

2012 Director's Performance Agreement   Priority Actions Tracking		
Status	Status Description	Symbol
At Risk	The deliverables for this year will (in all likelihood) not be completed or have been significantly delayed.	
Needs Attention	The deliverables for this year need attention from management in order to get them back on schedule.	
On Track	The deliverables for this year are expected to be completed without any special intervention.	
<b>Gray Wolf Management</b>		
Coordinate implementation of the Gray Wolf Conservation and Management Plan with federal, state and local agencies. Emphasis will be placed on wolf recovery, securing funding and developing a strong wolf population monitoring program and coordinated response to human, livestock, and ungulate population conflicts.	Plan implementation efforts has included formation of an internal plan implementation team, hiring/contracting five new staff members for trapping, monitoring, outreach, and working with livestock operators. In NE Washington, we have formed a livestock operators workgroup to assist in developing depredation compensation protocols and other plan implementation elements. Wolf depredations and interactions are rising as the populations increases at a rapid rate in NE. Fund for FY 12-13 is secure. New funding alternatives are being developed/pursued for FY 13-15.	
Sponsor and Lead: Nate Pamplin		Dave Ware
<b>Hatchery Reform (Action 1)</b>		
Complete for all Puget Sound watersheds, action plans that systematically implement hatchery reform as part of a comprehensive, integrated (all-H) strategy, including the identification of Wild Stock Management Zones.	Successful completion of this co-management task remains challenging. Completed: Snohomish. Drafts Completed: Nooksack, Stillaquamish, Skagit, East Kitsap, Strait of Juan de Fuca, Green R., Lake Washington, Puyallup/White, Squaxin/Deschutes, Nisqually, Minter/Chambers, South Sound, Hood Canal and Skokomish.  WDFW convened and completed work with the Puget Sound Hatchery Action Advisory Group to recommend population designations and priority hatchery reform actions.	
Sponsor and Lead: Jim Scott		Heather Bartlett

<b>Hatchery Reform (Action 2)</b>		<b>Needs Attention</b> 
Implement improved broodstock management for hatchery programs consistent with the goal of achieving the HSRG broodstock standards for all hatchery programs by 2015.	Achieving HSRG broodstock management standards by 2015 remains a challenging goal. Substantial progress has been made, with the percent of programs meeting standards increasing from 8% in 2008 to 46% in 2011.  Additional measures were implemented in 2011 and were expected to result in about 50% of the programs meeting standards in 2012.	
Sponsor and Lead: Jim Scott		Heather Bartlett
<b>Fishery Bycatch</b>		<b>On Track</b> 
Assess and improve the accounting of the mortality of non-target species (bycatch) in priority fisheries and, where necessary, develop strategies to reduce bycatch mortality in recreational and commercial fisheries.	Assessments are on track to be completed for three key fisheries: 1) Area 4B Bottomfish. A refined test fishery will be conducted to assess bycatch in Area 4B fisheries targeting bottomfish. 2) Lower Columbia Fall Gillnet and Recreational Salmon Fisheries. Onboard observers and shore-based samplers will estimate the impacts of 2012 fall commercial and sport fisheries on non-target species. 3) Puget Sound Commercial Salmon Fisherie. Studies will focus on bycatch in chum fisheries in Areas 10/11 and 12/12B/12C.	
Sponsor and Lead: Jim Scott		Craig Burley
<b>Wildlife Area Habitat Conservation Plan (HCP)</b>		<b>On Track</b> 
Revise the draft Wildlife Area HCP based on input from U.S. Fish and Wildlife Service and the National Marine Fisheries Service (the Services). Assist the Services in completing draft and final EIS for the Wildlife Area HCP by December 31, 2013.	WDFW staff continue to work with the Services to revise draft HCP conservation measures. The Service's comments are clearly documented and discussed. This is an iterative process requiring input/feedback from land management staff, species specialists, and others in multiple WDFW programs. A final draft HCP is anticipated in early 2013. Although the Services will dictate the timeline to complete the EIS, it is reasonable to expect completion by the end of 2013.	
Sponsor and Lead: Nate Pamplin		Jennifer Quan

<b>Puget Sound Recovery (Action 1)</b>	On Track 
Work with the Puget Sound Partnership in prioritizing and implementing Near Term Actions for which WFDW is lead or has a significant contribution.	WDFW successfully implemented the Near Term Actions (NTAs) from the 2009 Action Agenda for which the Department is lead or a significant contributor. WDFW staff also played important roles in assisting the Partnership to revise the Action Agenda, including identifying and prioritizing key strategies.
Sponsor and Lead: Lisa Veneroso	Margen Carlson
<b>Puget Sound Recovery (Action 2)</b>	On Track 
Demonstrate the successful initiation of the implementation of marine and nearshore strategies to protect and restore Puget Sound as a result of the Cooperative Agreement with EPA.	WDFW is successfully implementing the Marine and Nearshore Grant Program that resulted from the cooperative agreement with EPA. We have received two additional increments of EPA funding, for a total of \$12.2 million dollars in pass-through funds. We've given grants to 24 important marine and nearshore projects, and have plans for many more this fall.
Sponsor and Lead: Lisa Veneroso	Margen Carlson
<b>Puget Sound Recovery (Action 3)</b>	Needs Attention 
Improve the compliance and effectiveness of the HPA program in protecting fish life while building credibility among applicants through regulatory certainty and consistency.	The Habitat Program HPA Program is in the process of completing the 2011 compliance report and is currently performing the data analysis for the 2012 compliance monitoring effort. The Habitat Program Science Division is currently designing and will initiate effectiveness monitoring in the Puget Sound nearshore armoring. The effectiveness monitoring program needs additional resources in order to incorporate freshwater projects such as; culverts/bridges and bank armoring.
Sponsor and Lead: Lisa Veneroso	Jeff Davis
<b>Captive Wildlife Facilities Inventory</b>	On Track 
Complete a comprehensive statewide inventory of known captive wildlife/animal facilities including locations with mute swans (excluding licensed game farms, wildlife rehabilitators, and AZA accredited entities).	The agency is awaiting the passage of invasive species legislation which will provide the agency with greater authority to regulate and enforce captive wildlife/animal facilities, as well as invasive species in our state. Legislation is proposed for the 2013 legislative session.
Sponsor and Lead: Bruce Bjork	Lori Preuss

<p><b>Selective Fishing</b></p>	<p>On Track </p>
<p>Work with commercial and recreational fishers, tribes, NOAA, ODFW, legislators, and local communities to develop strategies to begin in 2013 the implementation phase of a mark-selective commercial fishery for hatchery fall Chinook and coho salmon in the lower Columbia River.</p>	<p>The Department has initiated a two step public process to identify and address issues associated with the the implementation of a mark-selective commercial fishery in the Lower Columbia River.</p> <p><u>Step 1.</u> Spring 2012 Focus Groups. The Department established and met with focus groups (5-10 people) from key stakeholder groups (commercial and sport primarily) to determine key questions/concerns regarding fishery impelmentation. Data analysis is now underway to provide information necessary to address key questions/concerns.</p> <p><u>Step 2.</u> Fall 2012 Stakeholder Meetings. A second round of meetings with larger stakeholder groups (10-20 public) will be held in late in 2012 to discuss the results of the analysis, further define implementation issues, and discuss implementation options.</p>
<p>Sponsor and Lead: Jim Scott</p>	<p>Pat Frazier</p>
<p><b>Lower Columbia Alternative Gear Study</b></p>	<p>On Track </p>
<p>Test and report on the effectiveness of at least two types of alternative commercial fishing gear in capturing hatchery salmon and releasing naturally-produced salmon in the lower Columbia River, including estimation of post-release survival rates (Hatchery and Fishery Reform Policy).</p>	<p>Studies of the feasibility of alternative gear were completed in the fall of 2010 and 2011. Purse seines and beach seines were both found to be feasibile alternatives. Based on these results, studies were initiated in the fall of 2011 on the survival of fish released from these gear types. Survival studies are anticipated to be completed in 2013.</p>
<p>Sponsor and Lead: Jim Scott</p>	<p>Pat Frazier</p>

<b>Trout, Kokanee, and Warmwater Fishing</b>	On Track 
Develop and implement an integrated inland fish stocking and a marketing plan to improve fishing opportunities in our lowland lakes, enhance recreational license sales, and promote economic growth.	<p><u>Integrated Inland Fish Stocking plan</u> - Trout portion of the draft plan is complete and 95 percent implemented. Fish Program is working on measures to address the remaining 5 percent. The warmwater portion is in draft form and approximately 50 percent complete. It is anticipated that during winter 2013 fish program will integrate the trout and warmwater portions of the plan and have a complete inland fish plan by spring 2013.</p> <p><u>Marketing plan</u>- Fish program identified target markets based on the 2011 marketing plan and developed strategies to increase license sales through focused efforts targeting specific users, i.e., intermittent anglers, boaters, hunters (examples of activities completed include Fathers Day promotion, license sales link on Department of Licensing website). Continuing to implement and measure success of these strategies.</p>
Sponsor and Lead: Jim Scott	Heather Bartlett
<b>Discover Pass Implementation</b>	On Track 
Fully implement the investment plan using Discover Pass revenues to achieve improved operations and maintenance at wildlife areas and water access sites by June 30, 2013. Introduce and support legislation during the 2012 session aimed at improving customer satisfaction and revenue generation.	Revenue generated from the first year of the Discover Pass has been largely directed to on the ground improvements including 40 water access sites that received new fencing, signage, barrier placement, and garbage removal. During the 2012 Legislative session WDFW worked with DNR and State Parks to successfully pass improvements to discover pass Legislation for two-car transferability and two new pass products (Gift Pass & Family Pass).
Sponsor and Lead: Nate Pamplin	Jennifer Quan

<b>Hunting Reservation System</b>	On Track 
Develop a reservation system with a focus on private lands under agreement with WDFW for quality waterfowl, pheasant, and other limited special hunting opportunities by July 31, 2013.	WDFW's current WILD system vendor, Active Outdoors did not provide a reasonable bid nor demonstrate the desire for developing a reservation system. A new vendor, Kinsail is scheduled to develop and manage WILD 2, scheduled for rollout in February 2014. Rather than solicit bids for an interim reservation system, we are developing a simple system in-house with a much reduced scope in terms of functionality and number of properties in the system. The final system will be part of WILD 2.
Sponsor and Lead: Nate Pamplin	Dave Ware
<b>Community Engagement (Action 1)</b>	On Track 
Promote an agency outreach approach in order to increase credibility with our customers, advisory groups, other stakeholders, and the general public (including the Wolf Outreach Plan, the use of social media, the Director's roundtables, and soliciting feedback from stakeholders).	New community outreach and public affairs manager joined WDFW staff in mid-June and has been meeting with key agency staff and stakeholders to support development of a comprehensive outreach/public affairs strategy. Presentation, including plans for social media, planned for October commission meeting.
Sponsor and Lead: Joe Stohr	Bruce Botka
<b>Community Engagement (Action 2)</b>	On Track 
Implement the Conservation Initiative's Empowerment Strategy in order to continue to foster new and existing local connections and relationships with partner organizations and citizens.	Two key elements of Empowerment Strategy completed: Road Show completed for all Regions and Olympia. Cons. Initiative Handbook complete and posted on intranet with examples of community engagement leading to better conservation outcomes. Focus of the Road Show was to inspire and empower staff to begin applying the ecosystem based management through new collaborations with our communities.
Sponsor and Lead: Dave Brittell	Amy Windrope

<b>Land Stewardship (Action 1)</b>		On Track 
Update the Lands Acquisition Policy and incorporate changes to increase public outreach and coordination with local governments and have broad internal and external review of projects by January 2013.	The Land Acquisition Policy and procedure update is underway. Phase one is tied to the Conservation Initiative and development of the statewide strategy and priorities for land acquisition. Phase two has been initiated, which will update the Lands 20/20 process consistent with the strategic needs and priorities outlined in phase one.	
Sponsor and Lead: Nate Pamplin		Jennifer Quan
<b>Land Stewardship (Action 2)</b>		On Track 
Develop a process to identify and develop restoration projects on WDFW Lands, particularly focused on projects that will contribute to salmon recovery. This process will address internal project development, external input and review, public outreach and communication, and identification of compensatory recreational lands. [Initial draft completed by June 30, 2012.]	Restoration Framework has been completed for Region 4 and it is in use. Other regions have expressed interest in adopting the framework, particularly Region 2 and 5.	
Sponsor and Lead: Nate Pamplin		Jennifer Quan
<b>Puget Sound Land Use Analysis for Local Governments</b>		On Track 
Complete watershed characterization assessment for Puget Sound counties to identify areas most important to protect and implement assessment results for local governments in the Puget Sound by June 30, 2012.	Results of the Watershed Characterization are currently being utilized by several local projects in King County, Kitsap County, and in the Hood Canal and Nisqually River drainage basins. For the next stage of the Watershed Characterization Project, Ecology and WDFW have formed a technical assistance team to help local governments utilize the assessments and to guide them through local land use planning that more effectively addresses the conservation of multiple resources at multiple spatial scales. WDFW's participation on the technical assistance team is funded over the next year through a new grant from USEPA.	
Sponsor and Lead: Lisa Veneroso		Tim Quinn

<b>Customer Service (Action 1)</b>	On Track 
Develop a new effective and efficient interactive licensing system that meets the agency's business requirements and is supported by a vendor who has demonstrated excellent past performance and is committed to adapt to the agency's future needs.	The competitive process to select a new system/contractor and contract negotiations completed in June 2012. Work on the new system began July 2012 with the development of the project charter, workplan and scheduling for requirements gathering beginning August 2012.
Sponsor and Lead: David Giglio	Bill Joplin
<b>Customer Service (Action 2)</b>	On Track 
Collect and evaluate customer feedback on agency quality of service delivery and apply learning to improve services.	Community outreach and public affairs manager has begun collecting internal and external feedback on how to improve public information, media relations, web and social media content, and will incorporate his findings into the department's outreach/public affairs strategy.
Sponsor and Lead: Joe Stohr	Bruce Botka
<b>Effective Performance Management</b>	On Track 
Develop and implement an effective performance measures tracking and reporting system that includes management review by July 31, 2012.	The performance measures for the agency have been catalogued and key measures are being included in the draft 2013-19 Strategic Plan for management review. GMAP measures also continue to be reported to the Governor's Office on a quarterly basis.
Sponsor and Lead: Joe Stohr	Jair Reitsma

<b>Improved Enforcement Communication and Dispatch</b>		On Track	
Develop three additional RoIP base stations to increase communication/dispatch services between field and WILDCOMMM (Ephrata, La Conner, Walla Walla).	The ROIP communications infrastructure deployment was temporarily delayed due to troubleshooting the six-channel transceiver and associated base stations in Tumwater. The situation has not been resolved and believed to be associated with ROIP software problems. This has led to evaluation of new technology substitutions; these activities are not expected to increase costs. The Ephrata base is tentatively scheduled to go live on 08/06/12 and this effort includes a vendor demo for alternative software that may correct deficiencies with the current software suite. Deployment of the La Conner and Walla Walla sites will depend on the performance outcome of the Ephrata site and vendor demo. The fourth dispatch station has been established in WILDCOMM and the process of hiring two new dispatchers to support expanded field operations is on track to be completed by mid-September.		
Sponsor and Lead: Bruce Bjork		Phil Johnson	
<b>Affirmative Action</b>		On Track	
Working in alignment with Department of Personnel, develop an agency affirmative action plan and recruitment strategies to attract diverse applicants.	Currently in the process of gathering diversity information from staff to establish baseline workforce.		
Sponsor and Lead: Cindy Colvin		Ngonyo Mwangi	
<b>Supervisor Training (Action 1)</b>		On Track	
Develop a draft agency Training Plan that identifies required (mandatory) training, to include a Program-by-Program training matrix.	Rough draft plan is completed, under revision and awaiting hiring of new training position, some curriculum being developed		
Sponsor and Lead: Cindy Colvin		Cindy Colvin	
<b>Supervisor Training (Action 2)</b>		On Track	
Identify and expand low/no cost training and development options to enhance workforce skills maintenance and development.	Awaiting hiring of training position		
Sponsor and Lead: Cindy Colvin		Cindy Colvin	

<b>Safe Working Environment</b>		On Track	
Conduct supervisor safety training module and ensure supervisors and managers are equipped with the tools and knowledge they need to ensure a safe and healthful workplace.		Identifying core program makeup	
Sponsor and Lead: Cindy Colvin		Cindy Colvin	