

AGENCY NAME: Department of Natural Resources

AGENCY CODE: P240

SECTION: 047



Fiscal Year 2014-15 Accountability Report

SUBMISSION FORM

AGENCY MISSION

The South Carolina Department of Natural Resources' stated purpose is to serve as the principal advocate for, and steward of, South Carolina's natural resources. During FY 2013-14, the South Carolina Department of Natural Resources ("the SCDNR", the "Agency") operated its programs based upon the SCDNR Board's Strategic Plan entitled "*South Carolina Department of Natural Resources Vision for the Future*". The SCDNR accomplishes its mission based upon an agenda that encompasses these values:

1. Teamwork - We will accomplish our mission and achieve our vision through goal-focused, cooperative efforts that rely on effective internal and external communication and partnering;
2. Integrity - We will lead by example, ensuring that our standards are high, and our actions are fair, accountable and above reproach;
3. Dedication - We will maintain a steadfast commitment to the state's natural resources and our agency's mission;
4. Excellence - We will always do our best, and continuously strive to improve our processes, activities, policies, operations and products; and
5. Service - We will provide quality service that meets the needs and exceeds the expectations of the public and our employees.

Please identify your agency's preferred contacts for this year's accountability report.

	<u>Name</u>	<u>Phone</u>	<u>Email</u>
PRIMARY CONTACT:	Mr. R. Derrick Meggie	803.734.9911	Meggied@dnr.sc.gov
SECONDARY CONTACT:	Mr. Scott Speares	803.734.3264	SpearesS@dnr.sc.gov

I have reviewed and approved the enclosed FY 2014-15 Accountability Report, which is complete and accurate to the extent of my knowledge.

AGENCY DIRECTOR
(SIGN/DATE):

(TYPE/PRINT NAME):

Alvin A. Taylor

BOARD/CMSN CHAIR
(SIGN/DATE):

(TYPE/PRINT NAME):

D. Glenn McFadden

AGENCY'S DISCUSSION AND ANALYSIS

The main service of the SCDNR is the protection and propagation of an enviable quality of life for citizens of the state, which is created by the quality and abundance of South Carolina's natural resources. The wealth created by these natural resources is unsurpassed by other states and regions of the country and attracts and sustains business activity, which translates into economic wealth for all South Carolinians and is an essential component for the state's economic development. SCDNR's products and services include administrative licensing/permitting processes and procedures, public outreach programs and activities that range from general information to detailed resource management, and promotion of South Carolina through the responsible use of these invaluable assets.

Internal Factors affecting the agency's performance

Customer Accessibility/Customer Service: SCDNR's main licensing and boating customer service area is currently located on the first floor of the Rembert C. Dennis Building, fronting Assembly St., on the Statehouse grounds. This location has become increasingly problematic for public access. As the City of Columbia has steadily reduced the number of street parking spaces on Assembly St., this change has had a direct and negative impact on those customers attempting do business with the department. Additionally, impending development and streetscaping along Assembly St. will only exacerbate this problem.

Lost productivity while new employees are trained: Over the past three years the department has required that most new hire positions and promotions be posted internally before being posted externally. This commitment to existing employees does not guarantee them the new position; however, it simply ensures that they will get first consideration, if they meet the qualifications to perform the jobs duties. This policy resulted in the upward mobility of proven employees, but it also created major voids in experience within the department. In certain areas, productivity has been lost during the training period.

External Factors affecting the agency's performance

Finding new and adequate funding streams to successfully protect and manage the unique natural and cultural resources of South Carolina in a climate of economic uncertainty. Given the lesser priority status some assign to natural resource concerns, the Agency historically has been at risk for deeper cuts than other agencies during negative budget cycles, which can make the recovery from those cuts, extend for a longer period of time.

During an earlier economic downturn as the Agency realized a \$12.8 million (or 41%) reduction in state appropriated funds from July 2001 through June 30, 2004, DNR responded to these cuts by reducing and eliminating several programs, maximizing non-appropriated funding (grants, federal funding and cost sharing) and by not replacing vacant staff positions. Over the past few years, even though some of DNR's operational funding has been restored; the human capital deficiency is still being felt. The impact of the aforementioned staff reductions has lead to the agency's inability to

succession plan in many critical areas where key functions are literally one staff person deep with the experience necessary to perform functions.

Current Performance Improvement Efforts

- Director Taylor recently initiated a comprehensive review of the agency's current strategic plan "Vision for the Future" which was developed in FY 2005-06.
- DNR utilizes a Regional HUB system to coordinate agency programs and activities. In the Regional Hub system the state is divided into four regional hubs. Each of the Agency's Divisions has a Regional Hub Coordinator whose primary function is to coordinate his/her respective Division's activities alongside his/her counterparts in order to ensure better coordination. This regional approach ensures better communication, coordination of efforts, and quicker response times, thus avoiding unnecessary duplication of efforts.
- SCDNR's employs an internal auditor who works as a consultant with staff on various procedural and financial issues to ensure efficiency, while being in compliance with various state and federal laws, rules and regulations. The auditor also serves as the liaison to all external entities that have provided funding to the agency and are auditing their respective grant, contract or program.
- Youth Outreach Initiatives - This past year over 40,000 youth across the state participated in the DNR outreach programs as part of an attempt to reach and create young sportsmen across the state. These programs range from fishing rodeos & clinics, the Archery in the Schools program that covers archery history, safety, technique, equipment, mental concentration, and self-improvement to the Take One Make One Program which is an outdoors education and mentoring program aimed at developing South Carolina's youth and young adults, 10 to 17 years of age, into lifetime participants in conservation, hunting, angling, and shooting sports activities.
- This past year over 20,000 people participated in hunter and boater education safety outreach programs that promote safety, improve compliance with the states laws and regulations, and enhance ethical behavior. Tasked with the responsibility of managing and protecting the natural resources of the state, the DNR is in a unique and challenging position of balancing the public desire to utilize our natural resources for recreational and commercial purposes, with the need to implement restrictions on the use of the resources to ensure their long-term viability. The proactive educational outreach approach is complimented by a truly balanced enforcement approach. The DNR officers are as likely to educate the public regarding a violation through the use of warnings, as they are to bring formal charges. This ratio has remained fairly consistent over time as the DNR officers have consistently written approximately 3 warning tickets for every 1 summons ticket.
- License Term Modifications: Implementation of the 3-year license and the 365-day Hunting & Fishing license term. The two following changes are intended to provide better service and more value to customers and aids DNR by: (1) allowing customers to reduce their

AGENCY NAME:**Department of Natural Resources****AGENCY CODE:****P240****SECTION:****047**

frequency to obtain a license and (2) allowing the DNR to better serve its customers by eventually dispersing extremely high volumes of work throughout the year.

Starting in July 2010, the DNR began offering a 3-year resident and non-resident recreational fishing license. The 3-Year license not only reduced the need for the customer to return to the DNR as often, it also means that on average, 15,000 licensees a year have been pre-serviced, allowing staff resources to be reallocated to more complex and/or higher volume areas of the Licensing and Boat Titling and Registration sections.

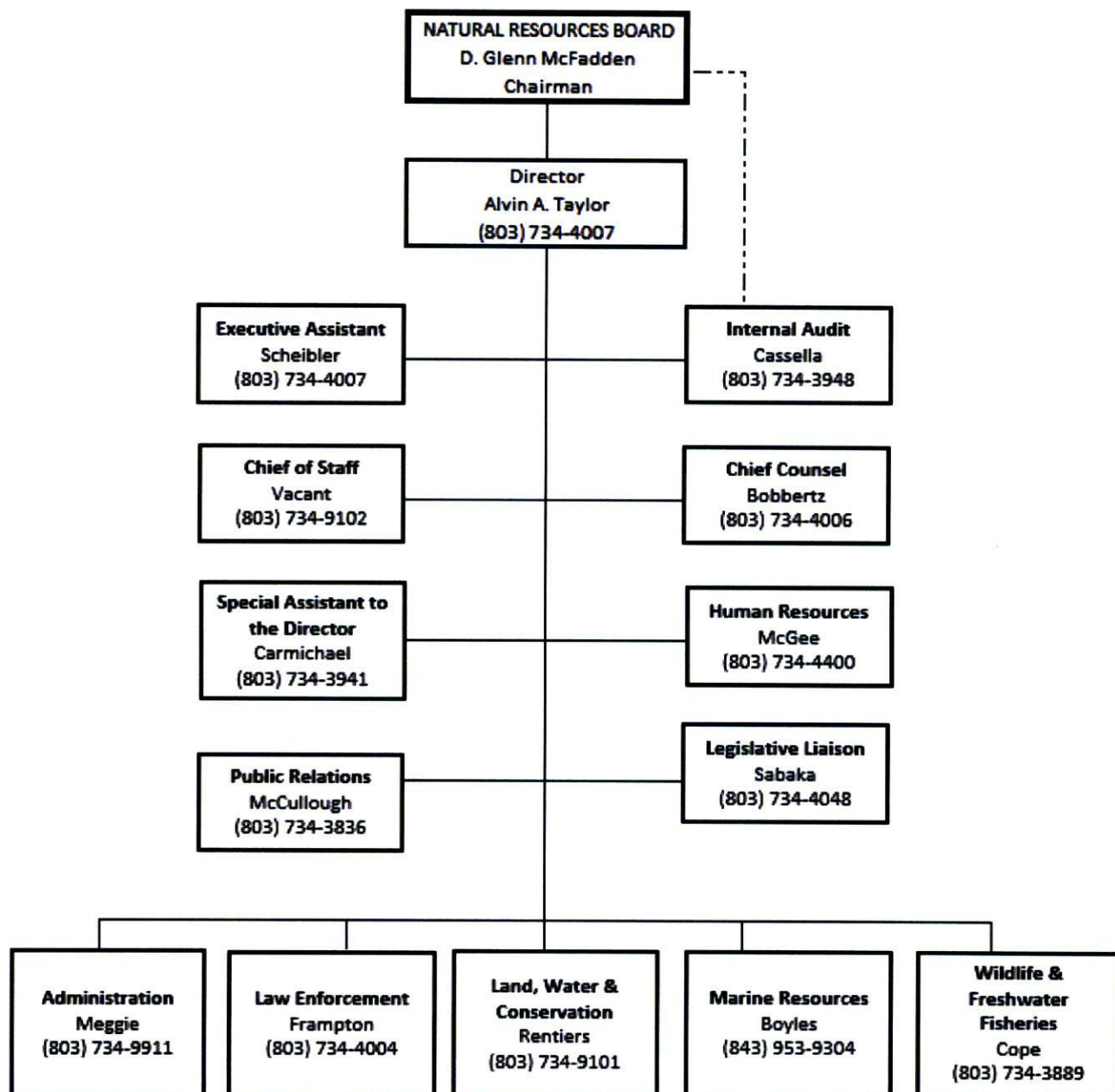
On January 1, 2014, the DNR began issuing Saltwater fishing licenses that had expiration dates based on the date of sale instead of the license year (365 –Day License). On January 1, 2015, the 365-Day hunting and freshwater fishing licenses and Wildlife Management Area permits began to be sold. This change from the fiscal year eliminated two major issues: (1) fishing licenses that were purchased in the spring no longer had to be repurchased on July 1st and (2) the licensing volumes over a period of years should more evenly be dispersed throughout the year, based on user needs and not a fiscal year.

AGENCY NAME: Department of Natural Resources

AGENCY CODE: P240

SECTION: 047

The SCDNR's organizational structure





Agency Name: Department of Natural Resources

Agency Code: P240 Section: 047

Program Template

Program/Title	Purpose	FY 2013-14 Expenditures			FY 2014-15 Expenditures			TOTAL	Associated Objective(s)
		General	Other	Federal	General	Other	Federal		
I. Administration	Provides Executive leadership for the agency. Performs core administrative functions including Audit, Environmental Review, Finance, Grants, Human Resources, Legal and Procurement for the agency.	\$ 1,544,445	\$ 1,361,924	\$ -	\$ 1,375,492	\$ 1,234,823	\$ -	\$ 2,560,315	1.1.1; 1.2.1; 2.1.3; 2.1.4; 2.2.1; 2.5.7; 3.1.1; 3.1.2; 3.1.3; 3.2.1; 3.2.2; 3.2.3; 3.3.1; 3.3.2; 3.3.3
II.A Conservation Education Services	The Conservation Education function of the agency provides public information, outreach, information technology, and educational services through a wide range of public and Agency programs and activities.	\$ 1,014,823	\$ 2,037,143	\$ 96,046	\$ 1,540,811	\$ 2,002,597	\$ 32,018	\$ 3,575,426	1.3.12; 2.1.3; 2.1.4; 2.2.1; 2.3.1; 2.3.8; 2.3.9; 2.3.10; 2.3.11; 2.4.9; 2.5.4; 2.5.5; 2.5.8; 2.6.4; 2.6.5; 2.6.8; 4.1.11; 4.1.14; 4.3.8; 4.3.10
II.B Titling & Licensing Services	The Boat Titling function of the Administrative Division provides and maintains the system for processing new titles for watercraft and outboard motors, watercraft registrations and their renewal, and transfers of watercraft and outboard motors in the state. Also, Boat Titling & Registration submits records to county auditors for personal property tax purposes. The Licensing component is responsible for the sale of licenses, tags & permits through a variety of outlets to include license agents, direct mail, internet sales, and the DNR offices.	\$ -	\$ 1,629,611	\$ 224,305	\$ -	\$ 1,724,013	\$ 207,681	\$ 1,931,694	2.1.3; 2.1.4; 2.2.1; 2.6.5; 3.1.4; 4.2.3;
II.C Regional Projects	Regional Projects include projects supporting boating access, county water recreation funds, and county game & fish funds. The boating access component provides technical support on boating access services to local, county, and state entities. The direction for the county Water Recreation funds is found in SC Code of Laws, Section 12-28-2730 and the direction for the County Game & Fish funds is found in SC Code of Laws, Section 50-9-970.	\$ -	\$ 995,228	\$ 1,152,147	\$ -	\$ 1,476,341	\$ 1,230,919	\$ 2,707,260	2.1.3; 2.1.4; 2.2.1; 2.2.2; 2.5.1; 2.5.2;
II.D Wildlife & Freshwater Fisheries	The Division of Wildlife & Freshwater Fisheries monitors, conducts surveys, manages, and protects wildlife species and inland aquatic species and their habitats throughout the state. The Division also provides recreational fishing and hunting opportunities for the public.	\$ 302,402	\$ 11,177,190	\$ 8,280,104	\$ 298,731	\$ 11,606,068	\$ 9,198,471	\$ 21,103,270	1.1.21; 1.1.22; 1.1.23; 1.2.5; 1.2.6; 1.3.10; 1.3.13; 1.3.14; 2.1.3; 2.1.4; 2.2.1; 2.4.10; 2.5.6; 2.6.5; 2.6.6; 3.2.6; 4.1.2; 4.1.12; 4.1.13; 4.2.1; 4.2.2; 4.2.4; 4.2.5; 4.3.8; 4.3.11; 4.3.12



Agency Name:	Department of Natural Resources	
Agency Code:	P240	Section: 047

Program Template

Program/Title	Purpose	FY 2013-14 Expenditures			FY 2014-15 Expenditures			Associated Objective(s)
		General	Other	Federal	General	Other	Federal	

II.E Law Enforcement	The Division of Law Enforcement is responsible for enforcement of state and federal laws that govern hunting, recreational and commercial fishing, resources conservation concerns to insure protection of life, property, and natural resources. Also, the Division assists other state law enforcement agencies with homeland security, litter violations, executive protection, natural disasters, and general law enforcement support functions for public safety matters.	\$ 7,700,946	\$ 6,997,963	\$ 4,637,559	\$ 9,085,885	\$ 6,519,079	\$ 5,873,436	1.1.2; 1.2.5; 1.2.6; 2.1.3; 2.1.4; 2.2.1; 2.2.2; 2.5.3; 2.6.5; 2.6.8; 3.2.4; 3.2.5; 4.1.1; 4.1.2; 4.2.1; 4.2.2; 4.2.4; 4.2.5;
					\$ 19,336,468		\$ 21,478,400	
II.F Marine Resources	The Division of Marine Resources is responsible for the management and conservation of the state's marine and estuarine resources. The Division conducts routine monitoring and research on the state's marine resources and makes recommendations for the management of those resources.	\$ 1,516,494	\$ 6,194,479	\$ 6,096,258	\$ 1,527,515	\$ 5,494,079	\$ 6,205,371	1.1.17; 1.1.18; 1.1.19; 1.1.20; 1.2.5; 1.2.6; 1.3.10; 1.3.11; 1.3.14; 2.1.3; 2.1.4; 2.1.5; 2.2.1; 2.2.2; 2.4.7; 2.4.8; 2.5.8; 2.6.2; 2.6.3; 2.6.8; 4.2.1; 4.2.2; 4.3.7; 4.3.8; 4.3.9
					\$ 13,807,231		\$ 13,226,965	
II.G Land, Water & Conservation	The Division of Land, Water and Conservation develops and implements programs that manage and conserve the state's land and water resources by providing guidance in resource development and management through planning, research, technical assistance, public education, and development of a comprehensive natural resources database.	\$ 2,330,964	\$ 1,729,917	\$ 3,112,293	\$ 2,324,394	\$ 2,015,376	\$ 2,311,343	1.1.3; 1.1.4; 1.1.5; 1.1.6; 1.1.7; 1.1.8; 1.1.9; 1.1.10; 1.1.11; 1.1.12; 1.1.13; 1.1.14; 1.1.15; 1.1.24; 1.2.5; 1.2.6; 1.3.1; 1.3.2; 1.3.3; 1.3.4; 1.3.5; 1.3.6; 1.3.7; 1.3.8; 1.3.9; 1.3.15; 2.1.1; 2.1.2; 2.1.3; 2.2.1; 2.3.2; 2.3.3; 2.3.4; 2.3.5; 2.3.6; 2.3.7; 2.1.3; 2.1.4; 2.4.1; 2.4.2; 2.4.3; 2.4.4; 2.4.5; 2.4.6; 2.6.1; 2.6.7; 2.6.8; 4.1.2; 4.1.3; 4.1.4; 4.1.5; 4.1.6; 4.1.7; 4.1.8; 4.1.9; 4.1.10; 4.2.1; 4.2.2; 4.2.4; 4.2.5; 4.3.1; 4.3.2; 4.3.3; 4.3.4; 4.3.5; 4.3.6; 4.3.8
					\$ 7,173,174		\$ 6,651,113	

III. Employer Contributions	Provides for the employer's portion of payroll taxes, worker's compensation insurance, health insurance, dental insurance, life insurance, unemployment insurance and retirement plans.	\$ 4,406,277	\$ 5,039,108	\$ 3,022,775	\$ 5,401,608	\$ 5,265,667	\$ 3,286,077	2.5.7
					\$ 12,468,160		\$ 13,953,352	

Strategic Planning Template

Agency Name: Department of Natural Resources

Agency Code: P240 Section: 047

Type	Goal	Item # Strat	Object	Description
G	1			Enhance the effectiveness of the Agency in addressing natural resource issues
S	1.1			Broaden strategies to address the impacts of population growth, habitat loss, environmental alterations, overuse and other challenges faced in protecting, enhancing, and managing diverse natural resources
O	1.1.1			The evaluation and review of environmental regulatory requirements and court decisions
O	1.1.2			The enforcement of the state's criminal laws through the detection, apprehension, and prosecution of persons who violate those laws; the preservation of peace; and, the protection of human lives and property
O	1.1.3			The utilization of new technologies and herbicides to improve habitat
O	1.1.4			The coordination of AIS prevention and management with border states
O	1.1.5			The maintaining and updating of managed habitats
O	1.1.6			The updating and revising of the 14-year old Drought Response Act and Regulations
O	1.1.7			The evaluation of natural, man-made, and inadvertent changes or modifications in the climate and weather affecting the state to determine the significance of each influence
O	1.1.8			The conducting of site evaluations for NWS, SCO volunteer weather observers
O	1.1.9			The continued development/implementation of conservation plans for cooperating land owners
O	1.1.10			The continued analyzation of physical changes along the coast to determine shoreline vulnerability
O	1.1.11			The expansion of the Heritage Trust Cultural Program
O	1.1.12			The continued development/implementation of the State Water Plan - Write and release RFP for Surface Water Modeling of eight basins
O	1.1.13			The expansion and measurement of the groundwater-level monitoring network across the State to assess groundwater availability
O	1.1.14			The monitoring of saltwater intrusion along the coast as well as an expansion of the network of wells

Type	Goal	Item # Strat	Object	Description
o			1.1.15	The continued support of scenic river advisory councils and other partners to address local river management issues
o			1.1.16	The maintaining and updating of management plans for department properties
o			1.1.17	The reviewing and commenting upon permit applications for coastal wetlands modifications
o			1.1.18	The monitoring and reviewing of mitigation banks, with other agencies
o			1.1.19	Facilitate funding for the Boating Infrastructure Grant and the Clean Vessel Act
o			1.1.20	The providing of sound scientific data and management advice to the Atlantic States Marine Fisheries Commission and South Atlantic Fisheries Management Council
o			1.1.21	The providing of expert reviews and comments to the Agency's Office of Environmental Programs on activities that have potential impacts on wildlife habitat, wildlife populations, aquatic habitat or recreational opportunities
o			1.1.22	The implementation of reservoir habitat enhancement activities to improve habitats for cover, nursery habitat, and spawning substrate in the state's public waters
o			1.1.23	The production of fish at the appropriate life stages for stocking in public waters in order to enhance the stock of recreationally significant species
o			1.1.24	The addition of staff positions to provide technical assistance to the public in conjunction with the 46 conservation districts
s		1.2		More effectively develop, coordinate, and integrate resource-specific conversation and management plans, research, and politics within the SCDNR
o			1.2.1	The coordination of the inter-divisional review of all environmental review requests
o			1.2.2	The development of an annual Aquatic Plant Management Plan with input from Agency program managers
o			1.2.3	The development and implementation of specific projects with Agency biologists for habitat enhancement
o			1.2.4	The application of management plans (with local partners) for rivers including the Ashley, Pee Dee, Little Pee Dee, Lower Saluda, and Edisto
o			1.2.5	The communication with constituents through Advisory Committees
o			1.2.6	The representation of the state on regional and national cooperative management boards and commissions

Type	Goal	Item # Strat	Object	Description
S		1.3		Expand sound application of science for natural resource management and decision-making
O		1.3.1		<i>The investigation of other state programs that are similar to South Carolina for management and control alternatives</i>
O		1.3.2		<i>The participation on regional and national aquatic invasive species panels... GSARP, AFWA, SCAPMS, etc.</i>
O		1.3.3		<i>The preparation, publishing, and dissemination of climatic information for those whose activities are related to the welfare of the state and are affected by climate and weather</i>
O		1.3.4		<i>The retention of CoCoRaHS observers</i>
O		1.3.5		<i>The conducting and reporting on studies of climate and weather events of significant socioeconomic and/or environmental importance to the state</i>
O		1.3.6		<i>The geological mapping of four quadrangles in the Coastal Plain and the release of this information</i>
O		1.3.7		<i>Expand the Surface Elevation Table network along the coast on a quarterly basis</i>
O		1.3.8		<i>The completion of the Broad River Project field work in accordance with the four year plan</i>
O		1.3.9		<i>The measuring and release of a water-level map of one of the major aquifers</i>
O		1.3.10		<i>Assess the population dynamics of aquatic and marine species</i>
O		1.3.11		<i>The organizing and facilitating of recycling of oyster shells provided by caterers, restaurants, and the general public</i>
O		1.3.12		<i>The continued development of high resolution elevation data from LiDAR technologies to support scientific, engineering, and natural resources management applications in addition to</i>
O		1.3.13		<i>The conducting of research on species, habitat, and ecological processes in order to provide a basis for adaptive approaches to natural resources management</i>
O		1.3.14		<i>The coordination and facilitating of briefings between biological staff and executive office staff in order to discuss research and habitat management initiatives which impact or can be used to guide</i>
O		1.3.15		<i>The addition of 1 FTE position for the hiring of a Geologist and reinitiate geologic mapping in Piedmont</i>
G	2			Improve the general operations of the Agency
S		2.1		Develop and implement comprehensive operational plans that clearly connect all Agency activities to specific goals and annual accountability reports

Type	Goal	Item # Strat	Object	Description
O			2.1.1	<i>The maintenance of the Aquatic Plant Management Council with a meeting schedule of three times per year</i>
O			2.1.2	<i>The development of an annual Aquatic Plant Management Plan with the Aquatic Plant Management Council</i>
O			2.1.3	<i>The review and update emergency response plans, and maintain a coordinated response for natural disasters and man made emergencies</i>
O			2.1.4	<i>The development of revenue allocation plans as required by statute</i>
O			2.1.5	<i>The seeking of funding for critical capital improvement needs</i>
S		2.2		Fully Develop the Agency's regional hub system
O			2.2.1	<i>The routine communication among staff regarding resource related issues</i>
O			2.2.2	<i>The development of needs at the regional funds for natural resource projects</i>
S		2.3		Continue to develop and maintain modern, well-integrated information systems, and technology throughout the Agency
O			2.3.1	<i>The continued implementation of an integrated law enforcement database as part of the Agency's enterprise computer system</i>
O			2.3.2	<i>The maintaining of accurate daily work log system for treatments, surveys, and GIS records of ANS treatment areas</i>
O			2.3.3	<i>The maintaining and updating of the State Climate Office website, with an overall goal of improving usability</i>
O			2.3.4	<i>The sharing in the user development and quality control of the Regional Climate Center's historical weather database</i>
O			2.3.5	<i>The maintaining and updating of the Flood Mitigation Program website</i>
O			2.3.6	<i>The expanded use of GIS and other technologies in the Heritage Trust Program</i>
O			2.3.7	<i>The maintaining and updating of the Heritage Trust Program website, with an overall goal of improving usability</i>
O			2.3.8	<i>Upgrade Information technology infrastructure to enhance reliability and increase productivity</i>
O			2.3.9	<i>Migrate existing applications from the mainframe and develop new applications using web-based solutions, with assistance from the State's e-commerce vendor</i>
O			2.3.10	<i>Analyze IT risk and vulnerability and improve the Agency information technology infrastructure to increase security</i>

Type	Goal	Item # Strat	Object	Description
O			2.3.11	Maintain, update and enhance web based products as needed, including program web pages and services
S		2.4		Enhance and maintain effective internal communications throughout all levels of the SCDNR
O			2.4.1	The participation in cross divisional Agency meetings
O			2.4.2	The providing of climatological event evaluations for SCDNR Law Enforcement and SC Public Safety Officers, as needed
O			2.4.3	The completion and sharing of special weather event summaries to assist state agency operations
O			2.4.4	The distribution of final Division monthly reports to 46 Conservation Districts
O			2.4.5	The insight and guidance needed to meet NFIP regulations pertaining to Agency projects, as needed
O			2.4.6	The improvement to the Heritage Trust website
O			2.4.7	The organizing and conducting of an internal conference on Management, Research, and Reserves within the coastal zone
O			2.4.8	The participation in state, regional, and national resources conferences
O			2.4.9	Improve the content management aspect of the Agency's intranet/intranet sites in order to disseminate internal information to staff across all offices, field stations and the public
O			2.4.10	The coordination and facilitating of routine meetings to communicate Division and Agency priorities, plan activities, and foster communication between staff at all levels
S		2.5		Maximize efficiency of internal operations and business procedures
O			2.5.1	The development and implementation of better systems within the EBA Office to track the start-to-completion performance of the Office relative to the Agency's capital and boating access projects
O			2.5.2	The development and implementation of survey performance measure relative to the Agency's real assets that are in the process of being surveyed
O			2.5.3	The transition of the receiving and supply function into a single integrated system that serves all of the Agency's divisions
O			2.5.4	The migration of the Agency's asset management/inventory system from the mainframe to SCEIS, including the redesign of Agency inventory reporting and tracking procedures
O			2.5.5	The providing of IT procurement training to Agency staff
O			2.5.6	The completion and distribution of monthly budget reports to all project leaders, allowing budgets to be tracked accurately throughout the fiscal year

Type	Goal	Item # Strat	Object	Description
O			2.5.7	Perform core administrative functions: accounts receivable & payable, procurement, grant management, audit, human resources and asset management, according to agreed upon procedures as
O			2.5.8	To provide ongoing QAQC review of license and permit data to ensure accuracy
S		2.6		Aggressively pursue increases in revenue, state, and federal funding, and identify new funding sources to support accomplishment of the Agency's mission
O			2.6.1	The maintaining of the SC Aquatic Invasive Species Management Plan, as required for federal assistance
O			2.6.2	The seeking of funding for critical capital improvement needs
O			2.6.3	The seeking of grant funding to assist in research and management
O			2.6.4	The awarding of federal grants from the US Geological Survey and the receipt of other county government contributions
O			2.6.5	The pursuing of partnerships with other governmental entities and non-governmental organizations in order to leverage funds for accomplishing department objectives
O			2.6.6	The pursuing of state funding for survey, research, management and maintenance activities on WMA and Heritage Preserve lands, state lakes and state fish hatcheries
O			2.6.7	The pursuing of increased state funding for conservation district operating expenses
O			2.6.8	The pursuing of federal funding opportunities consistent with the department's strategic goals and objectives
G	3			Create an Agency environment that supports a dedicated, professional workforce
S		3.1		Implement comprehensive workforce planning that is consistent with Agency priorities
O			3.1.1	The identification of critical positions and program areas in need of rebuilding as a result of budget reductions and a declining workforce
O			3.1.2	The analyzing of available vacant FTE's and critical staffing needs throughout the Agency to determine appropriate staffing levels
O			3.1.3	The requesting of additional FTE's from the General Assembly when needed in order to perform the Agency's mission
O			3.1.4	The creation and maintenance of procedure manuals for specific offices that will assist in the transition for successors
S		3.2		Expand consistent, Agency-wide employee training, retention, and compensation efforts

Type	Goal	Item # Strat	Object	Description
O			3.2.1	The assessment and implementation of Agency staff increases
O			3.2.2	The development of pay plans that are contingent upon necessary training and job performance
O			3.2.3	The analyzing of the impact of salary increases on turnover rates
O			3.2.4	The development of the law enforcement division training section with the addition of new personnel to more efficiently deliver training opportunities to law enforcement officers
O			3.2.5	The recognition and continued implementation of the National Association of State Boating Law Administrator's Law Enforcement Boat Operation Accreditation
O			3.2.6	The providing of training programs to staff designed specifically to improve safety, competency, and efficiency related to specific job skills
S		3.3		Implement initiatives that improve employee morale and teamwork, instill a sense of pride in the Agency, and emphasize the importance of its mission
O			3.3.1	The assessing of the recognition program by distributing spot awards and thank you cards
O			3.3.2	The providing of work uniforms to Agency staff
O			3.3.3	The establishment and maintenance of an employee recognition program which recognizes exceptional contributions by individual employees
G	4			Enhance public trust and confidence in the SCDNR
S		4.1		Foster more effective communications, outreach, and partnering with the general public and other entities
O			4.1.1	The continued development and enhancement of law enforcement education and outreach programs, including Archery in the Schools; Shooting Clays; hunter and boater education classes; Take
O			4.1.2	The dissemination and encouragement of public comments on department management plans
O			4.1.3	The development and distribution of educational ANS signs at public boat ramps
O			4.1.4	The assisting of state and federal agencies in data acquisition and interpretation before, during, and after periods of severe weather
O			4.1.5	The expansion of the Weatheralert notification process
O			4.1.6	The interaction with conservation districts and state and federal agencies, in an effort to communicate Agency policies and information, as well as to foster partnerships
O			4.1.7	The assisting of local and state agencies in outreach regarding all aspects of the National Flood Insurance Program

Type	Goal	Item # Strat	Object	Description
O		4.1.8		The continued improvement to kiosks at department sites
O		4.1.9		The continued support from Agency staff of scenic river advisory councils and other partners to address local river management issues
O		4.1.10		The conducting of the 2014 Beach Sweep event (Calendar Year) with outreach and communications to the public
O		4.1.11		Increasing the amount of Agency program content in each issue of South Carolina Wildlife magazine
O		4.1.12		The providing of information on agency activities, initiatives, and changes through frequent news releases, media interviews, social media, targeted mailings, and other avenues, while fostering relationships with media
O		4.1.13		The initiating of efforts to consolidate hunting rules and regulations with the goal of simplifying Agency publications
O		4.1.14		The compilation and publishing of an annual update to the state's hunting and fishing laws and regulations for recreational hunters and anglers through the Hunting and Fishing Guide
S		4.2		Develop strategies that address divergent public opinion and expectations concerning issues related to accessibility, use, and protection of natural resources
O		4.2.1		The attendance and participation by Agency staff in public events, trade shows, and public meetings
O		4.2.2		Addressing issues related to access impediments for Agency properties
O		4.2.3		The maintaining of facilities and offices that are readily accessible to the public
O		4.2.4		The engaging of interest groups impacted by changes in resource populations in order to identify options to reverse the decline
O		4.2.5		Assess public opinion and provide information on DNR issues and proposals through public meetings, hearings and workshops
S		4.3		Enhance natural resource education to provide the public with the knowledge necessary to make informed natural resource decisions
O		4.3.1		The development of appropriate educational materials utilizing existing sources
O		4.3.2		The attendance and participation by staff in public events, trade shows, and public meetings
O		4.3.3		The expansion of the Weather and Climate Speaker Series, which provides quality, informative presentations upon request

Type	Item #		Description
	Goal	Strat	
o	4.3.4	Object	The conducting and supporting of programs for students, land users, and the general public
o	4.3.5		The expansion of workshops offered to local floodplain managers in an effort to advance floodplain management
o	4.3.6		The responding to individual requests for information and assistance regarding river use and resource management questions
o	4.3.7		The continuing of the SC Oyster Restoration and Enhancement Program (SCORE) with partners to educate the citizens about the importance of oyster reef habitat
o	4.3.8		The conducting of outreach and education activities for students, land owners and the general public
o	4.3.9		The conducting of a recreational fish tagging program for saltwater fish
o	4.3.10		The maintaining of the Agency's website in an effort to disseminate information to the public regarding SCDNR activities, licensing and titling, and scientific information
o	4.3.11		The providing of education events to the public pertaining to angler education, development of outdoor ethics, stewardship, and conservation in order to increase the public's understanding
o	4.3.12		The conducting of seminars in partnership with Clemson Extension and other organizations in order to educate property managers on wildlife management issues

Agency Name:	Department of Natural Resources
Agency Code:	P240
Section:	047

Item	Performance Measure	Last Value	Current Value	Target Value	Time Applicable	Data Source and Availability	Reporting Freq.	Calculation Method	Performance Measurement Template Associated Objective(s)
1	Utilized new technologies and herbicides to improve habitat.	8	9	5	July 1 - June 30	ANS work sheets and Database.	Annually	All work sheets and databases finalized on the last day of FY.	1.1.3
2	Participated on regional and national aquatic invasive species panels. (GSARP, AFWA, SCAPMS, etc)	8	8	9	July 1 - June 30	Scheduled meetings.	Annually	Staff attendance of GSARP, APMC, SCAPMS, AFMS, AFWA meetings.	1.1.4, 1.2.2, 1.3.1, 1.3.2, 2.1.1, 2.1.2, 2.6.1
3	Maintained accurate daily work log system for treatments, surveys, and GIS records of ANS treatment areas. (acres)	1,284	2,764	1,200	July 1 - June 30	Data entered into ARC/GIS.	Annually	All work sheets and databases finalized on the last day of FY.	2.3.2
4	Coordinated AIS prevention and management with border states and Santee Cooper.	100%	100%	100%	July 1 - June 30	Provided Application Reports/Inclusion in the APM plan.	Annually	All work sheets and databases finalized on the last day of FY.	1.1.4
5	Staff attendance and participation in public events, trade shows, and public meetings.	14	12	10	July 1 - June 30	Scheduled meetings/website.	Annually	Staff attendance of public trade shows, and speakers at public meetings, also telephone conversations.	4.1.2, 4.1.3, 4.2.1, 4.2.2, 4.3.1, 4.3.2
6	Maintained website to disseminate current ANS and treatment information.	100%	100%	100%	July 1 - June 30	Monthly website update.	Monthly	Update of ANS website.	4.1.2, 4.3.10
7	Created and maintained a cost share system for work within the agency, other state agencies, Federal agencies, and local entities	5	9	5	July 1 - June 30	ANS agreements.	Annually	Based upon availability of cost share funding.	2.6.6
8	Maintained appropriate educational materials and provided updates to the public	100%	100%	100%	July 1 - June 30	Website updates and interaction with the public	Monthly	Staff attendance of public trade shows, and speakers at public meetings, also telephone conversations, and updated materials	4.3.1
9	Updated and revised the 14-year old Drought Response Act and Regulations.	None.	Initiated conversation with key stakeholders.	Due to stakeholder input, we should focus on Drought Committee Appointments and Structure.	July 1 - June 30	Stakeholder input.	Ongoing	Stakeholder Meetings.	1.1.6
10	Evaluated the significance of natural, man-made, and inadvertent changes or modifications in the climate and weather affecting the state.	Ongoing.	Ongoing.	Ongoing.	July 1 - June 30	N/A	Ongoing	N/A	1.1.7
11	Prepared, published, and disseminated climatic information for those whose activities are related to the welfare of the state and are affected by climate and weather.	Ongoing.	Ongoing.	Ongoing.	July 1 - June 30	External and Internal Climate and Weather Information.	Ongoing	Weekly and Annual Report can be compared to last year. Severe Weather Summaries vary year to year.	1.3.3

12	Focused on retaining CoCoRaHS observers.	Continue soliciting volunteer observers with a concentration on counties with poor distribution of sites.	Ongoing.	Increase by at least 100%.	July 1 - June 30	CoCoRaHS.	Quarterly	Comparison with previous years.	1.3.4
13	Conducted and reported on studies of climate and weather events of significant socioeconomic and/or environmental importance to the state.	Ongoing.	Ongoing.	Ongoing.	July 1 - June 30	External and Internal Climate and Weather Information.	Ongoing	Varies year to year.	1.3.5
14	Maintained and updated the State Climate Office website, improving overall usability.	Average 4/month.	Average 4/month.	Average 4/month.	July 1 - June 30	Website	Monthly	# Web reviews/updates.	2.3.3
15	Shared in the user development and quality control of Regional Climate Center's historical weather data base.	Avg 2 per month.	Avg 2 per month.	As needed.	July 1 - June 30	ACIS and others.	Monthly	Eliminate, detect unreliable data for editing/correction with Datzilla program supported by NCDC.	2.3.4
16	Provided climatological event evaluations for SCDNR Law Enforcement and SC Public Safety Offices, as needed.	34	40	Varies Based on Incidents.	July 1 - June 30	Requests from SCDNR Law Enforcement and SC Public Safety for watercraft and waterway accident investigation climate or weather support.	Monthly	Based on requests.	2.4.2
17	Completed special weather event summaries to assist state agency operations.	As needed.	As needed.	As needed.	July 1 - June 30	Weather and Climate Information.	As needed	N/A	2.4.3
18	Assisted state and federal agencies in data acquisition and interpretation before, during, and after periods of severe weather.	As needed.	As needed.	As needed.	July 1 - June 30	Pre-season and in-season Tropical Briefings / Weather and Climate Information.	As needed	Varies year to year due to variation in weather occurrences.	4.1.4
19	Expanded the WeatherAlert Listserve.	1,949	2,181	2,300	July 1 - June 30	Email.	Monthly	Subscriber number.	4.1.5
20	Maintain Weather and Climate Speaker Series providing quality, informative presentations upon request.	40-50	40-50	40-50	July 1 - June 30	Monthly Reports.	Monthly	Comparison with previous years.	4.3.3
21	Assessed and provided the number of conservation plans serviced.	450	456	600	July 1 - June 30	Task Support Documents.	Quarterly	Task Support Document results.	1.1.9
22	Compiled and distributed monthly report to Conservation District offices and others.	12	12	12	July 1 - June 30	District offices and field staff.	Monthly	Request monthly data from district offices, field staff and others.	2.4.4
23	Assessed and provided the number of conservation district and partnership agency events.	59	60	80	July 1 - June 30	Monthly activity reports.	Monthly	Staff activity reports.	4.1.6
24	Provided increased technical assistance and administrative support to conservation district commissioners, district staff and partner agencies.	n/a	n/a	n/a	July 1 - June 30	Monthly activity reports.	Monthly	Staff activity reports.	1.1.24

25	Provided increased state funding for conservation district operating expenses.	\$690,000	\$690,000	\$1,000,000	July 1 - June 30	State Budget	Annually	Increased operating expenses.	2.6.7
26	Assessed the redesign of the website, which is underway.	n/a	n/a	n/a	n/a	n/a	Quarterly	n/a	2.3.5
27	Provided assistance to engineering when requested and when impacting the SFHA.	n/a	n/a	n/a	Oct 1 - Sept 30	Community Assistance Program Scope of Work.	Quarterly	Comparison with previous years.	2.4.5
28	Increased funding from FY 2013-14 to FY 2014-15.	1,585,000	1,980,000	1,800,000	Oct 1 - Sept 30	Cooperating technical Partners Scope of Work.	Quarterly	Comparison with previous years.	2.6.8
29	Provided workshops, participated in other Agency workshops, and provided outreach materials regarding Elevation certificates, Biggert-Waters Flood Insurance Reform Act of 2012, and the Homeowners Flood Insurance Affordability Act of 2014.	10	11	11	Oct 1 - Sept 30	Community Assistance Program Scope of Work.	Quarterly	Comparison with previous years.	4.1.7
30	Developed and provided workshops at the local and national level on Obtaining BFEs from A zone models and Use of Non-Regulatory Products.	0	2 workshops.	4 workshops	Oct 1 - Sept 30	Community Assistance Program Scope of Work.	Quarterly	Comparison with previous years.	4.3.5
31	Distributed data request form to determine training needs.	45	48	55	Oct 1 - Sept 30	Cooperating technical Partners Scope of Work.	Annually	Comparison with previous years.	4.3.5
32	Analyze three temporal shorelines along the coast from Capiers Island to Murrells Inlet and three temporal shorelines in ACE Basin to determine shoreline change.	11	79	187	Ongoing.	Geological Survey Information available to the public.	Yearly	Amount coast line analyzed verses total general coast line in miles.	1.1.10
33	Mapped four quadrangles in the Coastal plain and three in Piedmont	263	270	566	Ongoing.	Geological Survey Information available to the public.	Yearly	Number of quadrangles mapped vs total number of quadrangles.	1.3.6
34	Added 4 stations to the Surface Elevation Table network along the coast, and measured network quarterly, with information recorded electronically.	20	24	30	Ongoing.	Geological Survey Information available to the public.	Yearly	Number of stations verses target number.	1.3.7
35	Analyzed information and begin writing final report for the Broad River Project field.	0	1	Understanding of sand as pollutant in Broad River.	1-year left in project.	Geological Survey Information available at end of project.	Yearly	Yes/No	1.3.8
36	Hired field geologist and reinitiated mapping in Piedmont	2	3	5	Ongoing	Deputy Director's office.	Annually	N/A	1.3.15
37	Work RFP for new drill and selected vendor to build drill	0	1	1	Ongoing	Deputy Director's office.	Quarterly	N/A	1.1.13, 1.3.6
38	Hired a Natural Resource Tech II, and upgraded field equipment.	6	7	8	8 months.	Deputy Director's office.	Annually	N/A	1.1.11
39	Upgraded website content and began formulating additional upgrades with new GIS Manager.	0	2	5	1 year.	Deputy Director's office.	Annually	N/A	2.4.6

40	Provide additional information, updated maps, repaired damaged kiosks, and trails.	0	5	10	1 year.	Deputy Director's office.	Annually	N/A	4.1.8
41	Initiated project that partners with Beaufort County to improve access and boat ramp at Fort Frederick Heritage Preserve; also, improved access and provided additional parking at Poinsett Bridge.	0	2	4	1 year.	Deputy Director's office.	Annually	N/A	4.2.2
42	GIS Manager worked with HT staff, also, used cell phone technology bar coding to track visits to HT sites.	2	3	3	1 year.	Deputy Director's office.	Annually	N/A	2.3.6
43	Measurement of Middendorf aquifer and released water-level map.	1	1	1	Ongoing.	Hydrology Section Information available to the public.	Yearly	Measurement of water-levels of one major aquifer per year.	1.3.9
44	Selected vendor and finished work on Saluda River model	1	1	8	Ongoing.	Budget Control Board Information available to the public.	Quarterly	Yes/No	1.1.12
45	Added 24 wells to the groundwater-level monitoring network across the state to assess groundwater availability. (1.3)	134	158	500	Ongoing.	Hydrology Section Information available to the public.	Yearly	Number of counties with minimum of 1 cluster monitoring site.	1.1.13
46	Added 7 wells to the saltwater intrusion monitoring network of aquifers along the coast.	3	10	20	Ongoing.	Hydrology Section Information available to the public.	Yearly	Number of saltwater monitoring wells needed along coast.	1.1.14
47	Continued staff support of scenic river advisory councils and other partners to address local river management issues.	2 of 11 projects supported.	4 of 11 projects supported.	4 of 11 projects supported.	30-Jun	staff program files.	N/A	N/A	1.1.15
48	Continued application of management plans with local partners for rivers including the Ashley, Pee Dee, Little Pee Dee, Lower Saluda and Edisto.	2 of the 3 projects were active.	3 of the 3 projects were active.	3 projects remain active.	30-Jun	staff program files.	N/A	N/A	1.2.5
49	Continued staff support of scenic river advisory councils and other partners to address local river management issues.	2 of 11 projects supported.	4 of 11 projects supported.	4 of 11 projects supported.	N/A	staff program files.	N/A	N/A	4.1.9
50	Conducted 2014 Beach Sweep River Sweep event with outreach and communications to the public.	3,400 participants.	5,200 participants.	5,500 participants.	N/A	staff program files.	N/A	N/A	4.1.10
51	Responded to individual requests for information and assistance regarding river use and resource management questions.	Service as needed.	Service as needed.	Service as needed.	N/A	staff program files.	N/A	N/A	4.3.6
52	Boating Accident Injuries Reported	58	91	N/A	Ongoing	Marine Investigations files	Monthly	Addition	1.1.2
53	Boating Accident Fatalities Reported and Investigated	28	15	N/A	Ongoing	Marine Investigations files	Monthly	Addition	1.1.2
54	Boats Reported Stolen	65	84	N/A	Ongoing	Marine Investigations files	Annually	Addition	1.1.2
55	Outboard Motors Reported Stolen	25	36	N/A	Ongoing	Marine Investigations files	Annually	Addition	1.1.2

56	Stolen Boats Recovered	16	13	N/A	Ongoing	Marine Investigations files	Annually	Addition	1.1.2
57	Stolen OB Motors Recovered	6	12	N/A	Ongoing	Marine Investigations files	Annually	Addition	1.1.2
58	Titling Investigations Conducted	1166	1130	N/A	Ongoing	Marine Investigations files	Annually	Addition	1.1.2
59	Titling Cases Resolved	111	262	N/A	Ongoing	Marine Investigations files	Annually	Addition	1.1.2
60	Zoning Investigations Conducted	29	44	N/A	Ongoing	Marine Investigations files	Annually	Addition	1.1.2
61	Hunter Safety Student Participants	15141	15354	N/A	Ongoing	LE Education Statistics	Annually	Addition	4.1.1
62	Hunting Accidents Reported and Investigated	25	28	N/A	Ongoing	LE Education Statistics	Annually	Addition	1.1.2
63	Hunting Accident Fatalities Reported and Investigated	6	2	N/A	Ongoing	LE Education Statistics	Annually	Addition	4.1.1
64	Archery in the Schools Participants	27000	40000	N/A	Ongoing	LE Education Statistics	Annually	Addition	4.1.1
65	Take One Make One Participants	400	287	N/A	Ongoing	LE Education Statistics	Annually	Addition	4.1.1
66	Take One Make One Hunts	69	74	N/A	Ongoing	LE Education Statistics	Annually	Addition	4.1.1
67	Scholastic Clays Participants	412	430	N/A	Ongoing	LE Education Statistics	Annually	Addition	4.1.1
68	Boating Safety Student Participants	4162	4011	N/A	Ongoing	LE Education Statistics	Annually	Addition	4.1.1
69	Number of Diamondback turtle hatchlings Reared	500	480	550	July 1-June 30	MRD staff report	annual	Sum of laboratory trials	1.3.13
70	Cubic Feet of created habitat on State's Marine Artificial Reefs	812,000	85,000	100,000	July 1-June 30	MRD staff report	annual	DNR Staff Reports	1.2.3, 1.3.13
71	Number of marine game fish stocked in coastal waters	1,595,570	954,527	1,200,000	July 1-June 30	MRD staff report	annual	DNR Staff Reports	1.1.23
72	Number of Bushels of oyster shell collected and recycled	24,552	289,547	30,000	July 1-June 30	MRD staff report	annual	Sum of Field Projects	1.2.3, 1.3.11
73	Number of bushels of oyster shell planted on public grounds	41,000	32,825	35,000	July 1-June 30	MRD staff report	annual	Sum of Field Projects	1.2.3, 4.4.7
74	Federal Funds allocated to coastal marinas and communities	2,351,105	2,542,773	2,500,000	July 1-June 30	MRD staff report	annual	DNR Staff Reports	1.1.19
75	Numbers of Participants in Marine education Programs	8,371	9,050	9,000	July 1-June 30	MRD staff report	annual	DNR Staff Reports	4.1.2, 4.1.12, 4.4.4, 4.4.8
76	Number of man days sampling marine fauna	3,477	3,910	3,900	July 1-June 30	MRD staff report	annual	DNR Staff Reports	1.1.20, 1.1.21, 1.3.10, 1.3.13
77	Number of marine research grant awards	50	52	60	July 1-June 31	MRD staff report	annual	DNR Staff Reports	2.6.8, 1.1.20, 1.1.21, 1.3.10, 1.3.13
78	Accuracy of 89,000 data fields in Commercial Lic applications	N/A	99.83%	100	July 1-June 32	MRD staff report	annual	DNR Staff Reports	1.1.20, 2.5.8

79	Create, implement and update procedure manuals for Boating and Licensing.	45%	75%	100%	July 1 - June 30	Working group of boating/licensing staff, supervisors and training coordinator. Available in written and electronic format upon completion.	Annually or as laws and systems change	Competition of primary topics for manual	3.1.4
80	Created the New VOLTS database for Boating & Licensing.	80%	90%	100%	July 1 - June 30	Application housed by SC Interactive through the state master contract. Available as self service on the internet, through over 500 license sales vendors statewide and all SCDNR regional offices.	Ongoing system enhancements	Completion of functions on master list	2.3.9
81	Continued development of high resolution elevation data from LIDAR technologies to support scientific, engineering and natural resource management applications.	45 of 46 counties completed.	0 due to adverse weather conditions.	Last of 46 counties will be completed in FY 2016.	July 1 - June 30	SC LIDAR Consortium determines priority counties for data acquisition based on available funds which are grants and contributions by agencies and counties.	Annually	Monthly status reports with final acceptance following two independent QA/QC reviews.	1.3.12
82	Continued maintenance and enhancement of the GIS Data Clearinghouse that provides spatial natural resources data to various state and federal agencies, county governments, and private sector companies in order to facilitate natural resources planning, management and research.	422,434 files downloaded.	383,251 files downloaded.	No set target, the number of files downloaded by users increases as new data are completed and added to the clearinghouse.	July 1 - June 30	Data are made available to other gov agencies and the public through the clearinghouse. Data are posted as they are developed. There is no set plan or target for pushing data to the clearinghouse. It is a method of sharing data.	Monthly	Individual map data files are published to the clearinghouse as they are completed. These data are downloaded by a wide variety of users. Download statistics are collected monthly for various internal reports.	1.3.12
83	Replaced servers and storage that reached end-of-life with new equipment.	2	1	0	July 1 - June 30	Hardware is replaced as it goes end of life and is no longer supported by the manufacturer. The SCDNR works with the vendors on state contract to monitor equipment for replacement. SCDNR servers are virtualized so five physical servers provide 38 virtual servers and associated disk storage.	3 to 5 years	Equipment is evaluated for replacement based on manufacturer support and technology life cycle assessments. Most servers and storage go end of life after 3 to 5 years after which time it is obsolete and technical support and parts are no longer available.	2.3.8
84	Upgraded network services at Agency field offices and the installation of wireless access points at offices for secure staff and public access.	9 field offices & the Styx communications center for WIFI installation.	7 field offices & the Styx communications center for WIFI installation.	6 regional and field offices for bandwidth upgrades.	July 1 - June 30	Network services are evaluated and modified as part of the IT Program annual planning and budgeting process to maintain state of the art communications and network services. Agency bandwidth usage is monitored along with current technologies available.	Annually	Assessment of industry network capabilities and services available on state contract measured against bandwidth usage and projected needs. As applications become more sophisticated, increases in bandwidth and data transfer protocols are warranted.	2.3.8

85	Migrated the licensing and boat titling application from the mainframe to an integrated Oracle, web-based solution, with assistance from the State's e-commerce vendor.	80% completed and live.	85% completed and live.	Final 25% planned for FY 2016 deployment.	July 1 - June 30	SCDNR licensing and titling set priorities for development and deployment of the various modules of the system. The primary licensing and titling system went live in November 2013 with additional modules in February and June 2014.	Status reports monthly	Regular meetings of licensing and titling and IT staff as well as e-commerce vendor and staff from other sections as appropriate to identify needs and set priorities.	2.3.9
86	Developed night hunt registration system.	15% enhancements and additions deployed in February 2014.	100% system completed and operational.	0% system completed and operational.	July 1 - June 30	Requested by SCDNR Law Enforcement Division. They provided functional specifications.	Monthly reports on usage and any bugs or issues	Regular meetings of Law Enforcement and IT staff to evaluate performance and functionality.	2.3.9
87	Upgraded primary software systems including database, electronic document management, hurricane tracking, computer aided-dispatch, statistical analysis, GIS and image processing, antivirus protection and web filtering.	100%	100%	100%	July 1 - June 30	SCDNR uses commercial off-the-shelf software whenever possible. These software are maintained annually by payment of technical support and maintenance fees that allows download and updates to agency software. All software is maintained annually.	Annually	Commercial software maintenance is paid annually and staff download and update software systems as new versions and patches are released by the vendor.	2.3.8
88	Inventory and analyze all software, hardware, server and network configurations to ensure compliance with IT security policies and best practices.	0%	50%	100%	July 1 - June 30	SCDNR has acquired sophisticated scanning, interrogation and patching tools to assess vulnerabilities and correct inadequacies	annually	Create composite reports that show an inventory of all IT infrastructure and the associated software/configuration vulnerabilities	2.3.10
89	Completed an IT risk and vulnerability assessment of Agency information technology infrastructure and selected web applications in partnership with the Division of Information Security (DIS).	100%	100%	100%	April 1 - June 30	SCDNR was selected by the State Division of Information Security for a risk and vulnerability assessment by Deloitte. This was completed and the results presented to the SCDNR.	One-time	DIS selected agencies that maintain PII data for the assessment. An outside consultant completed the assessment and presented results to the SCDNR regarding strengths and weaknesses in agency IT and data management procedures.	2.3.10
90	Implement Change Management software and policies to empower key employees to update website content (Intranet and Internet) to become more responsive to Agency and Public needs for information	0%	0%	100%	July 1 - June 30	Intranet pages are created or updated as staff request changes to the content. Additionally, staff implement new web technologies as required to provide appropriate web services.	Monthly	Pages are created or updated as new information is available or as staff request content to be modified or enhanced.	2.4.9

91	Migrated Agency's asset management/inventory system from the mainframe to SCEIS, including the redesign of Agency inventory reporting and tracking procedures.	0% project not initiated.	80% completed.	20% final component.	July 1 - June 30	SCEIS and SCDNR system interface design and planning document to direct agency migration of data from legacy systems to SCEIS.	Annually	IT worked with the SCDNR asset management staff to migrate data from the mainframe to SCEIS in FY2013 and currently are working with SCDNR and SCEIS staff to modify the asset inventory tables in SCEIS, design new reporting tools, and migrate additional data elements to SCEIS.	2.3.8, 2.5.4
92	Provided IT procurement training to Agency staff.	100% completed - 3 sessions.	100% completed - 3 sessions.	3 - sessions.	July 1 - June 30	Required by DNR Executive Office.	Annually	Held training classes on Agency procurement procedures including IT at three agency offices for SCDNR staff.	2.5.5
93	Awarded federal grants from the US Geological Survey and the receipt of other county government contributions to multiagency statewide LIDAR project.	1 - grant & 2 county contributions (\$309,000).	1 - grant for \$50,000.	1 - grant for \$917,000.	July 1 - June 30	Plans based on SC LIDAR Consortium priorities and objectives for LIDAR.	Annually	Priorities and goals determined by SC LIDAR Consortium based on needs and available funding. Prices are based on solicited state contract. Coverage area based on availability of funds.	2.6.4
94	Awarded federal grants from the US Geological Survey to update the South Carolina component of the Protected Areas Database of the US to identify public conservation and recreational lands.	0 - grant not established.	1 - grant for \$20,000.	0 - project will be completed.	July 1 - June 30	SC GAP analysis protected lands database was completed by the SCDNR in 2001. The data provided to the USGS needs updating. USGS provided the financial support and technical procedures for data updates and submission back to the Agency.	One-time	Evaluation of existing PADUS lands against current agency holdings and submit changes and/or additions to state and county protected lands boundaries.	2.6.4
95	Maintained the Agency's website in an effort to disseminate information to the public regarding SCDNR activities, licensing and titling, and scientific information.	307 created, 2,892 modified.	635 created, 1,276 modified.	No set target, the number of pages created or updated are dependent on needs of the agency.	July 1 - June 30	Web/internet pages are created or updated as staff request changes to the content. Additionally, IT staff implement new web technologies as required to provide appropriate web services to staff and to the public.	Monthly	Web pages are created or updated as new information is submitted by SCDNR staff or as new technologies are implemented to improve web site performance and information or data dissemination.	2.4.9
96	Meet all requirements for Agreed Upon Procedures Audit	1	4	0	July 1 - June 30	Report issued by the Office of State Auditor at the conclusion of each audit.	Annually	Number of items noted in Outside Audit Report	2.5.7
97	Conducted reviews of projects with potential impacts on wildlife habitat, wildlife populations, or recreational programs, in conjunction with Environmental Program Section.	30	30	30	July 1 - June 30	Staff monthly reports.	Monthly	Number of reviews.	1.1.21

98	Initiated reservoir habitat enhancement activities at Lake Hartwell under SC Recreational Fishing Compensation Plan with funding through Lake Hartwell PCB natural resources settlement.	1	1	4	July 1 - June 30	Compensation and Settlement Plan.	Annually	Compensation and Settlement Plan.	1.1.22
99	Installed stump fields and gravel spawning beds in State Lakes as part of lake renovations.	15	0	12	July 1 - June 30	Staff monthly reports.	Monthly	Number of fields and beds installed.	1.1.22, 2.6.5, 3.1.3
100	Produced and stocked fish in state waters.	8,637, 111	11,841,752	10,000,000	July 1 - June 30	Staff monthly reports.	Monthly	Number of fish produced.	1.1.23, 2.6.5, 3.1.3
101	Met consistently with biological staff, executive office staff and legislative liaison.	30	30	30	July 1 - June 30	Staff monthly reports.	Monthly	Number of meetings held.	1.3.13
102	Surveyed, inventoried and monitored fish populations in reservoirs.	20	22	25	July 1 - June 30	Staff monthly reports.	Monthly	Number of fish populations monitored.	1.3.13
103	Surveyed, inventoried and monitored fish populations in rivers and streams.	32	20	25	July 1 - June 30	Staff monthly reports.	Monthly	Number of fish populations monitored.	1.3.13
104	Conducted research and monitoring projects on deer, black bear, gopher tortoise, black rail, alligator, wild turkey, furbears, waterbirds, migratory waterfowl, and other species.	10	10	10	July 1 - June 30	Staff monthly reports.	Monthly	Ongoing.	1.3.13, 2.6.5, 3.1.3
105	Conducted meetings regularly with senior wildlife section staff.	24	40	40	July 1 - June 30	Staff monthly reports.	Monthly	Number of meetings held.	2.4.9, 2.4.10
106	Conducted meetings regularly of biological and technical staff.	4	4	4	July 1 - June 30	Staff monthly reports.	Monthly	Number of meetings held.	2.4.9, 2.4.10
107	Conducted annual meeting with freshwater fisheries staff.	1	1	1	July 1 - June 30	Staff monthly reports.	Annually	Number of meetings held.	2.4.9, 2.4.10
108	Created and distributed monthly budget reports to all project leaders.	0	12	12	July 1 - June 30	Business manager.	Monthly	Budget calculations.	2.5.6
109	Secured grant funds to enhance wildlife habitat across the state.	\$608,802	\$594,372	\$594,000	July 1 - June 30	Federal.	Annually	Amount of grant funds.	2.6.5
110	Conducted training programs for CDL, driver safety, rocket nets, bear attack response, prescribed fire, capture and immobilization, boat captains license, pesticide application, OSHA, and first aid.	251	250	250	July 1 - June 30	Ongoing.	Monthly	Number of participants.	3.2.6
111	Prepared news releases for media outlets.	75	75	75	July 1 - June 30	WFF staff.	Monthly	Number of news releases.	4.1.12
112	Responded to inquiries from public on wildlife and freshwater fisheries issues.	6,500	6,500	6,500	July 1 - June 30	WFF staff.	Monthly	Number of inquiries.	4.1.12
113	Coordinated family fishing clinics across the state.	34	30	30	July 1 - June 30	Scheduled meeting.	Monthly	Number of clinics.	4.3.11
114	Coordinated youth fishing rodeos.	15	20	20	July 1 - June 30	Scheduled meeting.	Monthly	Number of rodeos.	4.3.11
115	Coordinated fish art contests.	2	2	2	July 1 - June 30	Scheduled meeting.	Annually	Number of contests.	4.3.11
116	Coordinated Trout in Classroom Programs.	25	25	25	July 1 - June 30	Ongoing.	Monthly	Number of schools.	4.3.11

117	Conducted education programs on wildlife management issues across the state.	250	250	250	July 1 - June 30	Scheduled meeting.	Monthly	Number of programs.	4.3.12
118	Managed and provided lands for public recreational activities	1,083,270	1,095,607	1,090,000	July 1 - June 30	WFF staff	Annually	Number of Acres	2.6.5, 3.1.3