
Department of Conservation

2901 W. Truman Blvd., Jefferson City 65109
 Telephone: (573) 751-4115 / FAX: (573) 751-4467

Brought into being by public demand for better management of the state's wildlife and forest resources, the Department of Conservation was created in 1937 by an amendment to the Missouri Constitution. It is headed by the Conservation Commission, whose four members, no more than two of whom may belong to the same political party, are appointed by the governor with the advice and consent of the Senate. They serve without compensation for staggered six-year terms. The Commission appoints the department director, who in turn appoints the staff. The staff is selected on the basis of training, experience, ability and character. No employee may engage in partisan political activity.

A deputy director assists with the programs and activities carried out by the divisions of fisheries, wildlife, forestry, protection, design and development, private land services, outreach and education, administrative services, natural history, and human resources. An assistant director provides leadership for special projects and initiatives assigned by the director; notably legislative liaison and partnerships with other entities, etc.

The Department's principal sources of revenue are receipts from sale of hunting and fishing permits, and the one-eighth cent conservation sales tax. Funds are also received on a matching basis from federal aid to forestry, wildlife, fisheries, under provisions of the Endangered Species Act and from one-time grants and contracts.

Department funding was increased in 1977 when voters approved a constitutional amendment for an addition to the state sales tax, earmarked for conservation use. Since then the department has acquired approximately 462,000 acres of public land for wildlife, fisheries and forestry conservation and public recreation and has expanded many programs—notably conservation education, law enforcement, forestry, fisheries, wildlife and private land services, and activities dealing with endangered species, non-game wildlife and natural areas.

The Department's goals and objectives are communicated to the public in its mission statement: "The mission of the Department of Con-



STEPHEN C. BRADFORD
 Member
 Conservation Commission



ANITA B. GORMAN
 Member
 Conservation Commission



CYNTHIA METCALFE
 Member
 Conservation Commission



HOWARD L. WOOD
 Member
 Conservation Commission

servation is to protect and manage the fish, forest and wildlife resources of the state; to serve the public and facilitate their participation in resource management activities; and to provide opportunity for all citizens to use, enjoy and learn about fish, forest and wildlife resources."

Conservation Commission

Bradford, Stephen C., (D), Cape Girardeau, July 1, 2007;

Gorman, Anita B., (R), Kansas City, July 1, 2005;

Metcalfe, Cynthia, (D), St. Louis, July 1, 2007;

Wood, Howard L., (R), Bonne Terre, July 1, 2003.

Administrative Services Division

The administrative services division is made up of four sections responsible for information management and technology, policy coordination, fiscal services and general services. In addition, the division administers clerical and maintenance personnel serving many department field offices.

The information management and technology section provides strategic direction for the department's information technology assets. It is responsible for managing those assets; defining technology solutions to meet business needs; and supporting use of those assets, which include



JERRY M. CONLEY
Director



JOHN W. SMITH
Deputy Director



GERALD E. ROSS
Assistant Director



DAVID W. ERICKSON
Administrative Services
Division Administrator

all computer hardware and software systems, telephone systems, two-way radio and other telecommunications systems, and the coordination of those systems with other state agencies.

The policy coordination section investigates issues and recommends actions in support of the department's mission to manage the state's fish, forests and wildlife resources for all Missourians. It is responsible for guiding strategic and operational objectives; promoting and advocating interests and partnerships with federal, state and local agencies and elected officials whose mandates, policies and actions may affect fish, forests and wildlife resources; coordinating real property negotiations in support of conservation and advising on land acquisitions, trades and easements; compiling, interpreting and applying geographic and ecological information to help implement policies; and involving the public in policy development and implementation by compiling, interpreting and applying economics, demographics, opinion and survey information.

The fiscal services section is responsible for the business administration activities of the department. It maintains liaison with the State Treasurer, State Auditor, Office of Administration and Department of Revenue in the performance of these activities. It is responsible for revenue collection, accounts payable, accounting, purchasing, budget, payroll, data processing, inventory control and reimbursement documentation for federal aid programs. It is also responsible for distribution of hunting and fishing permits statewide to retail businesses for sale to the public. Revenue from the conservation sales tax, hunting and fishing permits, federal reimbursement, public use areas, sale of timber, publications and surplus property is received and deposited in the state treasury for department programs.

The general services section manages a broad range of functions in support of department operations. It is responsible for procurement, repair and disposition of vehicles, marine



RICHARD H. THOM
Natural History
Division Administrator



DEBORAH L. GOFF
Human Resources
Division Administrator

and other mechanical equipment; management of aircraft operations; operation of a distribution center and warehouse for publications, products and media loan services; operation of offset printing, mailing and sign production services; buildings and grounds maintenance services; coordination of the department's earthquake/emergency preparedness plans; and administration of the employee uniform/clothing policy.

Design and Development Division

The design and development division administers the department's construction and development program and is responsible for development and maintenance of areas owned and/or leased by the department.

The division consists of three sections: engineering, architecture/administration and construction. The staff consists of professional engineering, architecture, land surveying, construction and support staff in the areas of drafting and computer applications. All work is highly specialized to meet the needs of the department's resource programs. Typical capital improvements projects are the development of wetlands, reservoirs, hatcheries, buildings, nature centers, river and lake public use access areas, stream

corridor improvements and hunter safety training facilities.

The engineering and architecture sections handle all aspects of design and development of capital improvement projects including performing investigations, feasibility studies and environmental assessments; preparing design drawings and contract specifications and administering construction contracts. Boundary, construction and topographic surveys of all land acquisition and development projects are performed under the direction of the division's registered surveyors. Support staff provide technical assistance in the areas of computer applications; state-of-the-art AutoCAD drafting applications; and construction quality control. The cartography unit archives all lands acquired and produces various area maps. The construction section maintains department facilities, and its skilled construction crews construct countless special projects throughout the state.

To effectively design and develop the department's diverse projects, staff combines experience in the fields of survey, soil mechanics, hydrology, river hydraulics, structural, architectural, mechanical, electrical, environmental, computer, CAD, drafting, construction, quality control and maintenance. This unique combination of engineering expertise and biological understanding allows creation of outdoor recreational developments that blend with the surrounding environment and enhance and expand resource habitat.

Creative thinking and innovative solutions prompt original designs and new applications of existing techniques, such as covered floating docks at reservoirs to provide disabled user fishing access; automated control systems at river pump stations; ingenious wetland water control structures; rock-lined levee sections to work with instead of against flood waters; special light switch sensors in office buildings to lower utility costs; and disabled user accessible boat loading platforms at stream and river access ramps.

Fisheries Division

Missouri has about 1,163,000 surface acres of water comprised of nearly 900 public lakes (24% of surface acres), 486 miles of Mississippi River and 553 miles of Missouri River (22% combined), almost 16,000 miles of other permanent streams (8%), over 39,000 miles of intermittent streams (3%) and about 500,000 private lakes (43%). These waters support rich and diverse aquatic communities that are used, enjoyed and appreciated by millions of people each year. Fishing is one of the most popular and economically important uses of these waters. Each year, Missouri's 1.2 million sport anglers (16 years of age and older) make about 11.8 mil-



WILLIAM F. LUECKENHOFF
Design & Development
Division Administrator



NORMAN P. STUCKY
Fisheries Division Administrator

lion fishing trips and spend almost a billion dollars on related goods and services.

The Fisheries Division's mission is "to professionally manage the fish and associated aquatic plants and animals of Missouri for the use and enjoyment of the people." Its goals are to: maintain aquatic ecosystem integrity and protect aquatic biodiversity; provide fair, responsive service; provide quality fishing; and increase the number of people engaged in the use and enjoyment of the state's aquatic resources.

To carry out this mission and pursue these goals, the Division has fisheries management staff deployed in the Department's 10 regions. Management efforts are supported by five cold-water fish hatcheries, five warmwater fish hatcheries, the Research, Assessment and Monitoring Section, the Streams For The Future Team and central office staff. The Division has 216 permanent and term employees and varying numbers of temporary employees.

Regional fisheries management staff (headquarters in Cape Girardeau, Clinton, Columbia, Kansas City, Kirksville, St. Joseph, St. Louis, Springfield, Sullivan and West Plains, and other staff in the Camdenton, Chillicothe, El Dorado Springs, Hannibal, Lebanon, Neosho and Sedalia offices) are responsible for monitoring and maintaining the quality of the aquatic resources, managing the public fisheries resources for quality fishing, providing technical guidance in stream and lake management to private landowners and other public agencies, providing and assisting with public information and education programs, assisting with other Department programs and representing the Division and Department on matters pertaining to the aquatic resources in their region.

The five warmwater hatcheries (Blind Pony, Chesapeake, Hunnewell, Indian Trail and Lost Valley) rear the fish needed to stock public waters, suitable private lakes, and waters used for special fishing events and aquatic resource

education. Their staff also develop methods of rearing endangered species. The five coldwater hatcheries (Bennett Spring, Maramec Spring, Montauk, Roaring River and Shepherd of the Hills) rear the trout needed to stock public waters. Their staff are also responsible for stocking and managing the popular Bennett Spring, Maramec Spring, Montauk and Roaring River trout parks. The fish pathologist diagnoses and, when appropriate, treats diseases and parasites in public and private waters and for private, state and federal fish hatcheries.

The Research, Assessment and Monitoring Section (Columbia), which includes the Biometrics Unit, Environmental Services Unit and Long Term Resource Monitoring Program station (Jackson), conducts studies and surveys that produce new techniques and information needed for effective aquatic resource management. The Biometrics Unit provides data processing and statistical support for Division projects. The Environmental Services Unit investigates fish kills and water pollution complaints (working in cooperation with the Department of Natural Resources), monitors fish flesh contaminants (working in cooperation with the Department of Health) and coordinates a variety of intra- and interagency projects. The Open River Field Station of the Long Term Resource Monitoring Program monitors the water quality, habitat, land use/land cover, invertebrates and fish communities of the middle Mississippi River under contract with the Biological Resources Division of the U.S. Geological Survey (USGS) and conducts studies supported by grants from the USGS, U.S. Army Corps of Engineers and other agencies.

The Streams For The Future Team (Jefferson City) is responsible for administering the STREAM TEAM program, working with the Missouri Department of Natural Resources on the Volunteer Water Quality Monitoring Program, producing and distributing *Stash Your Trash* bags to canoe liveries, providing stream technical services to regional Division and Department staff and coordinating the Department's Streams For The Future Program.

The Division's central office staff direct and administer Division programs, work on the acquisition and development of public fishing and boat access areas, administer the Community Assistance Program and Corporate and Agency Partnership Program, administer Federal Aid grants, coordinate angler recognition programs, develop and revise technical and popular written materials, and provide administrative support for Division and Department staff and programs.



ROBERT L. KREPPS
Forestry Division Administrator

Forestry Division

The forestry division is responsible for management and protection of the state's forest resources. Major program objectives are to improve rural fire protection in all areas of the state; urge and aid forest landowners and forest industries to adopt practices designed to ensure sustainable forests; engage in research to improve forest management and biodiversity; ensure the proper management and sustainability of public forest lands; and cooperate with public and private agencies in the control and abatement of major attacks of forest insects and diseases.

Some forestry facts: About 13.4 million acres or thirty percent of the land areas of Missouri is covered by commercial forest land. Eighty-four percent of the commercial land is owned by about 200,000 owners. Approximately three-fourths of this forest land is oak-hickory type, five percent is shortleaf pine and oak-pine types and the remainder is in cedar and bottomland hardwoods. Missouri's forests support a large forest products industry with about 1,000 manufacturing plants producing lumber, railroad ties, cooperage, cedar and walnut items (including gunstocks and veneer), charcoal and other products. Over 3.5 billion per year is generated from processing forest products. Missouri leads the nation in the production of charcoal, cedar novelties, gunstocks, walnut bowls and walnut nutmeats.

Division personnel and volunteer rural fire departments annually suppress approximately 4,000 wildfires which burn 60,000 acres of forest and grassland. Although fire control efforts are concentrated in the more heavily forested counties in southern Missouri, protection is provided statewide. Efforts continue to improve rural fire departments statewide and increase fire control efficiency.

Assistance is provided to rural fire districts and volunteer fire departments. Technical assistance, training and federal excess equipment are

available at no cost to cooperating fire organizations. Federal legislation provides some funding to qualifying fire organizations on a matching basis. A rural forest fire equipment center is located in Lebanon. The center acquires, inventories and distributes federal excess property to rural fire departments.

"Operation Forest Arson" is a program to combat the high number of arson-caused wildfires. This program is combined with the Smokey the Bear fire prevention campaign to educate school children.

Through a cooperative program with the U.S. Forest Service, technical assistance is provided to private woodland owners. This service is available statewide and includes tree selection and planting advice, forest management recommendations, forest products utilization and marketing assistance and wildlife management recommendations.

The forest health protection program ensures the continuing health of the forest resources through survey and detection, pest and control evaluations and public information. Pests are monitored and infestations reported through a network of trained citizen "forest keepers." Impact and control evaluations are accomplished through formal damage surveys using both ground and aerial mapping techniques. Public information includes diagnostic clinics, pest workshops, monthly status reports and handouts on common pests.

Tree Resource Improvement and Management II is a cost share program that provides "seed" money for establishment or extension of holistic community forestry programs including tree establishment and tree maintenance and care. The Department provides 60% of total costs of projects up to a maximum of \$10,000 for activities such as tree inventory, pruning, hazard tree removal, tree research care and tree planting.

Assistance is provided to forest landowners on resource availability, market information, new technology and training. Individual businesses are encouraged to improve utilization of forest resources and reduce output of residues through efficient environmentally acceptable manufacturing methods.

Since the department was established, over 580,000 acres of forest land have been acquired and are managed as sustainable forest ecosystems. Forest management results include biodiversity, watershed protection, wildlife habitat, forest products and recreational opportunities.

To encourage forest and wildlife plantings, 4½ to 5 million seedlings of 70 different tree and shrub species are produced at the George O. White State Forest Nursery to fill over 14,000

orders from Missourians. Every fourth grade student in the state receives an Arbor Day seedling produced at the nursery. Residents can order planting stock after November 1, for delivery the following spring at planting time.

The State Forestry Law was passed by the General Assembly in 1946 to encourage stable and permanent management of privately-owned forest lands. It strengthened department efforts to protect woodlands from fire and timber theft and to assist in forest management, as well as providing partial tax deferment on lands classified as forest crop land.

To be eligible for classification, forest land must conform to the following: market value of the land must not exceed \$400 per acre; tract size must be 20 acres or larger; and the owner must agree to follow basic forest management requirements designed to keep the land in permanent forest production.

Land classified as forest crop land through 1974 is assessed for taxation purposes on a valuation of \$1 per acre; subsequent classification at \$3 per acre. Classification continues for a period of 25 years. To offset the loss of county taxes, the law provides for the department to reimburse counties based on a payment of 75 cents per acre per year on state-owned classified lands and 50 cents per acre per year on privately-owned classified lands. When timber products are cut for sale from classified forest crop land a yield tax on the amount sold is paid by the owner to the department.

Through sound scientific research procedures, answers are sought to improve forest management. Applied research on oak regeneration, pest management and survey, and basic research on ecosystem function and structure are ongoing project topics.

Human Resources Division

The human resources division is responsible for development and administration of a department-wide human resources program. It assists in recruiting, selecting and retaining a qualified, dedicated work force. In doing so, it administers a compensation and classification program; group life, medical, accidental death and dismemberment and dependent life insurance programs; maintains the department's official employee records; and administers the department's safety program, including workers' compensation.

It ensures compliance with employment practices related to affirmative action, ADA and drug testing; provides employee training and development opportunities; administers employee assistance and health/wellness programs; and oversees disciplinary proceedings and grievance resolutions.

Natural History Division

The Natural History Division provides biodiversity and ecosystem conservation leadership for the department. Its mission is to protect, conserve and enhance wildlife diversity resources and natural ecosystems and to enhance public understanding, appreciation and enjoyment of all natural resources.

In order to best protect and manage Missouri's natural legacy, understanding the breadth and diversity of this legacy is essential. This division has coordinated natural features inventories for every county of the state and continually updates these inventories. The division manages Missouri's Natural Heritage Program, which tracks the statuses and occurrences of all 930+ species of conservation concern and high quality natural communities are carefully documented, mapped and continually updated. In 2000, more than 700 new records of endangered resources and natural communities were mapped and documented, and updates and corrections were made on approximately 3,000 of the 14,000 total records.

In addition, Natural History staff regularly conduct more specialized inventories and surveys, such as the Flora of Missouri Project (operated jointly by the Natural History Division and the Missouri Botanical Garden), which describes, illustrates and documents the distribution of Missouri's 3,202 plant species; cave resources inventories; breeding bird surveys of Missouri's 150+ species of nesting birds; winter raptors; migrating birds; swamp rabbits; breeding toads and frogs; other amphibians and reptiles; state and federally listed plants and animals; natural area vegetation; and rare natural communities.

By consulting and sharing data generated from such programs, surveys and inventories, the Natural History Division coordinates programs and activities within the department and with other agencies related to wildlife diversity, ecosystem management, native plants, natural areas, rare and endangered species and karst features, including caves.

Ecologists have identified 83 distinct terrestrial natural community types in Missouri, from dry sandstone forests to deep muck fens. To assure that examples of these communities and their associated species are protected, the Natural History Division participates in land acquisition and development planning for natural areas, endangered species habitat, wildlife diversity enhancement, natural history areas, urban wild acres and wildlife viewing areas. Natural History staff are represented on the Missouri Natural Areas Committee, which oversees the Missouri Natural Areas System. In 2000, the Natural Areas System contained 172 natural areas, protecting

54,378 total acres of the best examples of Missouri's terrestrial and aquatic communities.

Regional Natural History biologists work closely with other department staff throughout the state on resource issues and also advise other agencies and private landowners about endangered species and natural community protection and management.

The Natural History Division promotes research, monitoring and surveys of individual species, groups of species and natural communities by local academic institutions through its small grants program and by coordinating federal funding for such studies. In 2000, for example, small grants were made to researchers to survey the federally endangered Indiana bat, study the habitat of the spring cavefish and survey native prairie pollinators.

The division also works closely with interested individuals and organizations such as garden clubs, The Nature Conservancy, the Missouri Native Plant Society, Audubon Missouri, the Grasslands Coalition and other natural history societies. Division staff provide technical expertise to such groups, and also partner with groups such as The Nature Conservancy or the Missouri Prairie Foundation on land management and conservation issues.

To foster greater understanding and appreciation of Missouri's natural legacy among citizens of the state, the Natural History Division produces field guides and other books, such as *The Amphibians and Reptiles of Missouri*, and the *Flora of Missouri*, brochures and nearly 1,000 pages of web resources. Natural History maintains the Missouri Fish and Wildlife Information System (MOFWIS), a searchable database of habitat, management and distribution information on more than 700 species of fish and wildlife. The MOFWIS database as well as the Natural Heritage database also are available on the department's website.

To help Missourians experience the state's natural diversity firsthand, Natural History coordinates nature-oriented recreational activities. Natural History staff provide hiking, biking and horse trail management recommendations, as well as facilitate and plan construction of overlooks, boardwalks, blinds and other wildlife-viewing structures.

Outreach and Education Division

The Outreach and Education Division is dedicated to reaching and teaching Missourians about their fish, forest and wildlife resources. Major programs include media products, nature and visitor centers, and formal education for Missouri teachers. One hundred thirty-five staff members include editors, artists, photographers, TV and video producers, web designers, exhibit designers and

builders, media specialists, naturalists, conservation education consultants and administrators.

Media products are created to inform and inspire citizens to care for their outstanding natural resources. Most significant among publications is the monthly magazine, *Missouri Conservationist*, founded in July 1938 and distributed free to adult Missouri residents. Each year, outreach programs section produces more than seven million pieces of printed literature, including colorful, user-friendly summaries of regulations that govern the harvest of fish and wildlife, and other fish, forestry and wildlife publications made available free of charge upon request. The section also publishes a number of informative nature books and videos, available at low cost.

Missouri Outdoors, the department's Emmy Award-winning, half-hour TV show, is broadcast statewide. Videos distributed free to libraries and schools also help to convey the message of wise use of natural resources. The Department's web page receives over one million hits each month.

High public interest in conservation keeps the news media asking for information on hunting and fishing seasons, conservation issues, department policies and plans. The weekly *All Outdoors* news packet, special news releases and direct contact with writers, reporters and editors are made on important conservation-related issues.

Regional offices have been established statewide to provide public information and assistance. Regional Outreach and Education Supervisors respond to public inquiries and requests, and disseminate information and educational programs throughout the region. They work with local news media to keep the public informed about department programs and activities.

An outstanding network of interpretive centers help bring people and nature together. The Discovery Center, located in the heart of Kansas City, is the newest addition to these facilities. It features six multi-disciplinary workshops offering hands-on instruction to school groups and individuals, ten acres of demonstration native gardens and a state-of-the-art energy efficient building. It joins nature centers in Blue Springs, Springfield, Jefferson City and Kirkwood, and visitors centers in Andrew, Taney, St. Charles and St. Louis counties to offer unique and high quality nature exploration. The division coordinates other nature study programs such as Eagle Days and Prairie Days, which attract thousands of visitors to view unique wildlife and learn about their habitats.

The formal education staff works with public, private and parochial schools, colleges and universities, school superintendents, administrators and teachers, community leaders, youth leaders and the Department of Elementary and Secondary Education.



KATHRYN S. LOVE
Outreach and Education
Division Administrator

Services to schools include administering formal education support programs in preschool through university levels; developing and distributing teaching materials and visual aids; assisting with college courses and teacher workshops; assisting through demonstration teaching, field trips, lesson plans and presentations; providing stock for school and youth planting projects, conducting programs for civic clubs, organizations, churches, youth organizations and agencies; consultation services related to conservation; and implementing the aquatic/fishing education program.

Missouri schools also have the opportunity to apply for grants to construct outdoor classrooms which can enhance and expand opportunities in many disciplines. This popular program enables students to learn in an "outdoor laboratory" that may include a wetland, stream, wildflower garden, prairie or other natural feature.

The statewide Office of Environmental Education is housed in the outreach and education division to provide an infrastructure for other state agencies and private efforts involving classroom education on environmental principles. One of its major accomplishments has been the creation of the Model Schools Program, which integrates science, math, social studies, art and language arts into studies about the environment. One of several programs nationally, the Model Schools Program has successfully raised test scores and lowered absenteeism where it has been implemented.

The Jerry J. Presley Conservation Education Center on the banks of the Current River in Shannon County hosts workshops for teachers and others who want to learn more about Missouri ecosystems. Teachers take away practical information to help meet Missouri standardized testing goals and conduct effective conservation education.

A variety of programs with colorful acronyms like WOW (Wonders of the Outdoor World),

HOOT (Hands-On Outdoor Training) and BOW (Becoming an Outdoors Woman) are all intended to give people the skills they need to enjoy Missouri's outdoors. These popular programs are attended by more than a thousand participants a year, who take away skills like fly fishing, identifying wild edibles, bow and muzzle-loader hunting, and a panoply of other outdoor-oriented activities.

Private Land Services

The mission of the Private Land Services Division is "to help Missouri landowners achieve their land use objectives in ways that enhance the conservation of Missouri's natural resources." The health of much of our state's natural resources is dependent on the land stewardship of private landowners, as approximately 93% of Missouri's landscape is in private ownership. Providing sound natural resource information and technical assistance to these private landowners is critical to long-term sustainability of our forest, fish, and wildlife resources. The Private Land Services Division includes a staff of resource professionals dedicated to working with private landowners to improve forest, fish, and wildlife conditions on their property.

We promote the wise use of fish, forest, wildlife, and natural communities through voluntary participation, information, education, and financial assistance. The Wildlife Habitat Improvement Program (WHIP) provides information, seed, and other materials to private landowners for wildlife habitat improvement. The LAWS (Landowners Assisting Wildlife Survival) program provides a cash incentive to landowners for leaving strips of standing grain next to permanent wildlife cover in production agricultural land. This is a two-year program that provides an idle strip of land that is very beneficial to wildlife next to a crop field. A multi-faceted cost share program provides incentive payments to landowners for implementation of selected natural resources management practices.

Private Land Services personnel strive to provide prompt, professional assistance to landowners in the evaluation of natural resource conditions and recommend appropriate management and improvement techniques. Private Land Conservationists provide one-on-one assistance, tailoring management recommendations to the land use goals of the landowner and site specific natural resource needs. Teams of resource professionals from all MDC Divisions, work collectively and independently with landowners and other resource partners to address important resource issues. Urban Watershed Conservationists provide assistance to urban developers, homeowners, city and county planners, and others to address land use issues relating to urban sprawl

and development. The Wildlife Damage Control Program provides assistance to landowners experiencing damage to their property by wildlife, including beaver, coyote, otter, Canada geese, deer, and others. Wetland Services Biologists provide specialized technical assistance to landowners to restore and manage wetland habitats.

Establishment of partnerships with state and federal agencies, commodity groups, agribusinesses, and conservation organizations help achieve shared natural resource goals. MDC has established effective working partnerships with Natural Resources Conservation Service and Farm Service Agency to integrate fish, forest and wildlife considerations into implementation of Farm Bill programs that include Conservation Reserve Program (CRP), Wetlands Reserve Program (WRP), Environmental Quality Incentive Program (EQIP), and Wildlife Habitat Improvement Program (WHIP). To complement funding available through Farm Bill programs, MDC offers cost-share that is tailored to regional resource needs and landowner interest. Close coordination with the Department of Natural Resources' Soil and Water Conservation Program maximizes private land resource progress through programs of both agencies. Liaison efforts with Agriculture agencies and groups have fostered communication and understanding of fish, forest, and wildlife issues within the agriculture and conservation communities. These efforts are enhanced through participation in serving on Farm Bill committees, task force groups, and Ag advisory councils.

Private Land Services Division also promotes the development of alternative economic opportunities that benefit Missouri landowners and our natural resources. Native warm season grass planting and management assistance is provided through the Grassland Biologists on thousands of acres each year. "Grow Native!" is a complementary native plant program that encourages the use of native plant materials in backyard landscaping and large acreage of native community restoration. This program also works to increase the supply of true Missouri native plant materials through the Missouri Ecotype Project (MOEP). Production and sale of these native plant materials provides potential alternative economic opportunities for Missouri landowners.

We encourage a land stewardship ethic among landowners, strive to increase community involvement, build trust and heighten understanding of the Department's overall mission. Our "field force" of Private Land Conservationists, Wetland Services Biologists, Wildlife Services Biologists, Urban Watershed Conservationists, and Wildlife Damage Control Biologists are strategically located throughout the state to provide routine contact with landowners, communi-

ties, civil clubs, churches, schools, and others. This interaction with Missouri's citizens provides the foundation for building understanding between different interest groups and ensures a well informed approach to conservation of our natural resources.

Protection Division

The protection division is composed of informed conservation agents, outdoor skills supervisors, shooting range program and support staff. Conservation agents, by official designation, serve as department representatives in their assigned areas and have responsibility for enforcing all statutory enactments related to fish, wildlife and forestry, and rules and regulations promulgated by the Conservation Commission. Conservation agents are certified as peace officers to enforce all state laws on lands owned, managed or leased by the department. Many agents are also commissioned by the U.S. Department of the Interior to enforce federal conservation laws.

Resource law enforcement is very important in managing Missouri's fish, forestry and wildlife resources. Conservation agents are assigned to each county in the state and are responsible for carrying out a wide range of wildlife-related law enforcement duties. Patrols by vehicle, boat and foot are routine. Agents depend heavily on help from local citizens to report violations.

Although law enforcement is the division's primary function, only about half of an agent's time is devoted to that activity. Other duties include hunter education, resource management assistance to landowners, media contacts, and educational and informational programs to youth and adult groups. Numerous surveys, censuses and special field studies are conducted for state and federal fish and wildlife research personnel.

Many special programs require personal contact with individual landowners. Preparation of land-use plans, delivery of seed and wildlife plantings, inspection of developments and periodic progress reports are involved in wildlife habitat improvement and fish stocking programs. Preliminary contacts with landowners and arrangements for wildlife management projects, lake development and other large-scale department projects are delegated to agents. Frequently, community interest and participation in department projects designed to provide or increase local recreational opportunities result from encouragement or initiation by agents.

In addition to fish, wildlife and forestry program duties, many agents present regularly scheduled informational or educational programs on radio and television. A number of



N. GEORGE SEEK
Private Land Services
Division Administrator



JOHN D. HOSKINS
Protection Division Administrator

newspapers in the state carry weekly outdoor columns prepared by conservation agents.

The department implemented a voluntary hunter education program in 1957 and, through 1987, more than 449,000 persons completed training in firearms safety, hunter responsibilities and ethics, and hunter/landowner relations. Hunter education training became mandatory in 1988 for all persons born on or after January 1, 1967, as a prerequisite to purchasing any firearms hunting permit. Conservation agents, along with volunteer instructors, have completed hunter education training for another 411,793 persons since 1988. The education of safe and responsible hunters is an important function that requires continued effort to meet the changing needs of hunters.

Skills in how to safely handle firearms are taught in the hunter education program, and the development of individual abilities to shoot firearms accurately are encouraged. Safe places were needed for firearms practice, and public shooting ranges offer those opportunities.

The department began to develop safe shooting ranges on conservation areas in 1972. Since that time, new ranges have been added almost every year. The ultimate goal is to provide safe places for people to shoot that are easily accessible in and around population centers.

Ranges on conservation areas meet or exceed all national safety standards for shooting range design, and are safety inspected at least twice yearly to ensure proper maintenance and continued safety.

Wildlife Division

The wildlife division is responsible for programs related to the conservation of the wildlife resources of the state for the use and enjoyment of all citizens. Professional programs, staff and a long-term commitment are the keys to the agency's success in wildlife management. Programs are planned, administered and imple-



OLLIE TORGERSON
Wildlife Division Administrator



JANE A. SMITH
General Counsel



ROBBIE B. BRISCOE
Internal Auditor

mented cooperatively through three management units and a research section.

The division has management responsibility for 365 publicly-owned or leased areas totaling 496,736 acres. Annual accomplishments include: active management of 1,500 acres of glades, 29,000 acres of grassland/prairies and 3,500 acres of savannas; completion of 5,000 acres of timber stand improvement; supervision of 66,000 acres of cropping directly and through permittee farmers; management of 3,700 acres of greentree reservoir; manipulation of 20,000 acres of old fields; and provision of 37,000 acres of seasonal wetlands as habitat for resident and migratory wildlife. Public use activities on conservation areas are emphasized and, in addition to traditional uses, also include nature viewing, interpretation and managed hunting programs.

Division field staff provide a wide range of wildlife management assistance to private landowners. On-ground assistance is provided on over 1,000 ownerships each year. Initiatives are being implemented to target species such as prairie chicken and bobwhite quail that are on decline due to wide-scale changes in land use. Division field staff contacted over 11,000 Missouri citizens a year through workshops and programs, providing technical advice and assistance.

Wildlife restoration programs have been conducted for many species since the department was created in 1937 including, wild turkeys, whitetail deer, peregrine falcon, river otter, and ruffed grouse. Most wildlife restoration activities have been coordinated by the division, including the relocation of eight ospreys this past year.

Research projects cover all phases of wildlife management. In recent years, broad scope and

long-term ecosystem studies have been emphasized. Researchers complete six to eight population and habitat studies per year and initiate 5 new investigations. Formulation of annual wildlife harvest regulations recommendations are important aspects of research. Approximately eight cooperative studies on agricultural topics affecting wildlife are underway annually. The division also conducts a series of adaptive management experiments designed to provide answers to shorter term management questions.

General Counsel

All litigation in which the department, the commission or a staff member is a party is handled by the general counsel. The general counsel is also responsible for preparation of title options for all real estate purchased by the department, in addition to leases and management agreements. Other functions include services to other attorneys and prospective donors to the department's donation program, assistance in law enforcement training for employees, and liaison with the Office of Attorney General.

Internal Auditor

The internal audit function provides an independent review and evaluation of designated department activities. It assists the commission and director by furnishing analyses, appraisals, recommendations and pertinent information concerning the activities reviewed.