113 McLeod Dr. Tallahassee, FL 32303	629-204-0030	Jennifer.wisniewski@tn.gov
Association of Fish and Wildlife Agencies Rachel Brittin PA Director	1100 First Street, NE Suite 825 Washington, DC 20002 444 North Capitol Street NW Suite 725 Washington, DC 20001	202-838-3474 202-624-7744	info@fishwildlife.org
Association of Midwestern Fish and Wildlife Law Enforcement Officers Bob Thompson Executive Secretary	711 Independent Ave. Grand Junction, CO 81505	970-255-6147	bob.thompson@state.co.us
Baylor University Informal Science Education Association of Texas Melissa Mullins	Baylor Science Building C.410 One Bear Place #97178 Waco, TX 76798-7178	254-710-2382	Melissa_Mullins@baylor.edu
BoatUS - Boat Owners Assoc. of the United States	880 South Pickett Street Alexandria, VA 22304	703-461-4666	mail@boatus.com
Borderlands Research Institute Dr. Louis Harveson	PO Box C-21 Alpine, TX 79832	916-653-4673	stafford.lehr@wildlife.ca.gov

Group or Association Name/ Contact Person	Address	Telephone	Email Address
Conoco Phillips Kari Gibson Director State Government Affairs	600 17 th Street, Suite 2800 Denver, CO 80202	303-209-0199	Kari.gibson@conocophilips.com
Corporation for National and Community Services Ben Alamprese Program Officer	250 E. St. SW Washington, DC 20525	512-391-2944	balamprese@cns.gov
Estuarine Research Federation	490 Chippingwood Drive #2 Port Republic, MD 20676- 0000	410-586-0997	No listing
Federal Bureau of Investigation	935 Pennsylvania Ave, NW Washington, DC 20535-0001	202-324-3000	Note: At this time, we do not have a national e-mail address for public questions or comments. Some of our local FBI offices , however, do have their own e-mail addresses.
Federal Emergency Management Agency Russell E. Patten, Program Delivery Manager	500 C Street SW Washington DC 20024	202-717-7908	Russell.patten@fema.dhs.gov
Federal Energy Regulatory Commission	888 First Street, N.E. Washington, D.C. 20426	202-502-8200 202-502-6088	customer@ferc.gov
Federal Highway Administration Justin Morgan	300 East Street Suite 826 Austin, TX 78701	512-536-5943	Justin.Morgan@dot.gov
Gulf Coast Joint Venture Barry Wilson Coordinator	700 Cajundome Blvd. Lafayette, LA 70506	337-266-8801	Barry_wilson@fws.gov
Gulf of Mexico Alliance Laura Bowie Executive Director	1151 Robinson Street Ocean Springs, MS 39564	228-215-1246	Laura.Bowie@gomxa.org
Gulf of Mexico Fishery Management Council Dr. Carrie Simmons Executive Director	4107 West Spruce Street Suite 200 Tampa, FL 33607	813-348-1630 Ext. 239	Carrie.simmons@gulfcouncil.org

Group or Association Name/ Contact Person	Address	Telephone	Email Address
Gulf States Marine Fisheries Commission David Donaldson Executive Director	2404 Government Street Ocean Springs, MS 39564	228-875-5912	info@gsmfc.org Ddonaldson@gsmfc.org
International Association of Marine Investigators	9425 Smitty Trail Russellville, MO 65074	No listing	iami@iamimarine.org
International Hunter Education Association Gary Berlin Executive Director	2727 W. 92 nd Ave., Suite 103 Federal Heights, CO 80260	303-430-7233	gary@ihe.com
Interstate Shellfish Sanitation Conference	209-1 Dawson Road Columbia, SC 29223	803-788-7559	issc@issc.org
Louisiana State University Dr. Bret Collier School of Natural Resources	School of Natural Resources, Renewable Natural Resources Building RM 341A Baton Rouge, LA 70803	225-578-4143	bcollier@agcenter.lsu.edu
Lower Mississippi Valley Joint Venture Keith McKnight Coordinator	6578 Dogwood View Parkway Suite C Jackson, MS 39213	903-566-1626	steven_mcknight@fws.gov
Mississippi Department of Marine Resources Brig. Gen. (Ret) Joe Spraggins Executive Director	1141 Bayview Ave. Biloxi, MS 39530	228-523-4170	Joe.Spraggins@dmr.ms.gov
Mule Deer Foundation	1939 S. 4130 West, Ste. H Salt Lake City, UT 84104	801-973-3940	askmdf@muledeer.org
National Archery in the Schools Program Roy Grimes	W4285 Lake Drive Waldo, WI 53093	920-523-6040	roy@naspschools.org
National Association of Conservation Law Enforcement Chiefs - Randy Stark Executive Director	5000 W. Carefree Highway Phoenix, AZ 85086	608-332-0176	naclecsec@gmail.com
National Association of State Boating Law Administrators John Johnson Chief Executive Officer	1648 McGrathiana Parkway Suite 360 Lexington, KY 40511	859-225-9487	john@nasbla.org

Group or Association Name/ Contact Person	Address	Telephone	Email Address
National Association of State Outdoor Recreation Liaison Officers	NASORLO, 105 H, ABNR Bldg University of Missouri Columbia, MO 65211	573-353-2702	nasorlo@gmail.com
National Association of State Park Directors	PO Box 91567 Raleigh, NC 27675	No listing	info@stateparks.org
National Bobwhite Conservation Initiative Don McKenzie	6183 Adamson Circle Chattanooga, TN 37416	423-855-6113	Mckenzie_nbc@utk.edu
National Bowhunter Education Foundation Marilyn Bentz Executive Director	PO Box 2934 Rapid City, SD 57709	605-716-0596	mbentz@nbef.org
National Fish and Wildlife Foundation Fatima Kamara	1133 Fifteenth Street, NW Suite 1100 Washington DC 20005	202-857-0166	fatima.kamara@nfwf.org
National Fish Habitat Partnership Ryan Roberts Program Manager	1100 First Street, NE Suite 825 Washington, DC 20002	202-838-3466	rroberts@fishwildlife.org info@fishhabitat.org
National Flyway Council Kevin Blakely Oregon Wildlife Division Deputy Administrator	4034 Fairview Industrial Dr. SE Salem, OR 97302	503-947-6311	Kevin.L.Blakely@state.or.us
National Marine Fisheries Service Galveston Field Office Farron Wallace Director	4700 Avenue U Galveston, TX 77551	409-766-3500	Farron.wallace@noaa.gov
National Oceanic and Atmospheric Administration Tiffinie Jennings	1325 East West Hwy SSMCII #9410 Silver Spring, MD 20910	301-628-1337	tiffinie.jennings@noaa.gov
National Parks Service Rachel Daniels	601 Riverfront Drive Omaha, NE 68102	402-661-1934	rachel_daniels@nps.gov
National Safe Boating Council Peg Phillips	6985 Gateway Court Manassas, VA 20109	703-361-4294	pPhillips@safeboatingcouncil.org

Group or Association Name/ Contact Person	Address	Telephone	Email Address
Executive Director			
National Water Safety Congress Mike Fields Executive Director	PO Box 4132 Frankfort, KY 40604	502-352-8771	direct@watersafetycongress.org
North Texas Association of Environmental Professionals Eric Hutton President April Breen Vice President/Program Director	PO Box 153482 Irving, TX 75015-3482	 214-583-8425	 president@ntaep.org vp@ntaep.org
Quality Deer Management Association Brian Murphy Executive Director	PO Box 160 Bogart, GA 30622	800-209-3337	info@qdma.com
Recreational Boating and Fishing Foundation Frank Peterson, Jr. President and CEO Stephanie Hussey State R3 Program Director	500 Montgomery St. Suite 300 Alexandria, VA 22314	 703-778-5157 703-778-5152	 fpeterson@rbff.org shussey@rbff.org
Science Teachers Association of Texas JJ Colburn	3305 Steck Ave., Ste. 200 Austin, TX 78757	512-505-8001	stat@statweb.org
Southeast Aquatic Resources Partnership Jessica Graham Partnership Coordinator	No listing	850-769-0552 Ext. 229	jessica@southeastaquatics.net
Southeastern Association of Fish and Wildlife Agencies Curtis Hopkins	160 Ruger Drive Flora, MS 39071	601-668-6916	crayhopkins@bellsouth.net

Group or Association Name/ Contact Person	Address	Telephone	Email Address
Executive Secretary			
State Agency Coordination Committee Quality, Process Improvement, and Innovation Subcommittee Carrie Green Process Improvement Manager DPS	Department of Public Safety 5805 North Lamar Blvd. Austin, TX 78753	512-424-2402	Carrie.green@dps.texas.gov
State Agency Coordination Committee Records Management Subcommittee Jenny Alexander Records Manager HHSC	HHSC 4900 North Lamar Blvd. Austin, TX 78751	512- 424-6622	Jenny.Alexander@hhsc.state.tx.us
Tax Assessor-Collector Association of Texas Daryl John	PO Box 329 Georgetown, TX 78627	830-379-2315	daryl.john@co.guadalupe.tx.us
Texas Association for Environmental Education Linda Dunn	Dogwood Canyon Audubon Center 1206 W FM 1382 Cedar Hill, TX 75104	No listing.	info@taee.org
Texas Chapter of the American Fisheries Society Dr. Kirk Winemiller President-Elect	Kirk O. Winemiller Department of Wildlife and Fisheries Sciences and Program of Ecology Evolutionary Biology Texas A&M University 2258 TAMU College Station, TX 77843-2358	979-845-6295	k-winemiller@tamu.edu
Texas District and County Attorneys Association Robert Kepple Executive Director	505 W 12th St. Austin, TX 78701	512-474-2436	Robert.Kepple@tdcaa.com
Texas Game Warden Association Quint Balkcom	4367 FM 1047 Hamilton, TX 76531	512-757-7056	quintbalkcom@yahoo.com

Group or Association Name/ Contact Person	Address	Telephone	Email Address
President			
Texas Game Warden Peace Officers Association Quint Balkcom President	4367 FM 1047 Hamilton, TX 76531	325-948-3021	quintbalkcom@yahoo.com
Texas Hunter Education Instructor Association Duke Walton Executive Director	22648 2 nd Street Porter, TX 77365	281-354-4594	dukesaralyn@yahoo.com
Texas Marine Industry Coalition John Preston	2951 Marina Bay Dr. Ste 130-244 League City, TX 77573	832-788-2860	TMICoalition@gmail.com
Texas Riparian Association Blake Alldredge President	PO Box 9804 Austin, TX 78766	No listing	balldredge@utrw.com
Texas State Rifle Association Foundation Charles Preslar	PO Box 90095 Austin, TX 78709	214-212-1157	charlespreslar1@att.net
Texas Towing & Storage Association Dana Gardiner	26202 I-45 North Suite B The Woodlands, TX 77386	866-924-2088	ttsa@ttsa.org
Texas Water Conservation Advisory Council Karen Guz Presiding Officer	PO Box 13231 Austin, TX 78711	512-936-0825	Karen.guz@saws.org
Texas Water Conservation Association Dean Robbins Executive Director	Barton Creek Plaza One 3755 S. Capital of Texas Hwy Ste 105 Austin, TX 78704	512-472-7216	admin@twca.org
Travis County District Attorney's Office Public Integrity Unit Laurie Drymalla 167 th District Court	PO Box 1748 Austin, TX 78767	512-854-4908	Laurie.Drymalla@traviscountytx.gov

Group or Association Name/ Contact Person	Address	Telephone	Email Address
Travis County Tax Office Jauroy Crenshaw	5501 Airport Blvd. Austin, TX 78767	512-854-9473	Jauroy.crenshaw@traviscountytx.gov
U.S. Army Corp of Engineers Dalton Howell	Wright Patman Lake 64 Clear Springs Park Texarkana, TX 75501	903-838-8781	dalton.w.howell@usace.army.mil
Col. Lars N. Zetterstrom Galveston District	PO Box 1229 Galveston, TX 77553-1229	409-766-3899	swgpao@usace.army.mil
U.S. Bureau of Reclamation Mark Trevino	5316 W. US 290 Service Rd. Austin, TX 787	512-899-4150	No listing
U.S. Coast Guard William Hillyer	2703 Martin Luther King Jr Ave SE Washington, DC 20593	202-372-1077	William.Y.Hillyer@uscg.mil
U.S. Coast Guard 8 th District Rear Admiral Paul Thomas	Hale Boggs Federal Building 500 Poydras St, Suite 1324 Room 1328 New Orleans, LA 70130	504-589-6298	paul.f.thomas@uscg.mil
US Coast Guard Auxiliary (8 Coastal) Commodore Chuck Maricle	2703 MLK Jr Avenue, S.E. Stop 7501 Washington D.C. 20593	713-240-4929	cmaricle@uscgauxair.com
U.S. Coast Guard Office of Auxiliary and Boating Safety Verne Gifford	2703 MLK Jr Avenue, S.E. Stop 7501 Washington D.C. 20593	202-372-1016	verne.b.gifford2@uscg.mil
U.S. Coast Guard Boating Safety Division Jack Roberts	2703 Martin Luther King, Jr. Avenue Washington, DC 20593-7501	202-372-1266	Jack.Roberts@uscg.mil
U.S. Coast Guard Sector Corpus Christi Capt. Edward Gaynor	249 Glasson Drive Corpus Christi, TX 78406	361-939-0450	edward.j.gaynor@uscg.mil

Group or Association Name/ Contact Person	Address	Telephone	Email Address
U.S. Coast Guard Sector Houston/Galveston Capt. Kevin Oddit	13411 Hillard St. Houston, TX 77034	281-464-4800	kevin.d.oditt@uscg.mil
U.S. Customs Air and Marine McAllen Branch Keith Jones Director of Southwest Region	1300 Pennsylvania Ave. NW Washington, DC 20229	866-247-2878	No listing
U.S. Department of Agriculture Animal, and Plant Health Inspection Service Michael R. Pruitt DVM	903 San Jacinto Blvd. Room 220 Austin, TX 78701	512-383-2435	Mike.r.pruitt@usda.gov
U.S. Department of Agriculture Farm Service Agency	2405 Texas Avenue South College Station, TX 77840	979-680-5151	Gary.six@tx.usda.gov
U.S. Department of Agriculture Natural Resource Conservation Service Lori Valadez Public Affairs Specialist	101 S Main Street Temple, TX 76501	254-742-9811	Lori.valadez@tx.usda.gov
U.S. Environmental Protection Agency Region 6 Main Office	1201 Elm Street, Suite 500 Dallas, TX 75270	800-887-6063	No listing
Gulf of Mexico Program	2510 14 th Street, Suite 1212 Gulfport, MS 39501	228-679-5894	
U.S. Fish & Wildlife Service Janet Adv, Director of Education and Training Randy Robinson, Education and Training Specialist	Route 1, Box 166 Shepherdstown, WV 25443	304-876-7653 304-876-7450	

Group or Association Name/ Contact Person	Address	Telephone	Email Address
Gary Young, Senior Special Agent	1874 Grandstand Drive San Antonio, TX 78238	210-681-8419	Gary.young@fws.gov
U.S. Fish & Wildlife Service Ecological Services Laverna Chavez, Branch Chief	500 Gold Ave. SW RM 6032 Albuquerque, NM 87102	505-248-6828	laverna_chavez@fws.gov
U.S. Fish & Wildlife Service Ecological Services Adam Zerrenner Supervisor	10711 Burnet Rd., Ste. 200 Austin, TX 78758	512-490-0057	Adam.zerrenner@fws.gov
U.S. Fish & Wildlife Service Ecological Services Chuck Ardizzone Houston Field Office Project Leader	17629 El Camino Real Suite 211 Houston, TX 77058	281-286-8282 Ext. 26506	Chuck_Ardizzonee@fws.gov
U.S. Fish & Wildlife Service Texas Coastal Ecological Services Amy Lueders Regional Director	4444 Corona, Ste 215 Corpus Christi, TX 78411	361-994-9005	rdlueders@fws.gov
U.S. Fish & Wildlife Service Wildlife & Sport Fish Restoration Programs Cliff Schleusner, Chief Cheryl Rodriguez Fiscal Officer	PO Box 1306 Attn: Room 8514 Albuquerque, NM 87103	505-248-7464	cliff_schleusner@fws.gov Cheryl_Rodriguez@fws.gov
U.S. Food and Drug Administration Office of Regulatory Affairs OSCP Division of Shellfish Sanitation	10903 New Hampshire Ave. Silver Spring, MD	214-253-4938	No listing
U.S. Geological Survey Bird Banding Lab	12100 Beech Forest Road Laural, MD 20708	301-497-5796	bpeterjohn@usgs.gov

Group or Association Name/ Contact Person	Address	Telephone	Email Address
Bruce Peteriohn			
U.S. Geological Survey National Map Liaison for Texas and Oklahoma Claire DeVaughn	1505 Ferguson Lane Austin, TX 78754	512-927-3583	cdevaugh@usgs.gov
U.S. Geological Survey National Wildlife Health Center C. LeAnn White	6006 Schroeder Rd. Madison, WI 53711	608-270-2400	clwhite@usgs.gov
USDA - Animal and Plant Health Inspection Service Heather Trainum	4700 River Road Riverdale, MD 20737	301-851-2838	heather.r.trainum@aphis.usda.gov
Western Association of Fish and Wildlife Agencies Dr. Christopher Moore Acting Executive Director	2700 W. Airport Way Boise, ID 83705	208-331-9431	chris.moore@wafwa.org
Wildlife Management Institute Meghan Gilbert	4426 VT Route 215 N Cabot, VT 05647	916-719-6003	meghangilbart@gmail.com
World Aquaculture Society	JM Parker Coliseum Louisiana State University Baton Rouge, LA 70803	225-388-3137	wamas@aol.com

Table 19 Exhibit 16 Interagency, State, and National Association

Liaisons at Other State Agencies

(with which your agency maintains an ongoing relationship, e.g., the agency's assigned analyst at the Legislative Budget Board, or attorney at the Attorney General's office)

Agency Name/ Relationship/Contact Person	Address	Telephone	Email Address
Angelina and Neches River Authority Kelly Holcomb General Manager	2901 N. John Redditt Drive Lufkin, TX 75004	936-632-7795	kholcomb@anra.org info@anra.org
Attorney General's Office Darren McCarty Deputy AG for Civil Litigation Kara Kennedy Tort Litigation Division Priscilla Hubenak Environmental Protection Division Shanna Molinare Law Enforcement Defense Division Joshua Godbey Financial Litigation and Charitable Trusts Division Ronald Del Vento Bankruptcy and Collections Division	Price Daniel Building 209 West 14 th St. PO Box 12548 Austin, TX 78711-2548	512-463-2100 512-936-0594 512-475-1892 512-475-4160 512-463-2080 512-463-2018 512-463-2173	 Darren.McCarty@oag.texas.gov Kara.Kennedy@oag.texas.gov Priscilla.Hubenak@oag.texas.gov Shanna.Molinare@oag.texas.gov Joshua.Godbey@oag.texas.gov Ronald.DelVento@oag.texas.gov
Bandera County River Authority	440 FM 3240 Bandera, TX 78003	803-796-7260	No listing
Brazos River Authority	4600 Cobbs Drive Waco, Tx 76710	254-761-3100	No listing

Agency Name/ Relationship/Contact Person	Address	Telephone	Email Address
Department of Information Resources Robert Armstrong, Director of Government Relations	300 W. 15 th Street Suite 1300 PO Box 13564 Austin, TX 78711	512-936-9851	Robert.Armstrong@dir.texas.gov
Employees Retirement System of Texas Jennifer Chambers Director of Government Relations	PO Box 13207 Austin, TX 78711-3207	877-275-4377 512-867-7162	ERScustomer.service@ers.texas.gov Jennifer.chambers@ers.texas.gov
Governor's Office Julie Frank Policy Advisor Fisher Reynolds Article VI (TPWD) Budget Advisor	PO Box 12428 Austin, TX 78711	512-463-1778 512-463-8966	Julie.Frank@gov.texas.gov Fisher.Reynolds@gov.texas.gov
Governor's Office - Economic Development and Tourism Brad Smyth	PO Box 12428 Austin, TX 78711-2428	512-936-0437	Brad.smyth@gov.texas.gov
Governor's Office – Governor's Committee on People with Disabilities Randi Turner Accessibility and Disability Rights Coordinator	1100 San Jacinto Blvd. Austin, TX 78701	512-463-5740 512-434-0102	Randi.turner@gov.texas.gov
Governor's Office – Texas Office of State- Federal Relations Wes Hambrick Director	PO Box 12428 Austin, TX 78711	202-434-0227	Wes.hambrick@gov.texas.gov

Agency Name/ Relationship/Contact Person	Address	Telephone	Email Address
Guadalupe-Blanco River Authority	933 East Court Street Seguin, TX 78155	830-379-5822	comments@gbra.org
Health and Human Services Commission Krystina Flanigan Community Support Services Specialist	Office of Deaf and Hard of Hearing Services #J-16 701 West 51 st Street Austin, TX 78751	512-813-9855	Krystina.flanigan@hpsc.state.tx.us
Lavaca-Navidad River Authority	4631 FM 3131 Edna, TX 77957	316-782-5229	info@lnra.org
Legislative Budget Board Thomas Brown LBB Budget Analyst	Robert E. Johnson Building 5 th Floor 1501 North Congress Austin, TX 78701	512-463-8941	thomas.brown@lbb.texas.gov
Lower Clear Fork of the Brazos SWC	584 US Hwy 180 East Albany, TX 76430	325-762-2277	lowerclearforkbrazos@swcd.texas.gov
Lower Colorado River Authority Marshall Trigg LCRA Creekside Conservation Program	3700 Lake Austin Blvd. Austin, TX 78703	512-578-3200	Marshall.trigg@lcra.org
Lower Neches River Authority	7850 Eastex Freeway Beaumont, TX 77708	409-892-4011	info@lnva.dst.tx.us
National Park Service Padre Island National Seashore Sea Turtle Science and Recovery	20420 Park Rd 22 Corpus Christi, TX 78418	361-949-8174 Ext. 226	No listing
NOAA/NMFS Southeast Office of Law Enforcement	263 13th Ave. South Suite 109 St. Petersburg, FL 33701	No listing	No listing
Nueces River Authority John Byrum Executive Director	200 E. Nopal - Suite 206 Uvalde, TX 78802	830-278-6810	No listing
Office of Vehicle Fleet Management Nicklaus Watson CTCM, CTCD Manager – Statewide Mail	Statewide Procurement Division (SPD) Texas Comptroller of Public Accounts PO Box 13186 Austin, TX 78711	512-936-8458	Nicklaus.watson@cpa.texas.gov

Agency Name/ Relationship/Contact Person	Address	Telephone	Email Address
Travel and Fleet Ops			
Palo Pinto Soil and Water Conservation District Dana Newman	415 SW 1 st St. Mineral Wells, TX 76067	940-325-3961	palopinto@swcd.texas.gov
Public Utility Commission Karen Hubbard Attorney	1701 N. Congress Avenue, 7 th Floor PO Box 13326 Austin, TX 78711	512-936-7345	Karen.hubbard@puc.texas.gov
Red River Authority	3000 Hammon Rd. Wichita Falls, TX 76310	940-723-8697	info@rra.texas.gov
Regional Organized Crime - Information Center (ROCIC) Don K. Grote Texas Law Enforcement Coordinator	545 Marriott Dr. #850 Nashville, TN 37214 PO Box 461 Mason, TX 76856	325-347-6943	Dgrote@rocic.riss.net
Sabine River Authority Randy Traylor Division Manager	12777 N. Highway 87 Orange, TX 77630 169 RCR 1480 Point, TX 75472	409-746-2192 903-598-2216	rtraylor@sratx.org
San Antonio River Authority	100 East Guenther St. San Antonio, TX 78204 1577 Dam Site Road Conroe, TX 77304	210-227-1373 936-588-3111	No listing No listing
Senate Finance Committee Texas Senate Austin Holder	PO Box 12068 Austin, TX 78711	512-463-8472	Austin.Holder@senate.texas.gov
State Agency Coordinating Committee – Legal Subcommittee Les Trobman Chair	Texas Workforce Commission General Counsel 101 E. 15 th Street, Room 608 Austin, TX 78778	512-936-3736	Les.Trobman@twc.state.tx.us

Agency Name/ Relationship/Contact Person	Address	Telephone	Email Address
State Auditor's Office Courtney Ambres- Wade Audit Manager	PO Box 12067 Austin, TX 78711-2067	512-936-9500	auditor@sao.texas.gov Courtney.ambres-wade@sao.texas.gov
State Energy Conservation Office Alison Huxel & Dub Taylor	111 East 17 th Street, #314 Austin, TX 78774	512-463-1931	seco@cpa.texas.gov
State Fire Marshal Office Chuck Allen Lieutenant	333 Guadalupe Street Austin, TX 78701	936-633-6435	Chuck.allen@tdi.texas.gov
State Office of Risk Management Caleb Walker Risk Manager Jacqueline Baynard Director of Risk Management Insurance Services Lydia Scranton Director of Claims Operations	Clements Building 300 W. 15 th Street Austin, TX 78701	512-936-2926 512-936-1555 512-936-1480	Caleb.walker@sorm.texas.gov Jacqueline.Baynard@sorm.texas.gov Lydia.scranton@sorm.texas.gov
Stephen F. Austin State University Texas Academy of Science Dr. Alyx Frantzen President	Dept of Chemistry and Biochemistry Stephen F. Austin State Univ. 1936 North St. Nacogdoches, TX 75965	936-468-2338	afrantzen@sfasu.edu
Sul Ross State University Dr. Louis Harveson Professor of Wildlife Management	Box C-21 Alpine, TX 79832	432-837-8225	harveson@sulross.edu
Sulphur River Basin Authority	911 North Bishop St. Suite C 104 Wake Village, TX 75501	903-223-7887	No listing

Agency Name/ Relationship/Contact Person	Address	Telephone	Email Address
Texas A&M AgriLife Extension Dr. Jim Cathey	578 John Kinbrough Blvd. College Station, TX 77843	979-458-2565	jccathey@tamu.edu
Texas A&M Forest Service Lori Hazel	6330 E Hwy 290 #115 Austin, TX 78723 102 E Central Ave. Temple, TX 76501	254-742-9874	lhazel@tfs.tamu.edu
Texas A&M Task Force 1	PO Box 40006 College Station, TX 77842- 4006	888-999-9775	ilepse@teex.tamu.edu
Texas A&M University Department of Wildlife and Fisheries Sciences Dr. David Caldwell Department Head	Dept. of Wildlife and Fisheries Resources College Station, TX 77843	979-845-6295	caldwell@tamu.edu
Texas A&M University Texas Sea Grant College Program Dr. Pamela T. Plotkin Director	Texas A&M University O&M Building, Rm 306 797 Lamar Street 4115 TAMU College Station, TX 77843- 4115	979-845-3902	plotkin@tamu.edu
Texas A&M University Texas Water Resources Institute John Tracy Director	578 John Kimbrough Blvd. College Station, TX 77843	979-845-1851	twri@tamu.edu
Texas A&M University Veterinary Medical Diagnostic Laboratory Dr. Bruce Akey Director	483 Agronomy Rd. College Station, TX 77843	979-845-3414	bakey@tvmdl.tamu.edu
Texas A&M University- Corpus Christi Center for Coastal Studies Paul Zimba	6300 Ocean Drive Corpus Christi, TX 78412	361-825-2736	Paul.zimba@tamucc.edu

Agency Name/ Relationship/Contact Person	Address	Telephone	Email Address
Executive Director			
Texas A&M University – Galveston Dr. David Wells	200 Seawolf Pkwy Ocean & Coastal Studies Bldg Office 262 Galveston, TX 77554	409-740-4989	wellsr@tamug.edu
Texas A&M University- Kingsville Caesar Kleberg Wildlife Research Institute Dr. Dave Hewitt Executive Director	PO Box 158 700 University Blvd. MSC 218 Kingsville, TX 78363	512-593-3922	David.hewitt@tamuk.edu
Texas Alcoholic Beverage Commission Victor Kuykendoll Chief of Law Enforcement	5806 Mesa Dr Austin, TX 78731	512-206-3400	victor.kuykendoll@tabc.texas.gov
Texas Animal Health Commission Dr. Andy Schwartz Executive Director Dr. Susan Rollo State Epidemiologist Carolyn Beck Government Relations	2105 Kramer Lane Austin, TX 78758 PO Box 12966 Austin, TX 78711-2966	512-719-0704 512-719-0713 512-719-0760	Andy.Schwartz@tahc.texas.gov Susan.Rollo@tahc.texas.gov Carolyn.Beck@tahc.texas.gov
Texas Board of Veterinary Medical Examiners John M. Helenberg Director	333 Guadalupe Street Suite 3-810 Austin, TX 78701	512-305-7561	john.helenberg@veterinary.texas.gov
Texas Cooperative Wildlife Services Program Michael Bodenchuk State Director	PO Box 690170 San Antonio, TX 78269	210-561-3800	Michael.J.Bodenchuk@aphis.usda.gov

Agency Name/ Relationship/Contact Person	Address	Telephone	Email Address
Texas Commission on Environmental Quality (TCEQ) Isaac Jackson Josh Amador Lorenzo Danielson Legislative Liaisons	12100 Park 35 Circle Austin, TX 78753	512-239-3900 512-239-3508 512-239-1883 512-239-3505	info@tceq.texas.gov Isaac.jackson@tceq.texas.gov Josh.amador@tceq.texas.gov Lorenzo.danielson@tceq.texas.gov
Texas Commission on Environmental Quality (TCEQ) – Galveston Bay Estuary Program Lisa M. Marshall Program Manager	17041 El Camino Real Suite 210 Houston, TX 77058	281-218-6461	Lisa.marshall@tceq.texas.gov
Texas Commission on the Arts Anina Moore Director of Communications	Post Office Box 13406 Austin, TX 78711-3406	512-936-6573	anina@arts.texas.gov
Texas Comptroller of Public Accounts Nikki Cobb Director of Legislative Affairs Michelle Sandner Revenue Estimating Division James Dawson Appropriations Control (TPWD Primary Contact)	111 East 17 th St PO Box 13528 Austin, TX 78701	512-463-7252 512 936-4498 512-475-5607	Nikki.Cobb@cpa.texas.gov Michelle.Sandner@cpa.texas.gov James.dawson@cpa.texas.gov
Texas Department of Agriculture Walt Roberts Assistant Commissioner for Legislative Affairs & External Relations	1700 N. Congress, 11 th Floor PO Box 12847 Austin, TX 78711	512-936-9583	Walt.Roberts@tda.texas.gov

Agency Name/ Relationship/Contact Person	Address	Telephone	Email Address
Texas Department of Corrections Ellen Halbert Unit	PO Box 99 Huntsville, TX 77342 800 Ellen Halbert Drive Burnet, TX 78611	 512-756-6171	No listing.
Texas Department of Criminal Justice Malika Te Director of Governmental Affairs Rona Moser Texas Correctional Industries (TDCJ) Customer Service Representative	209 W. 14 th St., Suite 500 PO Box 13084 Austin, TX 78711 PO Box 99 Huntsville, TX 77342 PO Box 4013 Huntsville, TX 77342-4013	512-463-9988 512-463-8195 936-295-6371 903-928-3112	 Malika.Te@tdcj.texas.gov Rona.moser@tdcj.texas.gov
Texas Department of Emergency Management Nim Kidd Executive Dir.	5805 North Lamar Austin, TX 78752	512-424-2208	Nim.kidd@dps.texas.gov
Texas Department of Insurance Libby Elliott Government Relations Director	333 Guadalupe St. Austin, TX 78701	512-676-6602	Libby.elliott@tdi.texas.gov
Texas Department of Licensing and Regulation Steve Bruno Government Relations Officer Eric Beverly Government Relations Officer	920 Colorado Street Austin, TX 78701	 512-475-0351 512-463-7574	 Steve.bruno@tdlr.texas.gov Eric.beverly@tdlr.texas.gov
Texas Department of Motor Vehicles Tania Sanders Specialty Plates PR	4000 Jackson Avenue Austin, TX 78731	 512-872-8063	 Tania.Sanders@txdmv.gov
Texas Department	5805 North Lamar	512-424-2000	Steven.McCraw@dps.texas.gov

Agency Name/ Relationship/Contact Person	Address	Telephone	Email Address
of Public Safety Col. Steve McCraw Director	Austin, TX 78752		
Texas Department of State Health Services Cari Browning	PO Box 149347 MC 1944 Austin, TX 78714	512-776-2610	Cari.Browning@dshs.texas.gov
Texas Department of Transportation Trent Thomas Director State Legislative Affairs Section Government Affairs Division Kristopher Lee Planner, Transportation Planning and Programming Division	125 East 11th St. Austin, TX 78701 118 E. Riverside Dr. Austin, TX 78704	512-463-8588 512-463-6086 512-416-4977	Trent.Thomas@txdot.texas.gov Kristopher.lee@txdot.gov
Texas Department of Transportation- Travel Division Joan Henderson	150 E. Riverside Dr. Austin, TX 78704	512-486-5901	Joan.henderson@txdot.gov
Texas Department State Health Service Kirk Wiles Seafood and Aquatic Life Group	1100 W. 49 th St. Austin, TX 78756	512-776-7111	kirk.wiles@dshs.state.tx.us
Texas Education Agency Irene Pickhardt	WM B Travis Building 1701 N Congress Room 3110A Austin, TX 78701	512-463-9581	Irene.Pickhardt@tea.texas.gov
Texas Facilities Commission John Raff Deputy Executive Director Facilities Design and	1711 San Jacinto Blvd. Austin, TX 78701	512-463-3567	John.raff@tfc.state.tx.us

Agency Name/ Relationship/Contact Person	Address	Telephone	Email Address
Construction			
Texas General Land Office Russell May Real Estate Portfolio Manager Robert Hatter Deputy Director of Energy Resources Molly Quirk Director of Government Relations	1700 Congress Ave. Austin, TX 78701-1495	512-463-6262 512-475-1542 512-936-3570	Russell.may@glo.texas.gov Robert.hatter@glo.texas.gov Molly.quirk@glo.texas.gov
Texas Historical Commission Mark Wolfe Executive Director Joseph Bell Historic Sites Program Vaughn Aldredge Governmental Relations	1511 N. Colorado St. PO Box 12276 Austin, TX 78711-2276	512-463-6383 512-463-8801 512-463-5754	Mark.Wolfe@thc.texas.gov Joseph.bell@thc.texas.gov Vaughn.Aldredge@thc.texas.gov
Texas House of Representatives House Committee on Culture, Recreation & Tourism Representative John Cyrier Chairman Jeff Miller Committee Clerk	PO Box 2910 Austin, TX 78768-2910	512-463-1974	John.Cyrier@house.texas.gov Jeff.Miller_HC@house.texas.gov

Agency Name/ Relationship/Contact Person	Address	Telephone	Email Address
Texas Military Forces	2200 West 35 th Street Building 10 Camp Mabry, TX 78763-5218	512-782-5408	ng.tx.txarng.mbx.pao@mail.mil
Texas Public Finance Authority John Barton Senior Financial Analyst	300 W. 15 th Street, Suite 411 Austin, TX 78701	512-463-3142	John.barton@tpfa.texas.gov
Texas Senate <i>Senate Committee on Agriculture</i> Senator Bob Hall Chairman Tiffany White Committee Director <i>Senate Committee on Water and Rural Affairs</i> Senator Charles Perry Chairman Lauren Murray Committee Clerk	PO Box 12068 Austin, TX 78711	512-463-0102 512-463-0046 512-463-0128 512-463-0340	Bob.Hall@senate.texas.gov Tiffany.White_SC@senate.texas.gov Charles.Perry@senate.texas.gov Lauren.Murray_SC@senate.texas.gov
Texas State Library and Archives Commission Jelain Chubb Director of the Archives and Information Services Division (ARIS) State Archivist Craig Kelso Director of State and Local Records	ARIS Division PO Box 12927 Austin, TX 78711-2927	512-463-5467 512-463-7610	jchubb@tsl.texas.gov ckelso@tsl.texas.gov

Agency Name/ Relationship/Contact Person	Address	Telephone	Email Address
Texas State University Edwards Aquifer Research Data (EARDC)	Freeman Aquatic Science Bldg 220 East Sessom Drive San Marcos, TX 78666	512-245-2329	No listing
Texas State University Meadows Center for Water & the Environment Robert Mace Interim Executive Director Dr. Andrew Sansom	201 San Marcos Springs Dr. San Marcos, TX 78666	512-245-9201	Rem142@texasstate.edu As22@txstate.edu
Texas Tech University Dr. Warren Conway, Department of Range & Wildlife Management	Box 42125 Texas Tech University Lubbock, TX 79409-2125	512-742-2841	Warren.conway@ttu.edu
Texas Tech University U.S. Geological Survey, Texas Cooperative Fish and Wildlife Research Unit, Department of Natural Resources Management and Biological Sciences Dr. Reynaldo Patiño, Coop Unit Leader and Professor	Agricultural Sciences Building Room 218 PO Box 42125 Lubbock, TX 79409-2120	806-834-6483	Reynaldo.Patino@ttu.edu
Texas Veterinary Medical Association Chris Copeland Executive Director	8104 Exchange Drive Austin, TX 78754	512-452-4224	ccopeland@tvma.org

Agency Name/ Relationship/Contact Person	Address	Telephone	Email Address
Texas Water Development Board Jeff Walker Executive Administrator Bryan McMath Government Relations Kathleen Ligon Government Relations	1700 N. Congress Ave. PO Box 13231 Austin, TX 78711-3231	512-463-7847 512-463-7850 512-463-8294	Jeff.Walker@twdb.texas.gov Bryan.McMath@twdb.texas.gov Kathleen.Ligon@twdb.texas.gov
Texas Workforce Commission TWC – Civil Rights Division	1215 Guadalupe St. Austin, TX 78701	512-463-2642	crdtraining@twc.state.tx.us
The University of Texas Marine Science Institute Dr. Robert Dickey Director	750 Channel View Dr. Port Aransas, TX 78373	361-500-7546	Robert.dickey@utexas.edu
The University of Texas Mission-Aransas National Estuarine Research Reserve Jace Tunnell Reserve Director	The University of Texas Marine Science Institute Estuarine Research Center 750 Channel View Dr. Port Aransas, TX 78373	361-749-3046	Jace.tunnell@austin.utexas.edu
The University of Texas School of Social Work's Institute of Organizational Excellence Dr. Noel Landuyt	The Institute for Organizational Excellence Steve Hicks School of Social Work The University of Texas at Austin 1925 San Jacinto Blvd. Austin, TX 78712	512-232-0799	orgexcel@utexas.edu

Agency Name/ Relationship/Contact Person	Address	Telephone	Email Address
Director			
Trinity River Authority	5300 S. Collins Arlington, TX 76018	817-467-4343	No listing
University of Houston – Clear Lake Environmental Institute of Houston (EIH) Brenda Weiser Dr. Richard Allison	EIH, UHCL 2700 Bay Area Boulevard Box 540 Houston, TX 77058-1002	281-283-3950 281-488-7170	eih@uhcl.edu
Upper Colorado River Authority	512 Orient Street San Angelo, TX 76903	325-655-0565	chuckb@ucratx.org
Upper Guadalupe River Authority	125 Lehmann Dr. Suite 100 Kerrville, TX 78028	830-896-5445	No listing

Table 20 Exhibit 16 Liaisons at Other State Agencies

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XI. Additional Information

- A. Texas Government Code, Section 325.0075 requires agencies under review to submit a report about their reporting requirements to Sunset with the same due date as the SER. Include a list of each agency-specific report that the agency is required by statute to prepare and an evaluation of the need for each report based on whether factors or conditions have changed since the statutory requirement was put in place. Please do not include general reporting requirements applicable to all agencies, reports that have an expiration date, routine notifications or notices, posting requirements, federally mandated reports, or reports required by G.A.A. rider. If the list is longer than one page, please include it as an attachment. See Exhibit 17 Example.**

[See Appendix XI-A.](#)

- B. Does the agency’s statute use "person-first respectful language" as required by Texas Government Code, Section 325.0123? Please explain and include any statutory provisions that prohibit these changes.**

The Texas Parks and Wildlife Code uses “person-first respectful language” as described by Government Code §325.0123 in some sections; however, there are sections that use outdated language.

The term “qualified disabled veteran” is used in:

- Parks and Wildlife Code §42.012 – Resident License Fee, and
- Parks and Wildlife Code §46.004 – License Fees.

The term “mentally disabled” is used in:

- Parks and Wildlife Code §46.002 – Exemptions.

The term “mentally retarded” is used in:

- Parks and Wildlife Code §46.002 – Exemptions.

- C. Please describe how your agency receives and investigates complaints made against the agency.**

The Office of Internal Affairs (IA) has established standard operating procedures for the direct receipt and processing of complaints. The IA director or assistant commander investigates or assigns appropriate personnel to conduct investigations as necessary. This may include assigning cases to IA investigators, division directors, Human Resources Division, or in some cases referring to outside agencies as deemed appropriate.

Investigations by Internal Affairs are triggered by citizen complaints, internal referrals, Use of Force incidents (UOF), police pursuits, referrals from the State Auditor’s Office (SAO) or at

the request and authorization of the TPWD executive director. Inquiries from the SAO and legislative offices, or that are addressed to the executive director or a TPW Commissioner, are input into the Internal Affairs tracking system (IAPro) immediately and are processed in accordance with established “Red Dot / Blue Tag” protocols. “Red Dot / Blue Tag” protocols are part of a system for tracking department correspondence.

Individuals wishing to initiate a formal complaint concerning any aspect of TPWD operations and/or TPWD employees, should submit the complaint in writing to the Office of Internal Affairs. A formal complaint form along with instructions is located on the IA webpage: (https://tpwd.texas.gov/business/feedback/complaints/file_a_complaint.phtml).

The Department will receive complaints in a manner that is open and courteous. Internal Affairs may informally interview those involved and request that the complainant submit a written and signed statement specifying the details of the events leading the complainant to believe a violation of policy has occurred. The written statement must fully describe the nature of the complaint and provide sufficient details to enable the reviewer to have a thorough understanding of what is alleged to have occurred. If the written statement is insufficient, additional information may be requested from the complainant or others. Furthermore, the complainant shall be notified of the status of the complaint and any outcome of the investigation or resolution.

On occasion, Internal Affairs may initiate an investigation at the request of the executive staff, Human Resources Division or division directors without a formal, Complaint Form (PWD-185) being submitted.

The Human Resources Division’s Employee Relations (ER) Unit investigates internal complaints of discrimination, sexual harassment and retaliation post complaint. The process begins with an in-person or telephonic intake session, to determine the specific allegations and the full scope of concerns. The ER Unit creates an intake summary and allows the complainant to verify the contents as a means of perfecting the complaint. If the scope of the complaint is not discrimination, sexual harassment or complaint related retaliation, ER will refer criminal complaints to Internal Affairs for investigation and operational concerns to the specific division for an administrative review.

The ER Unit creates an investigation plan which identifies all of the logistics of an investigation such potential witnesses, tangible evidence, and an estimated timeline for completion. The investigation is conducted, most often within the geographic location of the alleged incident, but telephonically if necessary. An investigation report is prepared and reviewed by Legal Division staff. An executive briefing is conducted to advise division directors of the findings. ER will then in conjunction with the Legal Division consult with division management on appropriate remedies. ER investigation reports are also used as responsive material evidence in any external complaints that might arise.

Externally, the Texas Workforce Commission - Civil Rights Division and the Equal Employment Opportunity Commission will investigate complaints received directly from current staff, former staff and applicants. The Legal Division staff provides position statements and other responsive materials to the investigative agencies.

Fill in the following chart detailing information on complaints regarding your agency. Do not include complaints received against people or entities you regulate.

**Texas Parks and Wildlife Department
Exhibit 18: Complaints Against the Agency (IA) — Fiscal Years 2017 and 2018**

	Fiscal Year 2017	Fiscal Year 2018
Number of complaints received	115	93
Number of complaints resolved	24*	21*
Number of complaints dropped / found to be without merit	N/A	N/A
Number of complaints pending from prior years	4	7
Average time period for resolution of a complaint	45 days	50 days

Table 22 Exhibit 18 Complaints Against the Agency

**Texas Parks and Wildlife Department
Exhibit 18: Complaints Against the Agency (HR) — Fiscal Years 2017 and 2018**

	Fiscal Year 2017	Fiscal Year 2018
Number of complaints received	13	16
Number of complaints resolved	13*	16*
Number of complaints dropped / found to be without merit	4	2
Number of complaints pending from prior years	0	0
Average time period for resolution of a complaint	55 days	65 days

Table 22 Exhibit 18 Complaints Against the Agency

- D. **Fill in the following charts detailing your agency’s Historically Underutilized Business (HUB) purchases. See Exhibit 19 Example. Sunset is required by law to review and report this information to the Legislature.**

**Texas Parks and Wildlife Department
Exhibit 19: Purchases from HUBs**

Fiscal Year 2016

Category	Total \$ Spent	Total HUB \$ Spent	Percent	Agency Specific Goal*	Statewide Goal
Heavy Construction	\$5,982,428	\$1,234,851	20.64%	11.2%	11.2%
Building Construction	\$8,684,574	\$3,983,668	45.87%	9.67%	21.1%
Special Trade	\$4,643,897	\$2,765,253	59.55%	32.9%	32.9%
Professional Services	\$411,525	\$197,020	47.88%	23.7%	23.7%

Category	Total \$ Spent	Total HUB \$ Spent	Percent	Agency Specific Goal*	Statewide Goal
Other Services	\$20,145,331	\$2,564,454	12.73%	10.81%	26.0%
Commodities	\$26,728,463	\$6,875,905	25.73%	18.05	21.1%
TOTAL	\$66,596,221	\$17,621,154	26.46%		

Table 23 Exhibit 19 HUB Purchases for FY2016

* If your goals are agency specific-goals and not statewide goals, please provide the goal percentages and describe the method used to determine those goals. (TAC Title 34, Part 1, Chapter 20, Rule 20.284)

To establish the goals each fiscal year, the Department used formulas recommended by the Comptroller of Public Accounts based on the availability of Ready, Willing and Able (RWA) minority-owned businesses and the previous five years' performance. The Department took its performance from the previous five years and removed the high and low percentage to get a reasonable average. Next, the Department calculated a possible goal by taking the reasonable average, multiplying it by 80 percent, and then adding it to the percentage of RWA multiplied by 20 percent. The Department then compared the possible goal from this calculation to the reasonable average and prior fiscal year's performance to determine what an obtainable goal would be for the next fiscal year.

Fiscal Year 2017

Category	Total \$ Spent	Total HUB \$ Spent	Percent	Agency Specific Goal	Statewide Goal
Heavy Construction	\$8,084,535	\$1,806,469	22.34%	11.2%	11.2%
Building Construction	\$13,619,159	\$1,947,982	14.30%	16.86%	21.1%
Special Trade	\$4,218,053	\$1,756,208	41.64%	32.9%	32.9%
Professional Services	\$2,871,099	\$1,157,074	40.30%	23.7%	23.7%
Other Services	\$26,044,466	\$3,595,674	13.81%	11.61%	26.0%
Commodities	\$26,884,948	\$6,848,585	25.47%	20.4%	21.1%
TOTAL	\$81,722,264	\$17,111,995	20.94%		

Table 24 Exhibit 19 HUB Purchases for FY2017

Fiscal Year 2018

Category	Total \$ Spent	Total HUB \$ Spent	Percent	Agency Specific Goal	Statewide Goal
Heavy Construction	\$13,875,375	\$5,312,974	38.29%	11.2%	11.2%
Building Construction	\$23,087,828	\$3,896,965	16.88%	21.1%	21.1%
Special Trade	\$4,448,123	\$1,577,236	35.46%	32.9%	32.9%
Professional Services	\$3,103,977	\$860,393	27.72%	23.7%	23.7%
Other Services	\$24,819,283	\$3,108,535	12.52%	11.72%	26.0%
Commodities	\$28,647,644	\$6,801,214	23.74%	21.1%	21.1%

Category	Total \$ Spent	Total HUB \$ Spent	Percent	Agency Specific Goal	Statewide Goal
TOTAL	\$97,982,232	\$21,557,319	22.00%		

Table 25 Exhibit 19 HUB Purchases for FY2018

- E. Does your agency have a HUB policy? How does your agency address performance shortfalls related to the policy? (Texas Government Code, Section 2161.003; TAC Title 34, Part 1, Rule 20.286c)**

Yes, the Department has a HUB policy which can be viewed at the following TPWD website: https://wildnet.tpwd.state.tx.us/admin/guidelines/policies/tpwd_policies/budget_finance/bf_0504/bf_0504_index.phtml

To address performance shortfalls related to policy, management is presented monthly internal reports and an analysis of current initiatives.

- F. For agencies with contracts valued at \$100,000 or more: Does your agency follow a HUB subcontracting plan to solicit bids, proposals, offers, or other applicable expressions of interest for subcontracting opportunities available for contracts of \$100,000 or more? (Texas Government Code, Section 2161.252; TAC Title 34, Part 1, Rule 20.285)**

Yes, the Department follows the directives of the TAC rule for HUB subcontracting. The Department’s policy may be viewed at the following link on the TPWD website: https://wildnet.tpwd.state.tx.us/admin/guidelines/procedures/budget_fin_proc/bf_05104.phtml

The Department’s HUB program specialists are involved with the pre-solicitation process of contracts expected to be valued at \$100,000 or more, where subcontracting opportunities are probable.

- G. For agencies with biennial appropriations exceeding \$10 million, answer the following HUB questions.**

- 1. Do you have a HUB coordinator? If yes, provide name and contact information. (Texas Government Code, Section 2161.062; TAC Title 34, Part 1, Rule 20.296)**

Yes, the Department employs a HUB coordinator. Tammy Dunham, Purchasing and Contracting Director/HUB Coordinator, 4200 Smith School Road, Austin, Texas.

Office Number: (512) 389-4752, Email Address: Tammy.Dunham@tpwd.texas.gov.

- 2. Has your agency designed a program of HUB forums in which businesses are invited to deliver presentations that demonstrate their capability to do business with your agency? (Texas Government Code, Section 2161.066; TAC Title 34, Part 1, Rule 20.297)**

Yes, the Department offers vendors the ability to present and demonstrate their capabilities to do business with TPWD at any availability during regular business hours. The Department also has a partnership with several Minority/Women Trade Organizations and Development Centers, in which the Department conducts workshops/forums throughout the year on a regular basis. In addition, the Department has partnered with other state agencies to host HUB forums in which businesses are invited to do presentations during One-on-One Roundtable Discussions.

3. Has your agency developed a mentor-protégé program to foster long-term relationships between prime contractors and HUBs and to increase the ability of HUBs to contract with the state or to receive subcontracts under a state contract? (Texas Government Code, Section 2161.065; TAC Title 34, Part 1, Rule 20.298)

Yes, the Department has developed a mentor protégé program and continues to actively seek out prime businesses that are willing to foster long-term relationships with HUB protégés. The objective is to provide professional guidance and support to the HUB protégé in order to facilitate their growth.

H. Fill in the charts below detailing your agency’s Equal Employment Opportunity (EEO) statistics. See Exhibit 20 Example. Sunset is required by law to review and report this information to the Legislature. Please use only the categories provided below. For example, some agencies use the classification “paraprofessionals,” which is not tracked by the state civilian workforce. Please reclassify all employees within the appropriate categories below.

**Texas Parks and Wildlife Department
Exhibit 20: Equal Employment Opportunity Statistics**

1. Officials / Administration

Year	Total Number of Positions	Percent African-American	Statewide Civilian Workforce Percent	Percent Hispanic	Statewide Civilian Workforce Percent	Percent Female	Statewide Civilian Workforce Percent
2016	22.00	4.5%	7.4%	4.5%	22.1%	18.2%	37.4%
2017	22.00	5.7%	7.4%	9.1%	22.1%	18.2%	37.4%
2018	21.50	14.0%	7.4%	9.3%	22.1%	22.1%	37.4%

Table 26 Exhibit 20 EEO Statistics for Officials/Administration

2. Professional

Year	Total Number of Positions	Percent African-American	Statewide Civilian Workforce Percent	Percent Hispanic	Statewide Civilian Workforce Percent	Percent Female	Statewide Civilian Workforce Percent
2016	997.00	2.6%	10.4%	12.5%	19.3%	37.6%	55.3%
2017	976.75	2.6%	10.4%	12.3%	19.3%	37.2%	55.3%
2018	935.50	3.0%	10.4%	13.2%	19.3%	37.5%	55.3%

Table 27 Exhibit 20 EEO Statistics for Professionals

3. Technical

Year	Total Number of Positions	Percent African-American	Statewide Civilian Workforce Percent	Percent Hispanic	Statewide Civilian Workforce Percent	Percent Female	Statewide Civilian Workforce Percent
2016	258.75	3.5%	14.4%	15.8%	27.2%	19.2%	55.3%
2017	253.00	3.6%	14.4%	14.7%	27.2%	19.9%	55.3%
2018	245.50	4.2%	14.4%	14.8%	27.2%	18.6%	55.3%

Table 28 Exhibit 20 EEO Statistics for Technical

4. Administrative Support

Year	Total Number of Positions	Percent African-American	Statewide Civilian Workforce Percent	Percent Hispanic	Statewide Civilian Workforce Percent	Percent Female	Statewide Civilian Workforce Percent
2016	571.25	4.2%	14.8%	22.0%	34.8%	86.0%	72.1%
2017	573.00	4.4%	14.8%	22.6%	34.8%	85.8%	72.1%
2018	595.00	4.5%	14.8%	23.3%	34.8%	85.8%	72.1%

Table 29 Exhibit 20 EEO Statistics for Administrative Support

5. Service / Maintenance

Year	Total Number of Positions	Percent African-American	Statewide Civilian Workforce Percent	Percent Hispanic	Statewide Civilian Workforce Percent	Percent Female	Statewide Civilian Workforce Percent
2016	413.75	2.2%	13.0%	21.5%	54.1%	12.2%	51.0%
2017	413.50	2.5%	13.0%	21.2%	54.1%	13.7%	51.0%
2018	400.75	1.7%	13.0%	20.6%	54.1%	11.8%	51.0%

Table 30 Exhibit 20 EEO Statistics for Service and Maintenance

6. Skilled Craft

Year	Total Number of Positions	Percent African-American	Statewide Civilian Workforce Percent	Percent Hispanic	Statewide Civilian Workforce Percent	Percent Female	Statewide Civilian Workforce Percent
2016	57.50	3.5%	10.6%	11.7%	50.7%	5.2%	11.6%
2017	50.75	3.4%	10.6%	9.9%	50.7%	4.9%	11.6%
2018	36.00	2.8%	10.6%	10.4%	50.7%	2.8%	11.6%

Table 31 Exhibit 20 EEO Statistics for Skilled Craft

I. Does your agency have an equal employment opportunity policy? How does your agency address performance shortfalls related to the policy?

The Department does have an equal employment opportunity (EEO) policy: HR-03-02 Equal Employment Opportunity, Sexual Harassment, and Discrimination Policy. The Department investigates alleged shortfalls. The Human Resources and Legal Divisions work in collaboration with the operational divisions to effect remedies as warranted. The Department also provides training to all new employees within 30 days of hire and offers training throughout the fiscal year. Disciplinary action is taken for violation of the EEO Policy.

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XII. Agency Comments

Provide any additional information needed to gain a preliminary understanding of your agency.

N/A

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Appendix XI- A

Texas Parks and Wildlife Department Exhibit 17: Evaluation of Agency Reporting Requirements

Report Title	Legal Authority	Due Date and Frequency	Recipient	Description	Is the Report Still Needed? Why?
Annual Report – Internal Auditor Applicable to agencies with an annual budget greater than \$10 million or more than 100 FTEs.	Government Code §2102.009	Annual – November 1 st	Governor, Legislative Budget Board, Sunset Advisory Commission, State Auditor, TPW Commission	Internal Auditor’s Annual Report	Yes, still serves a useful purpose.
Eminent Domain Report Applicable to agencies with eminent domain authority.	Government Code §2206.154	Annual – February 1 st	Comptroller of Public Accounts	Information necessary to maintain the Comptroller of Public Account’s eminent domain database	Yes, still serves a useful purpose.
Equal Employment Opportunity Policy	Parks and Wildlife Code §11.022	Annual	Texas Workforce Commission	Policy to assure implementation of a program of equal employment opportunity under which all personnel transactions are made without regard to race, color, disability, sex, religion, age, or national origin. A policy must cover an annual period, be updated annually, and be submitted for review and filing with the civil rights division of the Texas Workforce Commission (Government Code §2052.003(d)).	Yes, still serves a useful purpose.

Report Title	Legal Authority	Due Date and Frequency	Recipient	Description	Is the Report Still Needed? Why?
Land and Water Resources Conservation and Recreation Plan	Parks and Wildlife Code §11.104	Department shall revise as necessary at least once every ten years	Unspecified	The Parks and Wildlife Department shall analyze the state's existing and future land and water conservation and recreation needs; identify threatened land and water resources in the state; and, establish the relative importance for conservation purposes.	Yes, the Land and Water Resources Conservation and Recreation Plan serves as the Department's strategic visionary document in achieving the Department's mission.
Management Plan and Priorities List	Parks and Wildlife Code §11.253	Not later than January 15 of each odd-numbered year	Governor, Lt. Governor, Speaker of the House, and Legislative Committees overseeing matters regulated by TPWD	Management Plan to address the Department's maintenance responsibilities; including a prioritized list of facilities operated by the Department that are most in need of renovation, repair, expansion, or other maintenance; and the results of the reviews conducted under PWC §§11.251 (Maintenance Equipment Review System), 11.252 (Maintenance Provider Review System), and 13.019(b) (Facility Reservation System and Fee).	The GAA rider requiring reports to the Legislative Budget Board, Governor, and Legislature was deleted. The Department has included information regarding repair needs in other reports such as the LAR and the Joint Oversight Committee on Government Facilities' Deferred Maintenance report.
Report of Archeological Investigations	Texas Natural Resources Code, Chapter 91	Annual	Texas Historical Commission	The Texas Historical Commission and the Cultural Resources Program in the State Parks Division operate under a memorandum of understanding (MOU), which permits TPWD "to perform construction monitoring, archeological surface reconnaissance, and intensive cultural surveys on all properties owned or controlled by TPWD." These investigations are authorized by an annual Texas Antiquities Permit that includes review authority of survey projects up to 200 acres in an area.	Yes, this report meets the requirements of Texas Antiquities Permit 8278 as stipulated by the MOU. The most recent version went into effect on February 25, 2018. The MOU has guided archeological activities of TPWD since September 1992.
Management Plan and Priorities List	Parks and Wildlife Code §11.253	Not later than January 15 of each odd-numbered year	Governor, Lt. Governor, Speaker of the House, and Legislative Committees overseeing matters regulated by TPWD	Management Plan to address the Department's maintenance responsibilities; including a prioritized list of facilities operated by the Department that are most in need of renovation, repair, expansion, or other maintenance; and the results of the reviews conducted under PWC §§11.251 (Maintenance Equipment Review System), 11.252 (Maintenance Provider Review System), and 13.019(b) (Facility Reservation System and Fee).	The GAA rider requiring reports to the Legislative Budget Board, Governor, and Legislature was deleted. The Department has included information regarding repair needs in other reports such as the LAR and the Joint Oversight Committee on Government Facilities report.

Report Title	Legal Authority	Due Date and Frequency	Recipient	Description	Is the Report Still Needed? Why?
Report of the Oyster License Buyback Program	Parks and Wildlife Code §76.407	Not later than November 1, 2020	Governor and Legislature- Senate and House of Representatives	Report gives an overview of the administration and status of the oyster license buyback program.	The report is not due until November 1, 2020.
Report on Appropriate Gulf of Mexico Zones for Discharge Waste from Desalination of Marine Seawater	Water Code §18.005(g)	No later than September 1, 2018	Texas Commission on Environmental Quality	Study published jointly by Parks and Wildlife Department and General Land Office to identify zones in the Gulf of Mexico that are appropriate for the discharge of waste resulting from the desalination of marine seawater, taking into account the need to protect marine organisms.	No, this reporting requirement was met through the submission of the Marine Seawater Desalination Diversion and Discharge Zones Study by TPWD and GLO. The report was submitted on September 1, 2018.
Report on Appropriate Gulf of Mexico Zones for Marine Seawater Diversion	Water Code §18.003(i)	No later than September 1, 2018	Texas Commission on Environmental Quality	Study published jointly by Parks and Wildlife Department and General Land Office to identify zones in the Gulf of Mexico that are appropriate for the diversion of marine seawater, taking into account the need to protect marine organisms.	No, this reporting requirement was met through the submission of the Marine Seawater Desalination Diversion and Discharge Zones Study by TPWD and GLO. The report was submitted on September 1, 2018.
Report on Deferred Maintenance	In conjunction with passage of SB 2004 (84R) and Article IX, Section 18.09 and 18.10, GAA and committee rules of the 84 th Legislature and committee rules of the Joint Oversight Committee on Government Facilities.	Quarterly	Joint Oversight Committee on Government Facilities	Prioritized reports of identified deferred maintenance projects. Each project receiving an appropriation from the deferred maintenance fund must be included in the prioritized quarterly report.	Yes, SB 401 (86R) re-authorized the Joint Oversight Committee on Government Facilities until September 1, 2025.
Report on Fines, Licenses, and Fees Collected	Parks and Wildlife Code §12.004(b)	Monthly	Texas Comptroller of Public Accounts	A written report showing fines, licenses, and other fees collected, their disposition, and any other necessary information.	No, the Comptroller of Public Account's office has access to TPWD's revenue information through USAS.

Report Title	Legal Authority	Due Date and Frequency	Recipient	Description	Is the Report Still Needed? Why?
Report on Recommendations of the Environmental Flows Science Advisory Committee	Water Code §11.02361(f)	At intervals determined by the advisory group	Environmental Flows Advisory Group	Report by the department on (1) actions taken in response to each recommendation of the Environmental Flows Science Advisory Committee; and (2) for each recommendation not implemented, the reason it was not implemented.	TPWD has provided technical support, but the Environmental Flows Advisory Group has not met since January 15, 2013.
Report on the Park Development Fund	Parks and Wildlife Code §21.1061	As determined by the Bond Review Board.	Bond Review Board	Report on the performance of the interest and sinking fund and the development fund.	Yes, still serves a useful purpose.
Report on the Preservation and Development of Historical Sites	Parks and Wildlife Code §13.0052	Periodically	Unspecified	The Department shall periodically prepare reports on plans to preserve and develop historical sites under the jurisdiction of the Department in the state.	No, the majority of state historical sites have been transferred to the Texas Historical Commission. Also, TPWD already performs annual condition assessments and prioritizes maintenance needs for all park properties.
Report on the Purchase of a Conservation Easement	Parks and Wildlife Code §84.013	Not later than 10 days after the closing of the purchase of a conservation easement.	Texas Department of Transportation	Legal description of the property subject to the easement, including the date the closing occurred.	Yes, it is beneficial to notify TXDOT of projects completed under this program in order to avoid impacts to these properties.
Statewide Commercial Projects-Agency-Wide Business Plan	Parks and Wildlife Code §11.153	Annually, specific due date not specified	TPWD Director	Evaluation of efficiency and effectiveness of existing projects.	Yes, to comply with statute.
Statewide Commercial Projects-Individual Project Plans	Parks and Wildlife Code §11.154	Annually, specific due date not specified	TPWD Director	Evaluation of individual projects.	Yes, to comply with statute.

Table 21 Exhibit 17 Agency Reporting Requirements