

Minutes of the Work Session Meeting of the  
Arizona Game and Fish Commission  
Thursday, November 6, 2008  
Arizona Game and Fish Department  
5000 W. Carefree Highway  
Phoenix, Arizona 85086

PRESENT: (Commission)

(Director's Staff)

Chairman William H. McLean  
Commissioner Robert D. Hernbrode  
Commissioner Jennifer L. Martin  
Commissioner Robert R. Woodhouse  
Commissioner Norman W. Freeman

Director Larry D. Voyles  
Acting Deputy Director Harry Seck  
Chief of Staff Gary Hovatter  
Assistant Attorney General Jim Odenkirk  
Assistant Attorney General Shelley Cutts

Chairman McLean called the meeting to order at 8:00 a.m. and lead those present through the Pledge of Allegiance. The Commission introduced themselves and Chairman McLean introduced the Director and the Director's staff. This meeting followed an agenda dated November 3, 2008.

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## 1. Director's Goals and Objectives

**Presenter:** Larry Voyles, Director

Director Voyles briefed the Commission on the intent for this agenda item, which is to give the Commission the opportunity to have discussion and provide input on the Goals and Objectives and the process that leads to their development, including what the Commission would like to achieve with them in 2009. Prior to this meeting, Director Voyles discussed the Goals and Objectives individually with each Commissioner. Currently, the Goals and Objectives are more of a task list, so discussions included the concept of a strategic element - how to use them more as Commission direction and as a tool to measure the Director's execution of responsibilities.

The Commission discussed the Goals and Objectives with the Director and with each other and were in consensus on the following points:

- They are a performance measure for the Director, except for external variables that are beyond the Director's control such as the current state budget crisis
- They are not a pass/fail measure but rather a tool to stretch the Director and the Department to accomplish reasonable objectives
- They will be reviewed on a quarterly basis to recognize external variables and reprioritize as needed
- The quarterly reports will be less paperwork and more verbal reporting - written reports will be less of a detailed list of activities and more of a metric driven or qualitative analysis of what the processes are delivering
- An evaluation form will be created to evaluate the Director's performance (tied to the Goals and Objectives and to the Department's Strategic Plan). The Human Resources Manager will draft the form and bring that back to the Commission
- The Director will be evaluated on a regular basis (quarterly, biannually or annually TBD)

- When the Commission puts a number on an objective, such as “10% increase in Elk permits”, the Department will come back to the Commission with a feasibility report
- The current standard reports listed in Goal 1 will continue as established standard reports as requested by the Commission, but will not be a part of the Goals and Objectives report
- The Director will look into utilizing existing reporting structures, such as reports to the Fish and Wildlife Service, for reporting information to the Commission
- The 2009 Goals and Objectives will need to be in place no later than February 2009

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Meeting recessed for a break at 9:18 a.m.

Meeting reconvened at 9:44 a.m.

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The Commission and Director Voyles discussed the status of the 2008 Goals and Objectives (attached to these minutes) and whether to keep some of them for 2009 as follows:

- Goal #1: Keep all reports, but not replicated in the quarterly Goals and Objective report
- Goal #2: Keep and add a strategic approach – provide the Commission an array of access issues and access opportunities, and a proposed objective for achievement (may take the first half of 2009 to complete proposal)
- Goal #3: Keep all and add a strategic approach
- Goal #4: Reporting progress is on target and will be provided to the Commission at the December Commission meeting
- Goal #5: On track – final report to Commission expected in December
- Goal #6: The Commission has received updates on this goal, but the complete report will be provided at the end of 2008
- Goal #7: Activities have been reported, but this item will be restructured for 2009 to include creating a chart that shows the organizations that the Department is working with, types of events, and the Department’s level of engagement in those events, as well as how those events relate to a regional operational plan.
- Goal #8: The goal of putting prairie dogs on the ground has been met
- Goal #9: Activities for this item have been regularly reported to the Commission. These activities were done with a strategic intent to get more anglers on the water statewide, but specifically on the Salt River Reservoirs, and has been successful
- Goal #10: Keep goal to continue to increase shooting sports opportunity. Discussion included that hunter recruitment and retention efforts are part of this goal.

Additional discussion resulted in the following:

- The Commission will review the 2012 Strategic Plan at a Commission Workshop in 2009 and begin discussions on the 2018 Strategic Plan
- The Department will bring back proposals to the Commission on how to increase the Department's capacity to conserve wildlife habitat, which may include the following:
  - Funding mechanisms
  - Obtain more conservation easements
  - Look into mechanisms where the Department may become a permitting/regulatory agency or another strategic alternative approach
  - More formalized processes with other agencies
  - And address connectivity and degradation issues using a scientific data driven approach.

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Meeting recessed for lunch at 11:45 a.m.

Meeting reconvened at 1:30 p.m.

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## 2. Legislative Work Session

**Presenter:** Anthony Guiles, Legislative Liaison

The Department and Commission discussed the roles of Legislative Staff and Legislative Commissioners and the upcoming Legislative Session. Also discussed was the Department's process and level of communicating legislative information to the Commission, as well as the Department's and Commission's legislative activities. Discussion resulted in the following:

- The Department and Commission Legislative Liaisons will work on establishing better relationships with Arizona's Congressional Delegation
- Mr. Guiles will try to schedule meetings with Arizona's delegates next week (meet and greet meetings) and then will work on trying to schedule regular quarterly meetings
- Mr. Guiles will provide the Commission with a proposal at the December Commission meeting on alternatives for having Department representation at the federal level
- The Commission confirmed that they are satisfied with the level of communication and the information provided to them by the Department.

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Meeting recessed for a break at 2:40 p.m.

Meeting reconvened at 3:17 p.m.

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## 3. Discussion of the Department Budget

**Presenter:** Harry Seck, Acting Deputy Director

Mr. Seck provided the Commission with a PowerPoint presentation on the status of the Department's budget. Discussion resulted in the following:

- Regarding the draw, the Department will emphasize the early correction period to the public and will advertise, including in smaller community newspapers, encouraging people to apply early
- The Department will look into a two year hunting/fishing licenses as opposed to one year (like watercraft), and are looking into automatic renewal and/or automatic renewal notice
- The Department is looking at budget adjustments and will present their proposals to the Commission for approval

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4. Call to the Public

There were no requests from the public to speak.

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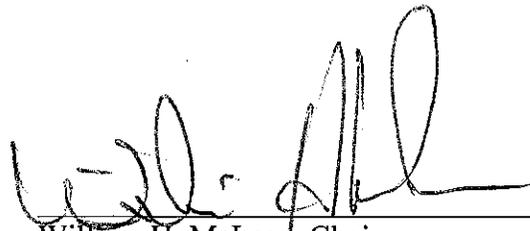
**Motion:** Martin moved and Freeman seconded THAT THE COMMISSION VOTE TO ADJOURN THIS MEETING.

**Vote:** Unanimous

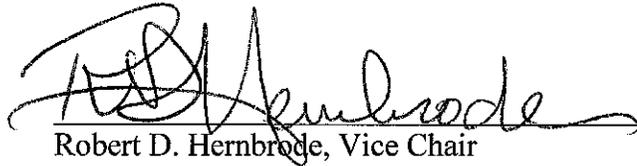
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Meeting adjourned at 3:51 p.m.

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William H. McLean, Chair



Robert D. Hernbrode, Vice Chair



Jennifer L. Martin, Member

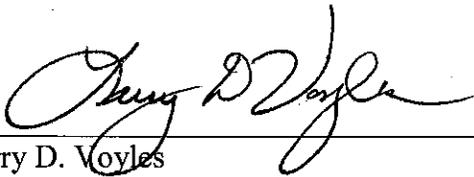


Robert R. Woodhouse, Member



Norman W. Freeman, Member

ATTEST:



Larry D. Voyles  
Secretary and Director

## **DIRECTOR'S GOALS AND OBJECTIVES 2008**

### Goal 1: Report to Commission on Department Activities and Actions.

- 1.a. Report monthly at regular Commission meetings on the following:
  - 1) State and Federal Legislation
  - 2) Ongoing lands and habitat activities
  - 3) Information activities
  - 4) Education activities
  - 5) Statewide Shooting Range issues
  - 6) Adobe Mountain Wildlife building (begin reporting when final design is complete and ready for groundbreaking)
  
- 1.b. Report quarterly at regular Commission meetings:
  - 1) Budgetary Issues (Report in June, September, December)
  - 2) Nongame and endangered species (August and December)
  
- 1.c. Report in writing at six months with final report at the end of the year on:
  - 1) Hunting issues
  - 2) Fishing issues
  - 3) Watchable wildlife
  - 4) Watercraft issues(Report July 2008 and January 2009)

### Goal 2: Increase Access to Public, Private and State Lands Across Arizona.

- 2.a. Provide a year-end report in December to the Commission on successes in the Department's public access efforts on public, private and state land in Arizona.

### Goal 3: Protect Current Revenue Streams and Actively Seek New Funding Sources for the Department

- 3.a. Protect current revenue streams
  
- 3.b. Provide regular updates to the Commission regarding ongoing efforts to pursue new funding sources for wildlife conservation external to the Department.
  
- 3.c. Explore opportunities to generate revenue from non-consumptive wildlife recreation through stakeholder input, and report to the Commission before the end of 2008.
  
- 3.d. Explore opportunities and report to the Commission by the end of the year on potential ways to enhance, expand, current revenue sources by marketing and advertising using the internet and other means.

Goal 4: Develop a strategy to enhance precision harvest data and the public's acceptance of the big game harvest estimate; and work towards the development of an online ability to recover harvest and other hunting related data.

Goal 5: During calendar year 2008, review, revise, and report on mountain lion and bear conservation plans to include the following in one document: Hunting and recreational opportunities; human/predator conflict resolution strategies; urban predator conflict strategies; wildlife predation and depredation strategies; and livestock depredation strategies.

Goal 6: Review and report by the end of 2008 the effects of the use of lead in bullets on wildlife.

Goal 7: Increase Watchable Wildlife opportunities at the regional level through the Implementation Plan.

Goal 8: Report to the Commission the Department's projections and accomplishments regarding the Black-tailed Prairie Dog Reintroduction schedule for 2008 with the goal of releasing prairie dogs by December 2008.

Goal 9: Continue to Increase Warm Water Angling Opportunity.

Goal 10: Continue to Increase Shooting Sports Opportunity