



Getting better all the time

2008 Annual Report



A scenic landscape at sunset. In the foreground, several tall, thin green stems with clusters of bright red flowers stand prominently. Behind them, a body of water reflects the golden light of the setting sun. The water is surrounded by dense green vegetation and tall grasses. In the far background, dark, silhouetted mountains rise against a sky filled with warm, orange and yellow hues. The overall atmosphere is peaceful and natural.

Getting better all the



time

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Letter to the People of Texas

In Fiscal Year 2008, the Texas Parks and Wildlife Department experienced tremendous growth and progress, in large part a result of new funding for parks, fisheries and law enforcement that was approved by the 80th Texas Legislature and voters in 2007. Throughout the year, we kept the public informed about park improvements through our "State Parks: Getting Better All the Time" public information campaign. We began construction on the new East Texas Fish Hatchery. We moved our Game Warden Training Center to its new Hill Country location in Hamilton County. And, we involved record numbers of families and kids in outdoor activities.

Those are just a few of the highlights of the past year. On other fronts, we developed innovative strategies for wildlife management, took measures to ensure healthy ecosystems, and expanded public access to the wild, remote places of Texas. The 2007 State Auditor's Office report on the agency's financial processes identified opportunities for us to improve our business systems, as well. Taken together, these highlights show that the agency, as well as state parks, is getting better all the time.

When dangerous weather strikes, it can often seem as though things couldn't get much worse. Such was the case when Hurricane Ike hit southeast Texas in late summer 2008, with devastating results. But although many agency employees and families were affected by the hurricane, staff went above and beyond the call of duty to help with the state's emergency response efforts. We are deeply grateful to Texas Parks and Wildlife staff members for assisting their fellow Texans who suffered losses. They showed extraordinary compassion throughout this very trying time.

As we near the legislative session in spring 2009, it is quite fitting to thank the Texas Legislature and voters for their continued support, which has enabled us not only to attend to basic needs such as parks maintenance and repair, but also to take our conservation work to the next level.

Looking ahead, we face many challenges. As our population grows, more Texans than ever before are getting outdoors, and the need for recreational opportunities is increasing. At the same time, competing demands and burgeoning pressures on our natural resources will require us to implement new strategies and work even more collaboratively with other stakeholders. We are committed to leading our agency forward as we work to ensure that our conservation initiatives benefit the people, wildlife, and natural and cultural resources of our state.

Peter M. Holt
Chairman

Carter P. Smith
Executive Director



Ralph H. Duggins joins Commission

Ralph H. Duggins was appointed to the Commission in February 2008. He is a partner with the Fort Worth, Austin and Dallas law firm Cantey Hanger LLP, where he specializes in civil and commercial litigation. Duggins has been a member of the Supreme Court Advisory Committee since 1999, serves as a director of the Lena Pope Foundation, a director of the Southwestern Exposition and Livestock Show, and a director of JPMorganChase Bank – Tarrant County.

Duggins replaces Philip Montgomery, of Dallas, who was appointed to the Commission in 2001. Montgomery championed nature tourism and played a key role in development of the agency's network of paddling trails.

Nationwide recruiting for division leadership

The Texas Parks and Wildlife Department is conducting a nationwide search for a new position called "deputy executive director for natural resources." The position will bring additional scientific and policy expertise to help lead the Wildlife, Coastal and Inland Fisheries divisions as they confront the large-scale conservation challenges impacting the future of Texas' unique lands and water.

The agency is also conducting a national search for conservation leaders to replace three division directors who stepped down in FY08. Each of these directors leaves a legacy of leadership in conservation. We are deeply grateful for their talents and their contributions to the agency.



After nearly 25 years with the agency, Coastal Fisheries Division Director **Dr. Larry McKinney** accepted a position as executive director of the Harte Research Institute for Gulf of Mexico Studies at Texas A&M University-Corpus Christi in July 2008. A visionary leader who worked on behalf of threatened species and resource conservation, McKinney led initiatives to protect seagrass meadows, ensure adequate freshwater inflows and enhance sport fishing.



Steve Whiston retired from the agency in August 2008 after 30 years of service, most recently as Infrastructure Division director from 2003 – 2008. During his tenure, the division managed more than 658 projects worth more than \$157 million and obtained legislative appropriations of \$124 million in general obligation bonds to support the agency's construction and repair program. Whiston made tangible contributions to TPWD sites that will serve Texans for years to come.



Dr. Mike Berger retired from the agency in October 2008 after serving for five years as director of the Wildlife Division, capping a 40-year career in wildlife management. Under his leadership, the agency increased the acreage of Texas land under wildlife management plans by over 7 million acres, expanded public hunting and recreational opportunities, and implemented the Wildlife Action Plan to protect critical habitats of wildlife species.



Carter Smith named executive director

While working as a management intern for TPWD's Private Lands and Public Hunting programs in 1992, Carter Smith realized his passion for conserving Texas lands, wildlife and water. Sixteen years later, he was selected by the Texas Parks and Wildlife Commission to serve as the agency's executive director. Prior to joining TPWD in January 2008, he had been with The Nature Conservancy of Texas since 1998, serving as state director since 2004. While there, he cultivated relationships with landowners and state and federal agencies, and gained a reputation as an inclusive forward thinker. Smith has a wildlife management degree from Texas Tech and a master's degree in conservation biology from Yale University.

"I came to the Texas Parks and Wildlife Department because of my deep and abiding respect for its mission and its people. Together, we will help shape the future of Texas' lands and water."

Executive Director Carter Smith

Texas state parks

Getting better all the time

The 80th Texas Legislature approved nearly \$182 million in funding and bonds for state park operations, capital repairs and improvements, staffing, and local park grants over the biennium. The agency immediately put these dollars to work as State Parks and Human Resources filled over 200 new staff positions, and Infrastructure worked with State Parks to repair and improve park facilities. State Parks and Communications informed the public about park improvements through a *State of Parks* newsletter and a series of news roundups available on the agency's Web site with the theme "Texas State Parks: Getting Better All the Time." By spring 2008, parkgoers were enjoying reopened campgrounds and trails, improved maintenance, better customer service and more interpretive programming. Over Memorial Day weekend there were 7,369 camping reservations at Texas state parks, a 22 percent increase over the same period in 2007.

"We are using these funds to create a world-class park system that will generate tourism dollars and help Texans reconnect with nature."

- State Parks Division Director Walt Dabney

Big Bend Ranch expansion

Public use plan, land acquisitions provide access to additional park areas

Dozens of new campsites, trails and backcountry roads have opened up pathways to adventure in the rugged backcountry at Big Bend Ranch, Texas' largest state park. Outdoor enthusiasts can enjoy more horseback riding, mountain biking, hiking, exploring and camping opportunities. The expansion, made possible by new funding from the Texas Legislature, was based on a public use plan developed by the State Parks and Infrastructure divisions with public input through a series of statewide meetings. A new newsletter, *El Solitario*, was launched to educate the public about the park and its features. The upgraded park Web page provides GPS coordinates and photo tours of the new sites.

In 2008, TPWD Land Conservation Program staff worked closely with The Nature Conservancy to purchase 11 privately owned inholdings totaling nearly 6,800 acres within the park. A second transaction added 932 additional acres, resulting in acquisition of most of the inholdings in the park. The land tracts will provide additional riverfront, road and trail access.



Land agreement enlarges Palo Duro Canyon State Park

Texans can enjoy the stunning vistas in Palo Duro Canyon State Park forever, thanks to a land deal that protects nearly 2,900 acres of private land adjacent to the park from development. The TPWD Land Conservation Program staff worked with the Trust for Public Land to purchase the Fortress Cliffs Ranch, including a six-mile stretch of land along the canyon rim. The land acquisition ensures that parkgoers will always be able to enjoy rugged views of the most dramatic and prominent cliff face in the park. A press conference and celebration were held at the park in fall 2008.



Hunt Texas Online Connection matches up hunters with leases

Through a new, free service called Hunt Texas Online Connection, landowners can list hunting lease opportunities, and hunters can search online for hunting opportunities by lease type, county, game animal, cost per hunter and other factors. They can also explore links to privately operated hunting lease Web sites. The free service makes it easier to match up people looking for a place to hunt with landowners who offer hunts on their property.



New paddling trails provide access to nature

In FY08 the agency and its partners celebrated the opening of four new paddling trails—Bastrop, Victoria-Riverside, Nichol's Landing and Arlington. Paddling trails are an increasingly popular way to provide fun nature trips on public waterways for all levels of paddling experience. TPWD oversees a total of seven coastal and seven inland paddling trails. While most of the trails run along rivers and bays outside of metropolitan areas, the Arlington paddling trail is the first to be located on a lake in a major urban area. Bastrop's El Camino Real trail is the first of six potential trails along the Lower Colorado River.



MILESTONES

Texas youths attend Parrie Haynes Ranch anniversary event

It was only fitting that more than 200 young people attended an event honoring the 50th anniversary of the passing of Parrie Haynes, the Texas rancher who bequeathed 4,500 acres of her ranch to "the orphans of Texas." Today, the TPWD Communications Division manages the ranch as a youth activity, conference, and equestrian facility. In its February 2008 issue, *Trailblazer* magazine singled out the ranch as an ideal setting for spring equestrian trail riding.

Eisenhower State Park celebrates 50th anniversary

Parkgoers, park staff and public officials gathered at Eisenhower State Park on Lake Texoma for a fun-filled anniversary celebration that included children's activities, fly-fishing seminars and a racing boat display. Named for Dwight D. Eisenhower, the park is a popular destination for campers, boaters and picnickers.



Recreation dollars for local communities

Grants provide new opportunities for hunting, fishing and boating activities

In FY08 the Texas Parks and Wildlife Commission approved over \$25.1 million in grants for local communities to develop city and county park sites and facilities. The State Parks recreation grants staff made awards for projects ranging from fishing and boating facilities, outdoor education classrooms, interpretive signs and drinking fountains, to ballfields, gymnasiums and playgrounds.

Boat ramp projects to enhance access for boaters, anglers

Four new projects were awarded more than \$1.4 million in matching federal grants for the purchase, construction, renovation and maintenance of boat ramps in Llano County, Waco, Port Aransas, and the Village of Surfside Beach. TPWD administers the grants through the State Boating Access Program, with funding provided by the Federal Aid in Sport Fish Restoration Act.

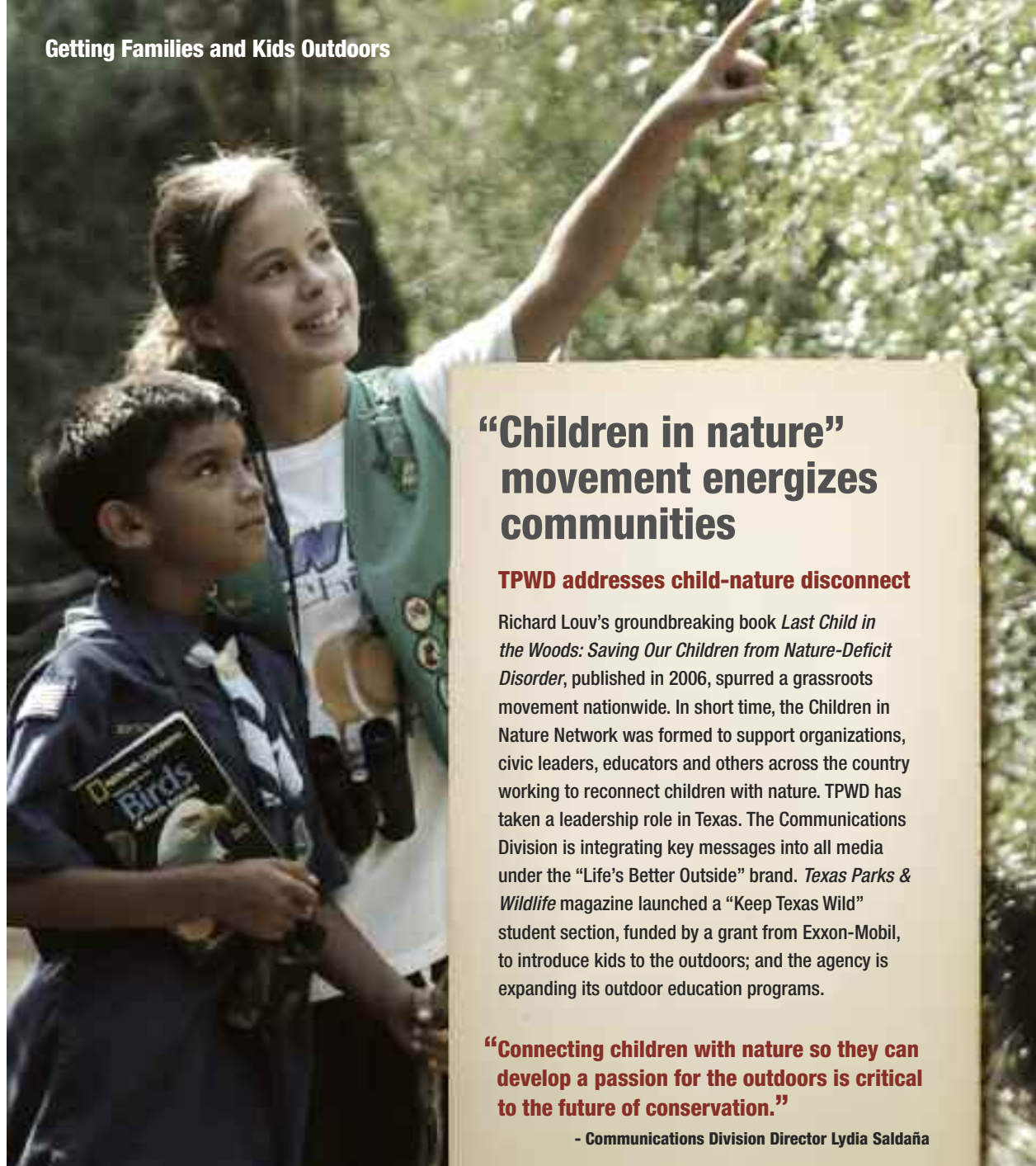
TPWD contracts with marketing agency to reach growing Hispanic population

In FY08 the agency entered into a contract with For Positioning Only (FPO), a multicultural marketing and advertising agency that helps clients create integrated campaigns to reach diverse populations. The Hispanic population is projected to approach nearly half (48 percent) of the total population of Texas within the next decade. The Communications Division marketing team will work closely with FPO to gain a better understanding of Hispanics in Texas so that TPWD can do a better job of providing effective programs for this important demographic group.



Students take aim with Archery in the Schools

Drawing on the National Archery in the Schools model, TPWD created the Texas–National Archery in the Schools program in 2006 to provide archery training in physical education classes for students in grades 4–12. Thirty-eight percent of students in the program have expressed an interest in bowhunting, and educators report that the program inspires their students to greater achievement in school. The third annual Texas–National Archery in the Schools Tournament was held on March 28 at the Mayborn Convention Center in Temple, with 476 students from 19 schools.



“Children in nature” movement energizes communities

TPWD addresses child-nature disconnect

Richard Louv’s groundbreaking book *Last Child in the Woods: Saving Our Children from Nature-Deficit Disorder*, published in 2006, spurred a grassroots movement nationwide. In short time, the Children in Nature Network was formed to support organizations, civic leaders, educators and others across the country working to reconnect children with nature. TPWD has taken a leadership role in Texas. The Communications Division is integrating key messages into all media under the “Life’s Better Outside” brand. *Texas Parks & Wildlife* magazine launched a “Keep Texas Wild” student section, funded by a grant from Exxon-Mobil, to introduce kids to the outdoors; and the agency is expanding its outdoor education programs.

“Connecting children with nature so they can develop a passion for the outdoors is critical to the future of conservation.”

– Communications Division Director Lydia Saldaña

Fishing programs help families create memories on the water

State parks and local communities celebrated National Fishing and Boating Week, June 1–8, with events such as fishing clinics, contests, and catch and release fishing at Sea Center Texas. The Free Fishing in State Parks program celebrated its fifth anniversary with fishing events in more than a dozen state parks.

Thanks to a \$250,000 contribution from the Texas Bass Classic Foundation, the Inland Fisheries Division expanded the Neighborhood Fishing Program from nine lakes in 2007 to 13 in 2008. Additional lakes were added in the Houston, Dallas and Austin metropolitan areas to reach the target audience of youth and non traditional anglers. The Coastal Fisheries Division hosted Flat Out Fishing for the fifth year, on February 9, at Lake Jackson. The event provided seminars and presentations designed to help anglers improve their skills.





TPWD increases Spanish Hunter Ed class offerings to meet demand

In 2007, TPWD's Hunter Education program offered seven hunter education classes for Spanish-speaking students, with 67 students certified. This represents roughly a 50 percent increase over 2006. The courses are taught completely in Spanish, with manuals and exams in Spanish, as well. Through these as well as courses for women and hearing-impaired students, the agency's goal is to reduce barriers to participation in hunting and hunter education.



Second annual Toyota Texas Bass Classic features Trace Adkins

Biggest bass tourney in Texas draws 30,500

In April 2008, 30,500 visitors descended on Lake Fork for the second annual Toyota Texas Bass Classic, a three-day event featuring some of the best bass angling in the country, activities for kids, and country music featuring Trace Adkins. The event offered a \$750,000 purse and provided a fun-filled way to introduce urban families to the outdoors. Tournament rules allow anglers to get credit for their catch and still comply with the slot limits by immediately weighing and releasing fish caught in a length "slot" between 16 and 24 inches. Proceeds from the event support TPWD fisheries and outreach programs.



Texas Outdoor Family program expands to state parks

The Texas Outdoor Family program provides weekend workshops for families and children who may have no outdoor experience, so they can learn basic outdoor skills. The program was piloted two years ago with city parks and local partners. In summer and fall 2008, it was expanded into state parks with a new series of weekend workshops. The program supports the "children in nature" movement by providing a way for families to introduce their kids to nature-centered activities.

EXPO activities draw families outdoors



Approximately 37,575 visitors poured through the gates of the 17th annual Texas Parks & Wildlife Expo, the agency's premier large-scale outreach event, the weekend of October 4 and 5, 2008. About half the attendees were children, many from urban areas, and they got a taste of the outdoors through activities such as shooting sports, fishing, kayaking, scuba diving and mountain biking. Additional popular activities included the "Birds of Prey" show featuring Master Falconer John Karger, the "touch tank," and new hands-on activities in the Green Zone sustainable living area.



IN THE SPOTLIGHT

On June 7, Charlie Pack of Waco was inducted into the Texas Freshwater Fishing Hall of Fame at the Texas Freshwater Fisheries Center. Pack integrates fishing into every aspect of his life, and his *Fishing Country* television show won a Telly Award in 1992. He has won several fishing championships and is the inventor of the "Pack Pole," an 11-foot telescoping crappie rod.

Hunter recruitment programs target youth, adults

In May 2008 the Texas Parks and Wildlife Commission approved a Mentored Hunting Permit to recruit people from non traditional hunting backgrounds. Participants earn a permit by attending a mentored hunting workshop to learn hunting skills, safety, ethics, rules and regulations. In addition, the agency sold over 11,000 hunter education deferrals in an attempt to reach more adult hunters. In partnership with the Texas Wildlife Association, TPWD offered the Texas Youth Hunting program for the 11th year. Over 35,435 youth, adults and volunteers have been trained since the program began in 1997. Youth target shooters from across the state attended the first invitational Texas Youth Super Shoot & Family Fun Festival on June 21 at the Elm Fork Shooting Sports complex in Dallas.

Wildlife Division confronts challenges of land fragmentation, urbanization

The Texas landscape is transforming as farm and ranch land is subdivided and sold in smaller parcels. Urbanization contributes to land fragmentation, which poses threats to wildlife such as blocked access to travel corridors and food sources. To reconnect urbanites to wildlife, TPWD urban wildlife biologists are assisting regional planners and developers, training volunteers, and offering workshops to help landowners manage for wildlife habitat on smaller properties. In 2007, the Wildlife Division partnered with the Texas Forest Service to offer training to natural resource professionals to help them better address urban issues. In October 2008, TPWD hosted the Southeastern Association of Fish and Wildlife Agencies' annual conference, with the theme "Our Land, Our Water: New Wildlife Management Partnerships."



TPWD presents Lone Star Land Steward Awards

Diverse group of awardees honored for exemplary conservation achievements

The Sand County Foundation and TPWD recognized the 14th annual Lone Star Land Steward Award winners on May 21 in Austin. This year's regional recipients included multigenerational landowners, a uniquely managed golf course, and the iconic King Ranch in South Texas. The prestigious \$10,000 Leopold Conservation Award went to the Llano Springs Ranch, owned by the Vandivier family. In addition to restoring their 5,100-acre ranch, the Vandivier family added public recreation activities such as hunting, paddling, angling and birding, that generate money for conservation.



Endangered wildlife coming back in Texas

The endangered whooping crane is coming back from the brink of extinction in the 1940s, thanks in part to habitat management and land conservation efforts by the U.S. Fish and Wildlife Service, TPWD and others. The winter migration count in Texas reached 266 in early 2008, up from 237 the previous year and breaking the record for the fifth year in a row. The endangered brown pelican is also making a comeback on the Texas coast as a result of the ban on DDT and strong protection by state and federal agencies. In other regions of the state, the black-capped vireo is thriving as a result of an active cowbird trapping program, and the bald eagle is recovering since being removed from the Endangered Species List in 2007.



Majestic bighorn sheep roam West Texas again

Restoration effort leads to highest population in over 100 years

Wildlife Division staff recorded more than 1,193 desert bighorn sheep in mountain ranges throughout the Trans Pecos in August 2008, an increase of 210 over 2007. This total approaches the numbers found in West Texas in the late 1800s before the native population began to decline and, finally, disappear as a result of unregulated hunting, disease and predation. A restoration effort began in 1954, and with landowner and Texas Bighorn Society support, TPWD has implemented conservation strategies to restore bighorn sheep in Texas. Hunter funded initiatives, sheep permit auctions, and the Sport Fish and Wildlife Restoration federal aid program have provided money for research and management efforts. As the bighorn sheep population has grown, the herd structure has stabilized and their quality has increased. A record 15 harvestable rams were identified in 2008.

“The dedication of private landowners, the Texas Bighorn Society, and Texas Parks and Wildlife has resulted in one of the most successful bighorn restoration and management programs in the U.S.”

Former Wildlife Division Director Mike Berger



Big Game Awards, Big Time Texas Hunts support conservation

The TPWD Wildlife Division and the Texas Wildlife Association coordinated the 17th annual Texas Big Game Awards program, and presented awards at eight regional banquets and the statewide banquet in San Antonio. The program offers educational seminars and recognizes hunters who harvest quality big game, and the landowners who produce them, using a scoring system that encourages proper habitat management. The Big Time Texas Hunts program, which offers exclusive hunting packages to the winners, continued for the 12th year, with proceeds benefiting conservation, wildlife management and public hunting in Texas.



Horned lizard generates money for nongame species

Texans who add pizzazz to their vehicles by purchasing a conservation license plate with an image of a horned lizard, whitetail deer, largemouth bass or bluebonnet, are raising millions of dollars for conservation. In 2007 the 80th Texas Legislature approved the use of revenues generated from sales from all conservation license plates for wildlife and habitat projects. This action is especially important for nongame conservation, which lacks a dedicated source of funding but now benefits from the most popular of the plates, the horned lizard. Last year, the Wildlife Diversity Conservation Grants Program made available nearly \$1 million in matching grants to partners to implement the Texas Wildlife Action Plan. Program dollars also paid for the \$20,000 top prize in the 12th Annual Great Texas Birding Classic, which was directed to bird conservation projects.

Staff to research effects of wildfire on Chaparral WMA

A wildfire that burned 95 percent of the 15,000 acre Chaparral Wildlife Management Area in March 2008 spared most of the wildlife and infrastructure on the area. There was no injury or loss of human life, although a research building was burned. Research began immediately to learn how the landscape recovers from a large scale fire. Wildlife Division staff will use the area as a research laboratory to study the restoration of the landscape for years to come.





Mexican wildlife agencies look to TPWD

Recently, wildlife management authority in Mexico was decentralized to the six states along the U.S. border. TPWD is offering professional development to these states as they set up new wildlife agencies. Workshops on survey standardization have been conducted at wildlife management areas, and some Mexican biologists have trained with TPWD personnel. Two cadets from Nuevo Leon graduated from the Texas Game Warden Academy in 2007. Also in 2007, TPWD continued to offer Spanish-language hunter education classes and organized the Safari Club International convention panel to promote sustainable wildlife use in Mexico.

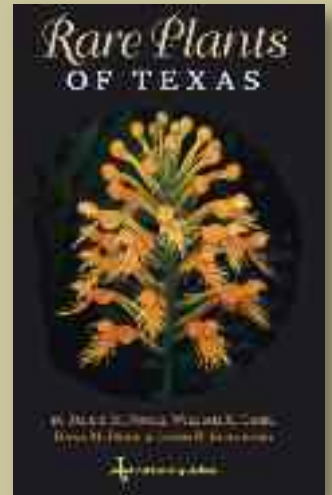


TPWD role in wind energy development

The agency established voluntary recommendations for wind energy development in 2007 and is adding specific recommendations for the Panhandle and southern high plains region. TPWD will also develop recommendations for other ecoregions where wind energy is expanding. As wind energy development in the state increases, TPWD will have a key role in balancing wind power expansion with wildlife habitat protection. In the last year, TPWD, AgriLife Extension and the Texas Wildlife Association sponsored two landowner workshops in Abilene and Amarillo. Topics included the history and current state of wind energy; its future and viability; possible effects on wildlife; and other, related issues.

TPWD rejects border fence land offer

In July 2008, the Texas Parks and Wildlife Commission voted to reject a federal proposal to acquire part of the Anacua Unit of the Las Palomas Wildlife Management Area near the border for the purpose of constructing part of the border fence through the property. Although the agency understands the need for border security, the fence section would dissect a portion of one of the most ecologically diverse regions in the United States. The federal government has responded by filing a lawsuit to condemn the land. This and related border issues will pose challenges for the agency in the years to come.



TPWD and Nature Conservancy author rare plants book

In 2007, Texas A&M University Press published *Rare Plants of Texas*, jointly written by TPWD botanists Jackie Poole and Jason Singhurst; former TPWD botanist Dana Price; and William Carr, a botanist with The Nature Conservancy of Texas. The 656-page, user-friendly guide, illustrated with photographs, drawings and color maps, identifies and describes over 200 rare and threatened plant species in Texas. The culmination of years of painstaking research, *Rare Plants of Texas* contributes greatly to the knowledge of Texas plants. It will prove useful both for generalists and for researchers, conservationists, botanists, students and other conservation professionals.

Environmental Flows Committee begins work

The passage of Senate Bill 3 by the 80th Texas Legislature established a statewide Environmental Flows Advisory Group to work with basin and bay area stakeholders to develop recommendations for environmental flow protection. Texas Parks and Wildlife Commissioner Karen Hixon was named to the group, which began its work during FY08. As the population of Texas doubles over the next 30 years, the pressure will increase to divert more water to meet those needs. The advisory group will make recommendations to the Legislature about how to address ecological needs of rivers and bays in water permitting and allocation decisions, and encourage voluntary conversions of existing water rights to environmental flow protection.



Gulf Coast Programs Use Ecosystem Approach

Menhaden catch limits protect Gulf ecosystem

The Texas Parks and Wildlife Commission approved a proposal to limit the total allowable catch for Gulf menhaden to 31.5 million pounds per year. To provide some flexibility in the commercial fishery, a 10 percent overage would be deducted from the following year, and a 10 percent underage would be rolled to the subsequent year. The proposal is an ecosystem-based approach that limits the current menhaden fishery and bycatch to current levels and prevents expansion in state waters.

Shrimp buybacks good for Texas bays

In the 1990s, TPWD started a program to purchase and retire commercial shrimp licenses in order to create a more sustainable shrimp population, while providing a way for commercial shrimp fishers to leave a business that is on the decline. As of May 2008, more than 1,800 licenses had been retired from the shrimp business, and unintended bycatch had decreased by 80 percent. Positive ecological effects include an increase in abundance of bycatch species such as croaker, sand trout and anchovies, and a higher catch rate for commercial shrimpers. Private donors and the Parks and Wildlife Foundation played a key role in the buyback effort, and additional funding came from a surcharge on commercial licenses and saltwater fishing stamps purchased by recreational anglers.



Oyster reef mapping and restoration

Project will identify and restore oyster habitat, including habitat damaged by hurricanes

In FY08, the Coastal Fisheries Division began planning and mapping activities for the Oyster Reef Mapping and Restoration Project. The project uses side-scan sonar to map the major oyster reefs of Galveston Bay and Sabine Lake, implement oyster restoration projects on commercial and non-commercial reefs, and identify and remove any debris that might be detrimental to commercial fishing activities. The project was started in 2007 using funds appropriated by Congress in response to Hurricanes Katrina and Rita. Several partners are involved, and additional funding is being sought through federal grant programs. To date, more than 6 square miles of reef area have been surveyed in Galveston Bay along with about 2.5 square miles of the main oyster reef area in Sabine Lake.



All's clear for boating on Lake Conroe

Ecologically balanced management plan has nearly eradicated hydrilla on the lake

Hydrilla control in Lake Conroe has been a challenge since the 1980s. Because of disagreement within the local community about the best way to treat the problem, hydrilla has continued to plague the popular 21,000-acre reservoir located just north of Houston. The Inland Fisheries Division staff cultivated relationships with anglers, homeowners, local businesses, the San Jacinto River Authority and other key players to develop an integrated pest management plan for the lake. Through staff's perseverance in bringing the stakeholders together, the plan succeeded. As of August 2008, hydrilla was limited to 1.3 acres of the lake.



Texas Parks & Wildlife magazine profiles the Gulf of Mexico

The July 2008 issue of *Texas Parks & Wildlife* magazine, "The State of the Gulf of Mexico," takes an in-depth look at water resource issues in the gulf, including coral reefs, sperm whales and other marine animals, the Laguna Madre, commercial fishing, and recreational getaways. The July magazine is the latest in an award-winning series the Communications Division started in 2002 with its first water issue, "The State of Water."



Partners announce completion of North Deer Island shoreline project

Restoration protects endangered brown pelican, threatened reddish egret, white faced ibis

At a news conference in May 2008, partner agencies announced the completion of an eight year, \$3.2 million project to restore the shoreline of North Deer Island in West Galveston Bay. The project team imported 24,100 tons of rock from a quarry in Missouri and used it to construct a 6,450 foot stone breakwater along the shoreline, which had been eroding at a rate of 10 feet per year. In addition, dredge material was used to create an additional 8 acres of intertidal marsh. The project protects habitat for over 19 bird species. Project partners included TPWD, Audubon Texas, the U.S. Fish and Wildlife Service, the Galveston Bay Estuary Program, and the Texas Commission on Environmental Quality.

Hurricane Ike

...it can't get much worse



A flood of support for hurricane victims; TPWD game wardens, biologists and state parks go all-out to help displaced Texans



When Hurricane Ike slammed into the Galveston-Houston area in September 2008, leaving devastation in its wake, the Texas Parks and Wildlife Department served on the front lines as part of a multiagency disaster response team coordinated through the governor's office.

TPWD employee relief effort

Many employees who work in field offices or state parks in southeast Texas were affected by Hurricane Ike and, in some cases, lost their homes. TPWD Executive Director Carter Smith called on the Human Resources Division (HR) to lead an agencywide disaster relief effort. In coordination with the Texas Parks and Wildlife Foundation, HR and agency staff raised more than \$117,000 for employee disaster relief, and provided temporary housing for employee families who had been displaced.

Law Enforcement deployed more than 200 game wardens to conduct search-and-rescue operations and assess damages. Sixty-four state parks opened their gates to provide free camping for roughly 6,000 hurricane evacuees. Communications Division staff at Austin headquarters coordinated with field staff to post timely news updates on the agency's Web site.

Spanning 600 miles and approaching a Category 3, Ike was the first major hurricane to hit the U.S. since hurricanes Katrina and Rita slammed Texas in 2005. And it was not the first disaster to strike Texas in FY08. When Hurricane Dolly hit the Rio Grande Valley in July 2008, the agency deployed 97 game wardens, radio techs and boat mechanics within hours of the event as an integral part of state emergency management.

"I am grateful to Texas Parks and Wildlife staff members for assisting their fellow Texans who suffered devastating losses. They showed extraordinary compassion throughout this very trying time."

- Executive Director Carter Smith



Hurricane Ike obliterates Sea Rim and Galveston state parks

Along its path of devastation, Hurricane Ike swept away facilities and caused catastrophic damages at Sea Rim and Galveston Island state parks. At the height of the storm, 37 additional state parks were closed. The San Jacinto Battleground and six other state parks in southeast and northeast Texas suffered significant damages. The Infrastructure Division is making field site visits to assess facilities damage and repair costs, and the recovery process is underway.



Training the best

New game warden training center to have state-of-the-art facilities

Texas game wardens are widely recognized as the best-trained corps of conservation officers in the country. Since the first game wardens entered the scene in 1895, the force has expanded to nearly 500. To meet the demands of modern conservation law enforcement, TPWD is constructing a state-of-the-art Texas Game Warden Training Center, located on 220 acres in Hamilton County donated by the Police Activities League. The Legislature approved the use of funds from the sale of the previous Game Warden Academy property to develop the training center, and the Texas Game Warden Association and Texas Parks and Wildlife Foundation have raised approximately \$6.8 million in private donations. The first cadet class entered the training center in fall 2008.

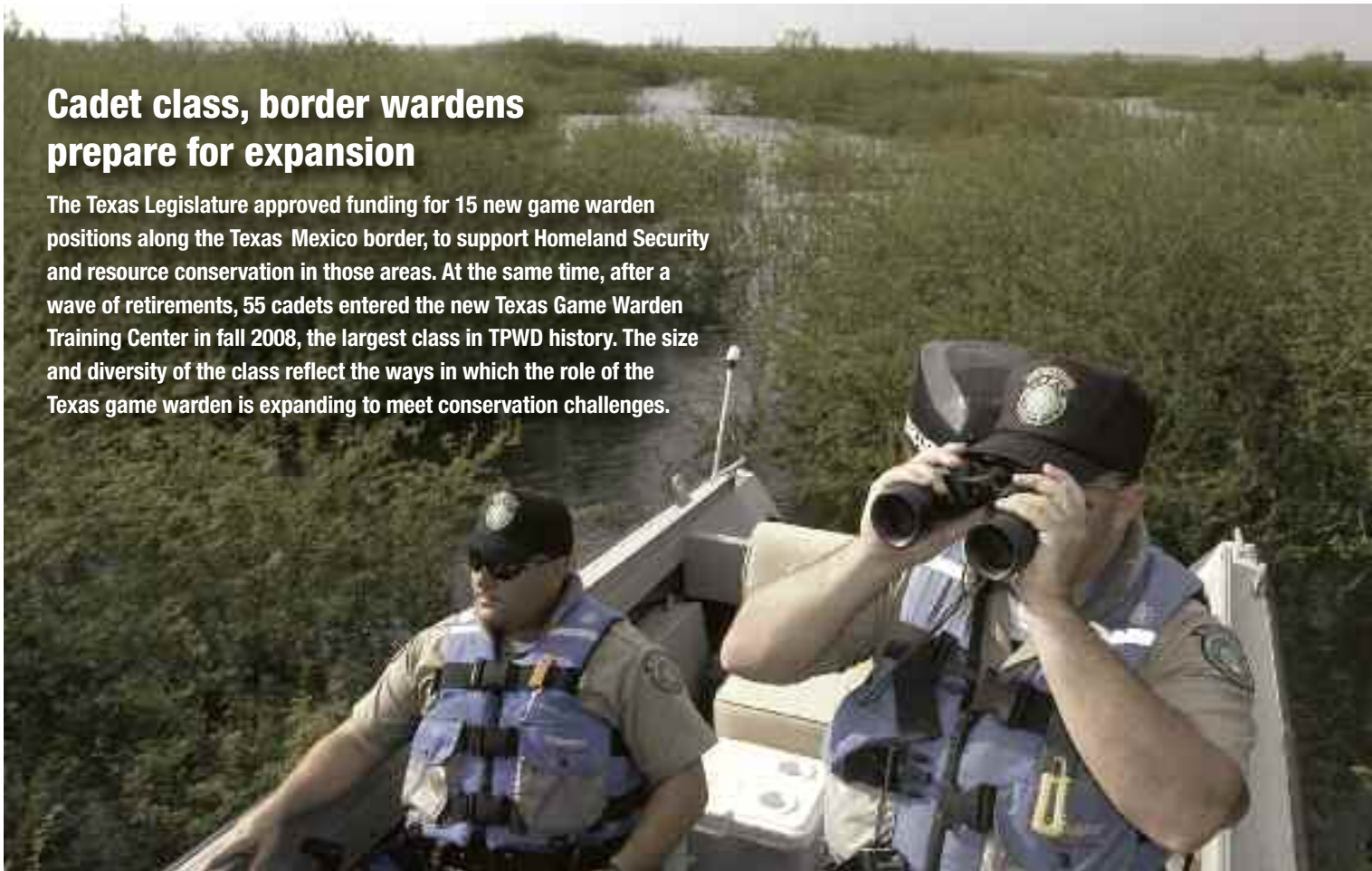


“The state-of-the-art facilities at the new Game Warden Training Center will enable our cadets to undergo the rigorous training necessary to protect the natural resources and people of Texas.”

- Col. Peter Flores, Law Enforcement

Cadet class, border wardens prepare for expansion

The Texas Legislature approved funding for 15 new game warden positions along the Texas Mexico border, to support Homeland Security and resource conservation in those areas. At the same time, after a wave of retirements, 55 cadets entered the new Texas Game Warden Training Center in fall 2008, the largest class in TPWD history. The size and diversity of the class reflect the ways in which the role of the Texas game warden is expanding to meet conservation challenges.





53rd Game Warden Academy Class (2008)

Operation Game Thief uncovers poaching ring

In fall 2007, a man drove past a billboard for Operation Game Thief (OGT), Texas' wildlife crime-stoppers program that offers rewards for information leading to conviction for a wildlife crime. He called the number on the billboard to report possible poaching activities north of Houston, and his phone call led to the uncovering of an illegal deer hunting operation in Southeast Texas. At the conclusion of the investigation, 247 criminal charges were filed against 20 offenders. The OGT program was created by the 67th Legislature to assist game wardens in our state's ongoing battle against poaching. OGT has evolved into one of the nation's premier wildlife crime-stoppers programs.



Water safety efforts bring positive results

Award-winning education campaign, new regulations promote boating safety

In response to an increase in water-related accidents from 2006 to 2007, the agency took aggressive actions to improve water safety. The Communications and Law Enforcement divisions partnered with the Lower Colorado River Authority for the second year on the "Nobody's Waterproof" education and awareness campaign that targets 18- to 34-year-old male boaters. Country music star Kevin Fowler volunteered his time to help get the message out as the outreach team provided safety information to boaters. In 2008 the campaign received two national awards.



Hunting accidents on the decline

TPWD celebrates 20 years of Hunter Education success

The number of hunting accidents continued to decrease steadily in 2007, marking 20 years since hunter education became mandatory in Texas in 1988. According to the International Hunter Education Association and TPWD hunter education officials, there were 26 accidents and four fatalities last year, compared with 69 accidents and 12 fatalities in 1987.



IN THE SPOTLIGHT

Law Enforcement officers to attend elite academies

In FY09 Capt. Shawn Phillips, of the Law Enforcement Division, and Capt. Joe Carter, of the Executive Office, were selected to attend the FBI National Academy, which supports the professional development of law enforcement leaders. Law Enforcement Division Director Col. Pete Flores will attend the National Conservation Leadership Institute, which focuses on national conservation issues and leadership principles.

Rider 30 study leads to approval of capital repair projects

Renovations will generate revenue, improve functionality, and preserve the heritage of the Civilian Conservation Corps

Thanks to approximately \$69 million in bond money approved by lawmakers and voters, the Infrastructure and State Parks divisions are planning capital repairs to park facilities across the state. A study by an outside consulting team, required by Rider 30, assessed the agency's proposed capital repair project list and recommended that all projects "be allowed to move forward without delay." The consultants provided a briefing to state leaders, the agency's oversight committees and the Legislative Budget Board, and in summer 2008 the projects were approved. Repairs are in the planning stages and slated to begin in FY09.



MILESTONE

CCC veterans honored at Bastrop State Park

To commemorate the 75th anniversary of the Civilian Conservation Corps (CCC), Bastrop State Park hosted an event honoring approximately 70 former CCC members who, in the 1930s and '40s, were part of the corps of young men who helped build the historic structures of the Texas State Park system.





IN THE SPOTLIGHT

Sheldon Lake rated high for sustainability

In 2007 the Environmental Learning Center at Sheldon Lake State Park became the first TPWD facility to earn a prestigious Leadership in Energy and Environmental Design (LEED) certification from the U.S. Green Building Council. Approximately 7,500 students visit the center each year, where they can learn about solar arrays, wind turbines and other examples of green design and construction, and participate in hands-on activities such as water sampling and testing.



New conservation center unveiled at the TFFC

The Inland Fisheries Division completed the new Richard M. Hart and Johnny Morris Conservation Center at the Texas Freshwater Fisheries Center (TFFC). The new 14,000-square-foot center, which was constructed with \$2.1 million in private contributions, includes a conference center, classrooms, and the Texas Game Warden Museum. The TFFC has deep community roots and a strong track record in outreach and education. The annual "Halloween at the Hatchery" event in October 2007 drew more than 3,000 area residents.



East Texas fish hatchery

State of the art facility will produce up to 4.5 million fish annually for stocking

Following a groundbreaking ceremony in August 2008, construction began on the new \$27 million East Texas Freshwater Fish Hatchery in Jasper. The project is being funded by monies appropriated by the Legislature from Freshwater Fishing Stamp funds. Jasper County donated 200 acres of land for the hatchery location, located just below Sam Rayburn Reservoir. The facility, which will include administrative offices, a maintenance shop and storage, will provide at least 45 acres of fish production ponds.

"The new East Texas Fish Hatchery will help meet the growing needs of recreational anglers by more than doubling the capacity of the older Jasper Fish Hatchery."

Inland Fisheries Division Director Phil Durocher

Port O'Connor to get new field station facilities

The Coastal Fisheries field station at Port O'Connor is in poor condition and ill-suited for fisheries management operations that are housed on the site. Funding to remove the existing building and construct a new office and lab facility was approved in 2007 utilizing U.S. Fish and Wildlife Service Sport Fish Restoration Funds (75 percent) and matching TPWD funds (25 percent). Construction of the new \$2 million facility is expected to begin in FY09.

TPWD launches energy conservation initiative

At the request of Executive Director Carter Smith, the Infrastructure Division is leading an agencywide initiative to develop a TPWD energy conservation strategy in FY09. A task force has been created to research options and present recommendations for ways to save money, reduce fuel and electricity costs, use alternative energy sources, and take other, related energy-saving measures. The initiative is integral to the agency's conservation mission, and TPWD hopes to serve as a model for other agencies implementing energy conservation plans.

Improved connectivity for field users

The Information Technology (IT) Division continued to improve network connectivity and voice communications for all TPWD field staff. The goal is to enable staff at all field locations to access critical agency systems and applications such as e-mail, the State Parks reservation system, and the technology needed to conduct everyday business. In FY08, 37 field locations were added to the agency's Wide Area Network (WAN) for a total of 132 sites now on the WAN. IT is also working to meet demands for wireless access in field locations, and is upgrading and installing telephone systems at numerous field locations.

IT's Project Management Office supports major initiatives

The Information Technology Division's Project Management Office provides support in developing and managing large-scale IT projects. Project managers are currently working with staff from the Wildlife, Administrative Resources, and State Parks divisions on the completion of critical IT initiatives. Providing this level of one-on-one support to internal customers facilitates the roll-out of complex projects involving numerous stakeholders and requiring an in-depth understanding of the latest technology in order to meet project goals and timelines.

Web-based license systems improve customer service

TPWD's Web-based hunting and fishing license system has been up and running for over a year. The system, operated by Verizon, makes buying licenses easier and utilizes new equipment that provides better support to license sales agents. The agency is also continuing to improve an application that will allow customers to check boat ownership online and to renew boat registrations online. Customers who use these services will no longer have to travel to state or county offices to complete their transactions.

Streamlining Business Operations

TxParks coming soon!

State Parks staff will have a comprehensive business management system at their fingertips

In FY08 the agency entered into a contract with an outside vendor, InfoSpherix, to develop a new state parks reservation system called TxParks that will be up and running in 2009. The Information Technology, State Parks, and Administrative Resources divisions collaborated on user requirements for the new system, which will help parks staff by automating manual processes such as logging fee waivers and discounts. The system is being developed primarily in response to the 2007 audit of the State Parks Division but also to implement a comprehensive system that will carry the agency into the future.

“We have worked closely with State Parks to develop a system that will solve the problems raised by the State Auditor’s Office and improve business processes for parks staff.”

- Administrative Resources Division Director Mary Fields



Park revenue and visitation accounting improvements

In response to a State Auditor's Office audit report on TPWD financial processes, released in March 2007, the agency created a Park Revenue and Visitation Accounting branch in the Administrative Resources Division staffed with 11 accountants. Throughout FY08, branch staff worked with State Parks to establish fiscal control plans for each site, and Human Resources provided training as the plans were implemented. The Internal Audit staff monitored the system closely to ensure the new controls were implemented effectively. The agency has made progress in improving its park revenue and visitation reporting in the past year.

TWIMS to help wildlife staff and landowners

The Information Technology and Wildlife divisions have completed the managed lands/deer permits component of a major project that is under development, the Texas Wildlife Information Management Services (TWIMS) system. The purpose of the system is to enable TPWD wildlife biologists, managers and landowners to integrate and access data in a Web based system and to generate reports and accept permits. TWIMS will assist field biologists and landowners with data collection, standardization, validation, storage and backup, while eliminating redundant data collection and maintenance. Over time, TWIMS will make it easier for stakeholders to manage information and make decisions concerning wildlife resources in Texas.

“TWIMS is just one example of the Texas Parks and Wildlife Department using technology to help manage our natural resources. Integrating technology into our conservation efforts helps us meet the needs of our constituents.”

Information Technology Division Director George Rios

Total Compensation Plan puts employees first

TPWD benefits from a talented and committed workforce, most of whom work for the agency because they are passionate about its mission. However, a review of salary data shows that TPWD salaries are, on average, 16.5 percent lower than those of the Texas Commission on Environmental Quality, the natural resource agency most comparable in size and mission. Staff recruitment and retention is becoming problematic, and many agency employees are nearing retirement age. To address these issues, the Human Resources Division developed a Total Compensation Plan that includes direct and indirect compensation components, ranging from salary adjustments to alternative work schedules. In FY08 the agency implemented the first round of salary equity adjustments and will seek legislative support and use available internal funds to continue to provide adjustments across the agency.

“The Total Compensation Plan reflects the commitment of our agency’s leadership to ensuring fair and competitive compensation for the work that staff members do.”

- Human Resources Division Director Al Bingham

Performance management system comes online

The Human Resources (HR) Division completed an overhaul of the agency’s performance management system, and the first evaluations using the new system began in summer 2008. HR staff continued to provide employee training for the new competency-based approach, which utilizes a Web-based system called eAppraisal that allows users to create and modify appraisals, generate reports, monitor goals and development plans, and provides other features not available in the previous paper-based system.

Employees rate workplace satisfaction

TPWD had a high response rate (55 percent) to the 2007 Survey of Organizational Excellence, administered every two years by the University of Texas School of Social Work. The anonymous survey measures workplace satisfaction within a set of standardized dimensions and constructs. The agency showed improvement from the last survey in 17 of 20 constructs, with overall performance better than the average of most comparable agencies. However, many employees indicated that they do not think they receive fair pay. The agency is taking measures to address fair pay through implementation of a Total Compensation Plan.

Giving back to the community

The Human Resources Division helped staff members improve their wellness through a variety of classes at the headquarters fitness center, a golf tournament, and participation in Governor Perry’s annual fitness challenge, the Texas Round-Up. Employees gave back to the community through blood drives, food drives and the State Employee Charitable Campaign. In December 2007, TPWD employees donated 733 pounds of non-perishable food for the Capital Area Food Bank to serve Central Texas families in need.



Carter Smith reaches out to field staff

For an agency with over 3,000 employees throughout the state, meeting with staff can present logistical challenges. So, in FY08, Executive Director Carter Smith took to the road for a series of employee town hall meetings around the state, in order to hear directly from employees about what they believe is important. In addition, for the first time in more than 15 years, the Texas Parks and Wildlife Commission held its annual public hearing outside of Austin (at the Houston Zoo) in August 2008.



Presenting Natural Leaders Class VII

Team projects will bring benefits to the agency

In 2008, the seventh class of candidates graduated from Natural Leaders, a rigorous program that prepares supervisors and managers for leadership challenges. The program, which is managed by the Human Resources Division, was started in 2001 to support succession planning. Each year, a class of candidates and mentors is selected for the year long program, which consists of leadership assessment, participation in cross divisional projects, and statewide site visits. This year’s class projects included a survey of the Wildlife Division’s landowner constituents; a method for reviewing potential legislative issues; strategies for a comprehensive diversity program; recommendations regarding the Survey of Organizational Excellence; a telecommuting policy; and the feasibility of a workplace drug and alcohol testing program.

Employee Recognition Awards



OUTSTANDING TEAM

Texas Clipper Ship **Artificial Reef Team**

Coastal Fisheries

This team coordinated a 10-year, \$4-million effort to sink the USTS *Texas Clipper* in late 2007, accomplishing the successful enhancement of marine habitat through the creation of the third-largest artificial reef in the U.S. and making TPWD a national leader in the artificial reefing community. Team members include John Embesi, Paul Hammerschmidt, Dale Shively and Bob Murphy.

OUTSTANDING TEAM

Native Vegetation Team

Inland Fisheries

The Native Vegetation Team has conducted the most extensive native plant project in the U.S.—reestablishing aquatic and semiaquatic plant species where they have been removed or reduced by human activity. These plant species help inhibit the spread of exotic and invasive species, improve fish habitat and help stabilize banks and slow erosion. Team members include Raphael Brock, Spencer Dumont, John Findeisen, Steve Magnelia, John Moczygemba, Richard Ott, Kevin Storey, John Tibbs and Mark Webb.





CONSERVATION

Don Pitts
Inland Fisheries
Facility Trustee Program
Team Leader



CUSTOMER SERVICE

Patty Cardoza
Coastal Fisheries
Administrative Assistant



INNOVATION

Dan Opdyke
Coastal Fisheries
Water Planning
Coordinator



SPECIAL ACHIEVEMENTS

Larry Hodge
Inland Fisheries
Information Specialist



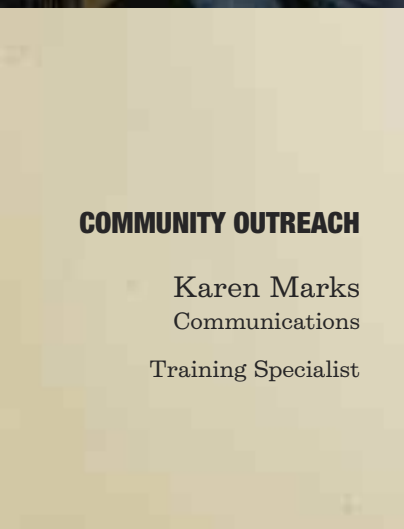
NATURAL QUALITY SERVICE

Steve Chapman
Coastal Fisheries
Staff Services Officer



LEADERSHIP

Grahame Jones
Executive Office
Director of Internal Affairs



COMMUNITY OUTREACH

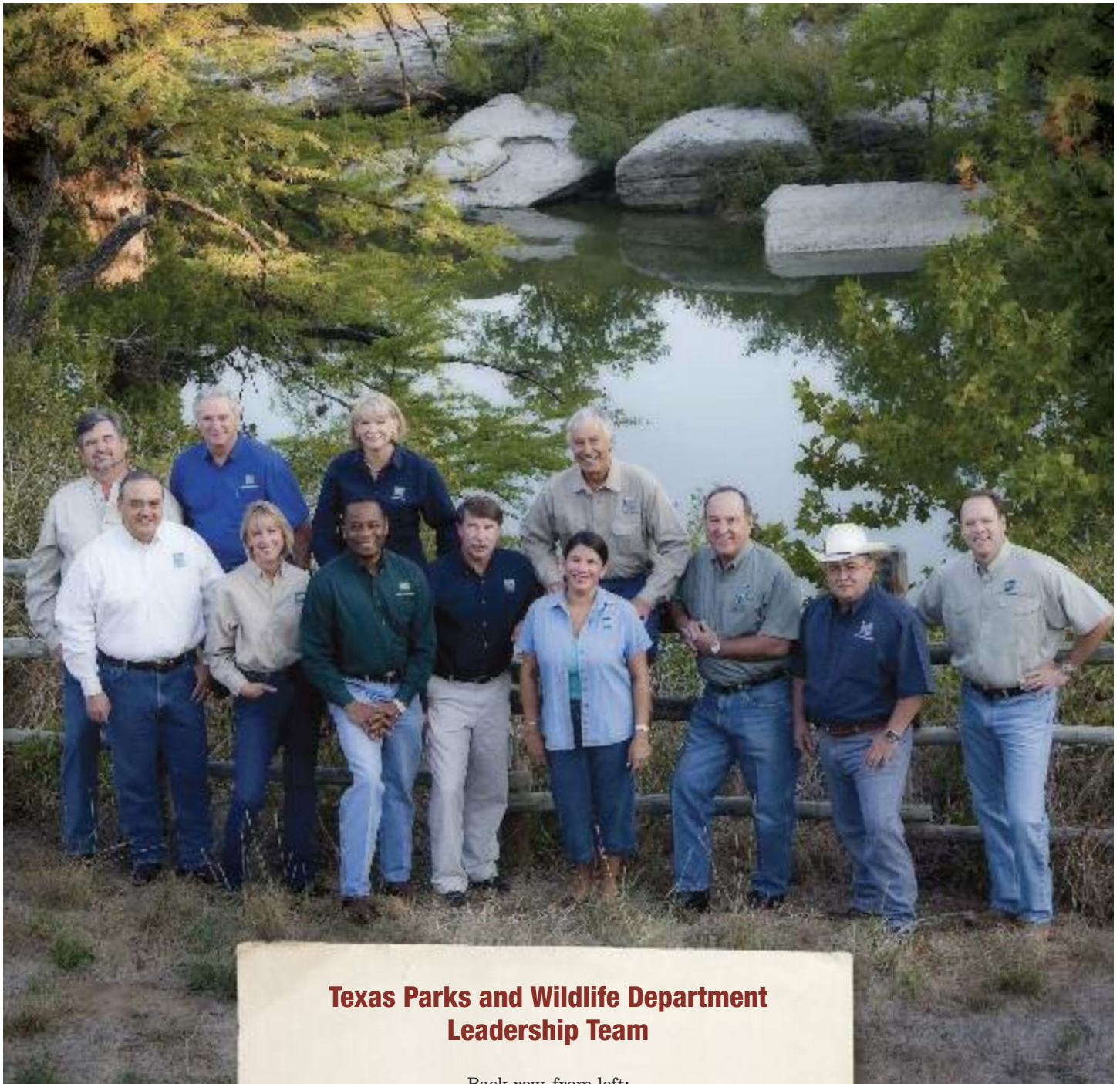
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Communications
Training Specialist



PARTNERSHIP

Mark Webb
Inland Fisheries
District Team Leader





Texas Parks and Wildlife Department Leadership Team

Back row, from left:

Scott Boruff, Deputy Executive Director, Operations

Dr. Mike Berger, Former Wildlife Division Director

Ann Bright, General Counsel

Walt Dabney, State Parks Division Director

Front row, from left:

George Rios, Information Technology Division Director

Mary Fields, Administrative Resources Division Director

Al Bingham, Human Resources Division Director

Gene McCarty, Deputy Executive Director, Administration

Lydia Saldaña, Communications Division Director

Phil Durocher, Inland Fisheries Division Director

Col. Pete Flores, Law Enforcement Division Director

Carter Smith, Executive Director

TPW Commissioners

The nine-member, governor-appointed Texas Parks and Wildlife Commission governs the Texas Parks and Wildlife Department and bears the responsibility of adopting policies and rules to carry out all department programs. The executive director oversees the work of implementing and administering all department programs as directed by the Commission.



Peter M. Holt
Chairman
San Antonio



T. Dan Friedkin
Vice-Chairman
Houston



Mark E. Bivins
Amarillo



J. Robert Brown
El Paso



Ralph H. Duggins
Fort Worth



Antonio Falcon, M.D.
Rio Grande City



Karen J. Hixon
San Antonio



Margaret Martin
Boerne



John D. Parker
Lufkin



Lee M. Bass
Chairman-Emeritus
Fort Worth

Accountability Measures

Accountability Measures (By Topic)	Responsible Division ¹	FY06	FY07	FY08
FISH PRODUCTION²				
Number of fingerlings stocked in fresh water	IF	11,662,828	15,780,476	17,190,854
Number of fingerlings stocked in salt water	CF	19,163,191	27,790,757	29,964,675
PARK VISITATION				
Estimated number of state park visits (in millions) ³	SP	10.2	9.3	7.1
CONSERVATION				
Percent of private land acreage in Texas managed to enhance wildlife	WL	12.42%	13.55%	15.04%
Percent of fish and wildlife kills or pollution cases resolved successfully	CF, IF	82.85%	77.18%	82.57%
Public compliance rate	LE	97.56%	97.57%	97.36%
EFFICIENCY				
Ratio of fingerlings produced to hatchery employees	CF, IF	330,574:1	509,605:1	545,151:1
INFRASTRUCTURE				
Percent of state park maintenance and minor repair needs met	SP	4.18%	3.22%	5.72%
Number of state park maintenance and minor repair needs met	SP	353	314	688
Percent of scheduled major repair projects completed	INF	63.89%	59.46%	57.61%
Number of major repair/construction projects completed	INF	96	76	76
DIRECT SERVICE				
Percentage of agency's direct service expenditures to total expenditures	AR	89.2%	88.4%	90.3%

¹ Abbreviations as follows: Administrative Resources (AR), Coastal Fisheries (CF), Communications (K), Infrastructure (INF), Inland Fisheries (IF), Law Enforcement (LE), State Parks (SP), Wildlife (WL).

² The number of fingerlings stocked in FY 2006 showed a decline from prior years mainly due to various planned repair and construction projects that temporarily shut down production at several hatcheries.

³ Based on recommendations from the State Auditor's Office, effective in FY 2008 TPWD revised the method of collecting and calculating visitation data, resulting in somewhat lower, but more accurate counts.

Accountability Measures (By Topic)	Responsible Division ¹	FY06	FY07	FY08
PUBLIC ACCESS				
Number of WMAs available for wildlife viewing and other non-hunting forms of outdoor recreation	WL	51	51	51
Acres of public hunting land provided (including state parks)	WL, SP	1,399,622	1,320,830	1,378,458
Annual percentage change in public hunting days provided	WL	-4.3%	0.6%	-3.0%
Number of state parks open to public hunting	WL, SP	44	42	38
STATE PARKS AND PUBLIC LANDS				
State park reservations ⁴	SP	233,057	241,511	275,248
Volunteer hours in state parks (including inmate labor)	SP	633,207	593,588	570,699
New state parks opened	SP	1	0	0
State park acreage	EO	608,716	602,892	605,470
Number of acres in the agency's Public Lands System per 1,000 Texans	EO	59.9	59.8	59.0
COMMUNITY OUTREACH				
Local park grants awarded ⁵	SP	\$6,699,886	\$6,559,992	\$25,066,155
Boat ramp grants awarded	SP	\$2,290,000	\$2,200,000	\$2,117,000
Students trained in hunter education	K	30,866	33,859	31,985
Students trained in boater education	K	9,840	8,234	9,202
Average monthly magazine circulation	K	121,044	156,368	130,287

⁴ Figures represent CRC reservations only.

⁵ The amount of Local Park Grants Awarded decreased in FY 2006 and 2007 due to legislatively mandated reductions in funding for the program. Funding was increased in FY 2008.

Accountability Measures (By Topic)	Responsible Division ¹	FY06	FY07	FY08
FACILITIES MANAGED				
WMAs managed	WL	51	51	51
State parks managed ⁶	SP	112	110	93
HUNTING, FISHING AND BOATING				
Resident hunting-type licenses	AR, LE	433,766	433,711	427,095
Non-resident hunting-type licenses	AR, LE	75,491	76,001	78,367
Hunting stamps	AR, LE	260,806	248,261	246,243
Resident fishing-type licenses	AR, LE	940,259	962,924	1,060,489
Non-resident fishing-type licenses	AR, LE	95,714	100,884	114,619
Fishing stamps ⁷	AR, LE	24,004	20,383	22,015
Combination hunting/fishing-type licenses	AR, LE	516,050	524,489	539,871
Annual boat registrations	AR, LE	317,928	331,425	320,755
Public hunts on TPWD lands, leases	WL	5,597	5,656	5,292
FISH AND WILDLIFE				
Deer harvested	WL	470,854	454,784	521,993
Turkeys harvested	WL	52,287	42,634	50,596
Mourning doves harvested	WL	6,361,779	5,690,252	5,918,468
Ducks harvested	WL	1,252,460	1,047,800	1,074,300
Geese harvested	WL	457,300	298,400	361,700
LAW ENFORCEMENT				
Vehicle miles patrolled by game wardens	LE	10,973,592	11,122,875	11,234,793
Boat hours patrolled by game wardens	LE	133,100	120,361	131,888
Arrests (game and fish)	LE	20,086	21,128	20,786
Arrests (water safety)	LE	8,234	8,522	9,749
Law enforcement contacts by game wardens	LE	3,269,054	3,304,473	3,364,096
RESOURCE PROTECTION				
Environmental permit/document reviews	CF, IF, WL	1,227	1,121	1,605
Fish kills and pollution complaints investigated	CF, IF	210	298	287

⁶ FY 2008 reflects the transfer of several historic sites to the Texas Historical Commission.

⁷ Figures reflect direct sales only, and do not capture freshwater or saltwater stamps sold as part of a combination or other package.

This is the Annual Report of the Texas Parks and Wildlife Department for the fiscal year ending August 31, 2008 [FY 2008]. The report is one of several documents the department produces to provide information to our employees and the public. More information can be found on the Texas Parks and Wildlife Department Web site at www.tpwd.state.tx.us. This report was prepared by the Communications Division, with information provided by all other divisions.

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TPWD receives federal assistance from the U.S. Fish and Wildlife Service and other federal agencies. TPWD is therefore subject to Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, Title II of the Americans with Disabilities Act of 1990, the Age Discrimination Act of 1975, Title IX of the Education Amendments of 1972, in addition to state anti discrimination laws. TPWD will comply with state and federal laws prohibiting discrimination based on race, color, national origin, age, sex or disability. If you require an accommodation or informational materials in an alternative form, please call (512) 389 4804 (telephone). Individuals with hearing or speech impairments may contact the agency on a Text Telephone (TDD) at (512)389 8915.

If you believe that you have been discriminated against in any TPWD program, activity or event, you may contact the Human Resources Director, Texas Parks and Wildlife Department, 4200 Smith School Road, Austin, Texas, 78744, (512) 389 4808 (telephone), al.bingham@tpwd.state.tx.us (e mail). Alternatively, you may contact the U.S. Fish and Wildlife Service, Division of Federal Assistance, 4401 N. Fairfax Drive, Mail Stop: MBSP 4020, Arlington, VA 22203, Attention: Civil Rights Coordinator for Public Access.



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