



Mississippi  
Department of  
Marine Resources

**FY-2015 - 2019**  
**Strategic Plan**

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Jamie M. Miller  
Executive Director

September 2013



## A Message from MDMR Executive Director

Mississippi Marine Resources Stakeholder:

The Department of Marine Resources is submitting this Strategic Plan for 2015-2019 as a guide for the proper and best use of Mississippi's coastal and marine resources.

The Mississippi Department of Marine Resources (MDMR) was established in 1994 to regulate all matters pertaining to all saltwater aquatic life and marine resources. The MDMR plays a vital role in the environmental health and economic growth of South Mississippi. In a report released in June of this year, Mississippi State University Coastal Research and Extension Service reported the annual economic impact of Mississippi's seafood industry was over \$275 million and was responsible for more than 6,000 jobs. MDMR is dedicated to the conservation, preservation and education of Mississippi's coastal and marine resources so the gulf coast can remain an economic engine for the state and a beautiful place to live and work.

Since becoming executive director of MDMR in April 2013, I have been committed to finding ways to reduce cost through efficiencies in technology and consolidated job functions that do not compromise our agency's effectiveness. I have set a goal for our agency to become the most well managed state agency through financial accountability to the taxpayer and conservation of our marine resources. I believe the culture of any organization starts at the top and I intend to lead an open and honest agency responsible to the public and focused on customer service and professionalism.

MDMR has gone through many organizational changes due to the challenges we faced this past year. Because of that, this year's strategic plan does not reflect the comprehensive changes to our agency. However, MDMR remains dedicated to protecting our coastal and marine resources, and this five-year strategic plan will help us achieve those goals.

In appreciation,

A handwritten signature in cursive script that reads "Jamie M. Miller".

Jamie M. Miller  
Executive Director,  
Mississippi Department of Marine Resources



## **Introduction: Commission on Marine Resources**

The Commission on Marine Resources is charged with oversight for the management of Mississippi's valuable coastal and marine resources through the Mississippi Department of Marine Resources (MDMR), which provides key support for the Commission's decision-making process.

These noble objectives can only be achieved with a well-thought out plan for the future. This plan articulates what we propose to do and how we propose to do it. It identifies each reader as our customer and charts our path for meeting the various, and sometimes conflicting, future needs of our diverse customer base.

We are committed to a balanced approach in addressing your needs as a shareholder in our coastal resources while keeping in mind the requirements for the Mississippi Gulf Coast's long-term health and viability. The agency's senior management, staff, and all personnel are committed to supporting the Department's major programs and meeting the goals and objectives set forth in this Strategic Plan. With their full commitment, I am certain that we will succeed in realizing the common vision shared by our community leaders and the general public for the future of the Mississippi Gulf Coast.

Jimmy Taylor  
Chairman, Commission on Marine Resources



**Introduction:**  
**Commission on Marine Resources** (continued)

**The Commission on Marine Resources:**

Mr. Jimmy Taylor  
Chairman  
Charter Boat Operator

Mr. Steve Bosarge  
Commercial Fisherman

Mr. Ernie Zimmerman  
Non-Profit Environmental  
Organization

Mr. Shelby Drummond  
Recreational Sports Fisherman

Mr. Richard Gollott  
Commercial Seafood Processor



**Table of Contents:**

	<b>Page Number</b>
<b>FOREWARD -</b>	
Message from the DMR Executive Director.....	1
Introduction – Commission on Marine Resources .....	2
DMR Five-Year Strategic Plan (2015-2019) Table of Contents.....	4
<b>DMR FIVE-YEAR STRATEGIC PLAN 2015 - 2019</b>	
1. Comprehensive Mission Statement of DMR.....	5
2. Overview of DMR Five-Year Strategic Plan.....	7
3. Performance Objectives Summary of Programs (FY-2015 – FY-2019).....	13
A. Program 1. Marine Fisheries.....	14
B. Program 2. Coastal Ecology.....	36
C. Program 3. Tidelands Trust.....	49
D. Program 4. Marine Patrol.....	60
E. Program 5. Administrative Services.....	76
F. Program 6. Coastal Management and Planning.....	103
4. Description of Significant External Factors Which May Affect.....	115
Projected Levels of Performance	
5. Description of DMR’s Internal Management System Utilized to Evaluate Its... 118	
Performance Achievements in Relationship to Targeted Performance Levels	
A. Management Policies.....	118
B. DMR Procedures.....	118
C. Tracking Procedures.....	118
D. Organizational Structure.....	119
E. How Performance Evaluation Impacts Budgeting of Funds.....	119
<b>Appendices:</b>	
Appendix A. Enabling Legislation and Mandates.....	120
Appendix B. Other Information.....	122
Appendix C. Acknowledgements.....	123



# 1. Comprehensive Mission Statement of the Mississippi Department of Marine Resources:

## **Mission Statement:**

The mission of the Department of Marine Resources (DMR) is to enhance, protect and conserve marine interests of the State by managing all marine life, public trust wetlands, adjacent uplands and waterfront areas known as the Mississippi Coastal Zone, for optimal commercial, recreational, educational and economic uses of these resources consistent with environmental concerns and social changes.

## **Vision Statement:**

The DMR is a recognized leader and innovator in marine resource management. This reputation has been earned through our efforts to:

- 1) ensure healthy habitat and water quality that sustains marine fisheries at optimum yield levels,
- 2) promote quality, safe seafood products and,
- 3) effectively balance economic development with ecological and environmental conservation.

We seek to satisfy the diverse needs and desires of all of our customers, resolving user group conflicts whenever possible. Through proactive public education and outreach, we will increase the knowledge of the public and our various constituents on the process and importance of regulating marine resources.

To accomplish this vision, we will continually improve our management system to support an ever-increasing use of these resources. Our decision-making and that of our stakeholders will increasingly be based on research, accurate needs assessments, and best-available information. We will leverage available human and financial resources and knowledge through interagency and intra-agency cooperation, collaboration and teamwork, including reducing instances of duplication of research and management efforts. Effective use of available technology will further leverage these resources.

## **Enabling Legislation:**

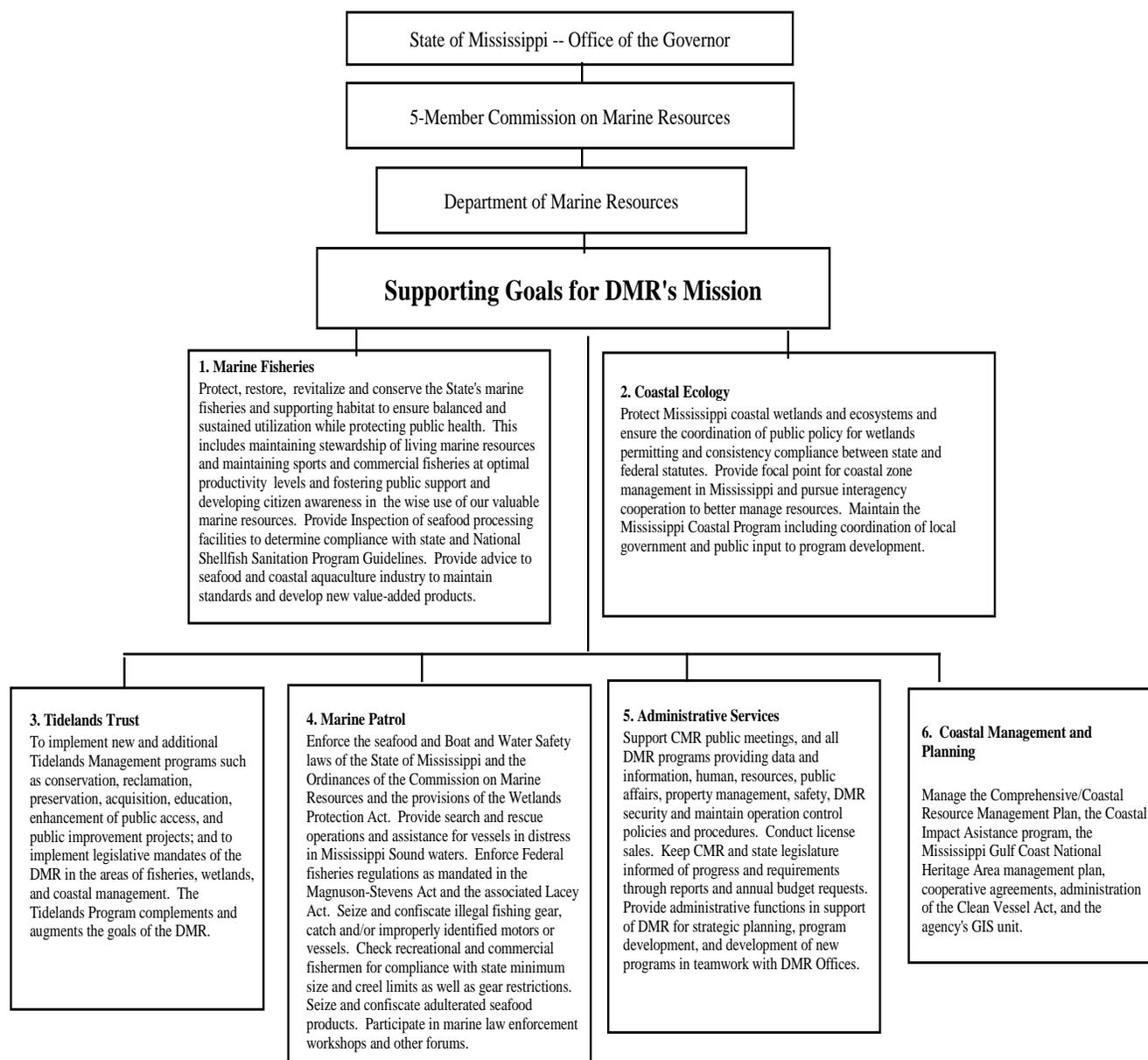
As a Mississippi state agency, the DMR derives its authority and mandates for action from a variety of state laws. These include Seafood, Coastal Wetland, Public Trust Tidelands, Marine Boat and Water Safety, Channel Maintenance, Implementation of Coastal Program as part of the Marine Resources Council Act, Marine Litter and Derelict Vessel legislation, plus Mississippi's role related to applicable federal legislation involving marine resources.

A summary of the various laws that affect the operations of the Commission of Marine Resources and the Department of Marine Resources is contained in Appendix A – "Enabling Legislation and Mandates". (Page 120)



# 1. Comprehensive Mission Statement of the Mississippi Department of Marine Resources:

## Supporting Goals for DMR's Mission





## 2. Overview of DMR Five-Year Strategic Plan

### A. Strategic Planning Environment

**Stewardship of our Natural Resources:** The Mississippi Gulf Coast was, not long ago, one of the fastest growing regions within the State of Mississippi. In recent years, a combination of natural and man-made disasters has created substantial challenges. Following the destruction and subsequent recovery related to Hurricane Katrina in 2005, the Deepwater Horizon disaster of 2010 and the release of fresh water in the spring of 2011 through various diversions to minimize impact on people of the flooded Mississippi River system have posed our latest challenges to our natural resources. A great deal of recovery and restoration has already taken place, but there is still much to do.

The Gulf Coast is not only a statewide Mississippi asset, but it is significantly linked into the greater Gulf of Mexico region. This area is a state and national coastal and marine treasure that commands special attention and stewardship efforts. The Gulf Coast is Mississippi's direct window to international marine trade. It is rich in natural resources and, at the same time, fragile and destructible if subjected to unlimited exploitation.

The Deepwater Horizon disaster created an environmental, economic and social crisis, impacting every state along the Gulf Coast and countless people and businesses from Florida to Texas. Extreme flooding from our rivers periodically threatens habitat for oysters and nursery grounds for many salt-water species. However, these resources are highly resilient and responsive to proper long-term resource management. The DMR is charged with stewardship responsibilities of these resources and provides much of this management. Other federal, state and local government entities also represent the public interest in the area as well, and they are involved as partners in this stewardship role. This is acknowledged within the State of Mississippi statutes and federal support of cooperative efforts as an important part of implementing the DMR's strategic plan.

**Fisheries and Habitat Management and Regulations:** The Magnuson-Stevens Sustainable Fisheries Act of 1996, as amended, defines broad roles for both federal and state agencies in the cooperative management of inter-jurisdictional fisheries (those that use water bodies common to two or more political boundaries or are under management by two or more government entities). The DMR is an active member of the Gulf of Mexico Fisheries Management Council and the Gulf States Marine Fisheries Commission. The DMR represents Mississippi's interest in this multi-agency group that directly affects management of important commercial and sport fishing species. Bays, sounds, estuaries and near-shore coastal waters provide essential fishery habitat for ninety-six percent (96%) of the marine fisheries species in the Southeast, and coastal and inland productivity play an important role in supporting offshore fisheries.

Coastal resources management and use decisions within Mississippi, other Gulf Coastal states and federal government agencies and, very importantly, the interest of local people that inhabit the area, all affect how Mississippi's Gulf Coast is managed. Every individual and organization within the region has the capacity to feel ownership and exercise personal responsibility for his or her use of coastal resources. It is in this singular and collective environment that the State has created a separate agency to focus stewardship for the coastal resources of the state.



**Limited Capital and Human Resources:** A continuing environment of limited capital and human resources will control how stewardship and management actions are prioritized and carried out. Current budgetary challenges at both the state and federal levels magnify this challenge. This requires careful strategy to focus on appropriate, leveraged efforts with those of other agencies, to pool both public and private resources for maximum benefit, rather than pursue duplicate efforts that may achieve only limited and piecemeal effect. In addition, staff reductions have been implemented primarily through attrition. Better use of federal funding as a match for state-provided funds provides additional leverage of resources. Further substantial budget cuts may result in the need to reduce or limit current programs.

**Need for Public Education and Information:** A continuing need exists for public education and information, both to communicate new rules and regulations and to educate new people in the Gulf Coast area. The need for education is a serious challenge for marine resources management programs. Accurate public and private education at all levels must be addressed by marine resources strategy to ensure citizens are informed and prepared to take positions of responsibility in coastal and marine stewardship now and in the future. This became even more apparent following inaccurate and incomplete national media coverage of the impact of recent incidents on the safety of Gulf seafood.

**Product Safety – Environment, Standards, and Imports:** Our fisheries are affected by environmental factors such as pollution, freshwater incursions and harmful algae blooms (red tide) in our waters. The federal government has placed added pressures on managing fisheries. Strict adherence to health and safety standards is mandatory if Mississippi seafood processors are to continue interstate shipping as they do now. More than ninety percent (90%) of U.S. shrimp consumption is now imported from Mexico, South America and Asia, and this percentage has been steadily increasing. This brings added concerns of understanding how to manage imported seafood diseases that could affect domestic wild stocks. Additionally, continued rigorous testing of all Gulf seafood provides us with the evidence needed to be able to assure local and national buyers of seafood that Gulf seafood that is available in restaurants and grocery stores are safe.

**Economic Growth and Development:** The Gulf Coast remains one of the State's viable growing economic areas. Our coast plays a significant part in the State's economic growth plans. Population and tourism growth were certainly impacted by Katrina in the short term. Fears about the impact of the Deepwater Horizon incident on our beaches slowed tourism in 2010, but visitors have returned to our shores in 2011. It is reasonable to assume that, once we have completed restoration work along the coast, that we will again see tourism bring more than six million (6,000,000) visitors annually to the Gulf Coast.

The economic impact of the Deepwater Horizon incident on our fishing community and related industries, including restaurants, has been substantial. Fears about the safety of Gulf seafood have reduced demand, despite more rigorous testing than ever before and no evidence of seafood tainted by oil in the marketplace. Significant cooperative marketing efforts by all states that harvest Gulf of Mexico seafood have been undertaken, in order to address these concerns on a national and international basis.

We can expect that population of the coastal counties will again rise at a rate greater than other areas of the State. Continuing pressure on local infrastructure will occur as demand for new and expanded services intensify. The challenge is to maintain the balance of the coastal environment while continuing to promote economic growth and development.



Economic and community development efforts embrace the linkage between economic and environmental goals at all levels of government. Such relationships are widely recognized as critical to preserving our economic security and future development options in a constantly changing world. Dynamics of the area also demand that Mississippi's Coastal Program be revisited on a periodic basis for update and to enlist awareness, understanding and support of the state's long-term coastal zone management plan that is administered by the DMR.

**Data and Information Needs:** The environment includes the regulatory and ordinance mandates of federal, state and local governments that make up the public policy as well as the will of the people. The natural and man-made dynamics of the region are constantly affecting marine resources management data and information. Accurate and timely information updates on coastal and marine conditions are required to advise and support the public legislative and judicial processes of marine resources management. Good management strategy also requires preservation of historical data with timely comparison and introduction of new information to support decision-making and policy guidance by legislative and commission bodies. Information management is a key element addressed within the strategic plan.

**Inclusive Process:** The marine resources strategic planning environment is broad and inclusive. The plan is not culminated in a single event but a continuing long term unfolding process that requires periodic update and re-evaluation. Toward this end, the DMR eagerly undertakes the challenges of its vital resource management mission for the people of Mississippi.

## **B. Agency Goals and Strategies for Attaining Goals**

1. The overarching goals for the agency include:
  - a. Maintain healthy habitat and water quality.
  - b. Promote quality and safety of Mississippi seafood products.
  - c. Provide public outreach and education to support our mission.
  - d. Minimize user conflicts and complaints
  - e. Employ properly-trained, fairly-compensated personnel and provide them with the necessary equipment to do the job.
  
2. The Strategic Plan is divided into six major programs, which will implement strategies that support the DMR's mission. The major programs and the agency's top priorities for each program are summarized below.
  - a. **Marine Fisheries Program**
    - Effectively manage the diverse fisheries in Mississippi's coastal waters, provide input on habitat restoration and conservation activities, and diversify habitat through Mississippi's Artificial Reef Program.
    - Promote quality and safety of Mississippi's seafood products.
    - Provide effective education, public outreach and promote stewardship of marine resources with each user group. Through these efforts, user group conflicts and complaints will be minimized.
    - Ensure DMR staff has the skills and training to accomplish our mission.



**b. Coastal Ecology Program**

- Maintain healthy habitat and water quality, through the use of effective research, planning, and monitoring.
- Manage the coastal wetland permitting process for the State of Mississippi, ensuring compliance with appropriate state and federal laws and regulations.
- Manage the DMR's coastal wetland program.
- Manage state-owned coastal preserves in cooperation with other applicable state and federal agencies.
- Maintain the Grand Bay National Estuarine Research Reserve.

**c. Tidelands Trust Fund Program**

- Provide the Mississippi Legislature with quality, cost-effective proposals to meet the objectives of the Tidelands Trust Fund, including a balanced distribution of available funds to public access and tidelands management projects.
- Implement new and additional tidelands programs, based on the priorities established by the Mississippi Legislature and the Commission on Marine Resources.
- Track and manage all Public Access and Tidelands Management projects.
- Increase the effective use of Tidelands funds by the DMR.
- Use currently allocated funds to appropriately acquire additional tidelands land.

**d. Marine Patrol Program**

- Law Enforcement: Operate and man a 24-hour patrol of an area that encompasses over 1,000 square miles of marine waters, 369 miles of shoreline, 66,933 acres of marsh land, and the land mass of Hancock, Harrison and Jackson Counties.
- Investigations: Enforce the laws of the State of Mississippi using covert operations to gather intelligence, and carry out marine theft investigations and personnel background investigations.
- Boat and Water Safety: Coordinate all marine events. Conduct inspections of Department vessels. Respond to environmental emergencies. Conduct boat and water safety classes for all constituents.
- Emergency Response: Conduct emergency response in the marine waters of the state and adjacent counties.
- Public Assistance: Provide non-emergency assistance to the public when they are in distress upon the marine waters.
- Public Relations: Marine Patrol Officers provide information on rules and regulations to the public and are called upon to speak on behalf of enforcement's efforts to special interest groups.
- Shellfish Program: Enforce rules and regulations regarding the harvest, transportation, processing and both retail and wholesale marketing.
- Communications: Provide 24-hour radio dispatch.

**e. Administrative Services Program**

- **Executive Directorate Programs:**
  - Human Resources:
    - Foster and support the retention and professional growth of existing employees through a combination of appropriate and consistent classification of all employees, fair and equitable



compensation, effective personnel budgeting, a comprehensive and competitive benefits system, consistently administered performance appraisals and a comprehensive professional development and training program.

- Administer and manage the recruitment and selection of excellent new employees.
- Provide consistent administrative support to DMR managers, including documentation of the organizational structure, comprehensive personnel policies and associated administrative activities.
- Public Affairs: promote awareness of the DMR, its roles, responsibilities and programs through a proactive program of community outreach, education, public information, and legislative and media relations.
- Marketing:
  - Commercial Seafood Marketing: Promote the state's commercial fishing industries including processors, wholesalers, distributors, packagers, seafood market suppliers, and aquaculture, to include shrimp, oysters, crab and finfish.
  - Recreational Fishing: Promote the state's saltwater recreational finfishing activities and related industries including marinas, fishing gear and equipment, charter boats, bait shops and others.
- Derelict Vessel Program: Enforce state laws through removal and disposal of derelict vessels, thereby protecting our environment and keeping our coastal wetlands and navigable waterways safe for use by the general public.
- Develop, maintain and manage a plan for effective channel maintenance. (unfunded mandate)
- **Business Office:**
  - Accounting and Budget: Ensure responsible fiscal management throughout the DMR through the use of sound accounting practices, good budget management and appropriate fiscal controls and audits.
  - Information and Data: Provide accurate and timely information, both to the general public and internally to employees of the DMR.
  - Property Management: Ensure effective and safe use of all DMR property, equipment and vehicles through regular maintenance, good inventory management and periodic compliance audits of vehicle operating procedures and records.
  - Policies, Procedures and Plans: Develop effective policies, procedures and plans in support of the DMR mission.
  - Public Use Programs: Provide support for effective use of marine resources through appropriate licensing and programs.
- f. **Coastal Management and Planning Program**
  - Comprehensive/Coastal Resources Management Planning (CRMP): Coordinate Comprehensive/Coastal Resource Management Planning with all appropriate agencies, public and private.



- Mississippi Gulf Coast National Heritage Area: Develop, update and administer the management plan in support of the development of this newly designated National Heritage Area.
  - Coastal Impact Assistance Program: Administer this program, which funds projects and activities for the conservation, protection and restoration of coastal areas.
  - The Coastal Estuarine Land Conservation Program secures and protects threatened coastal lands through effective management of NOAA resources.
  - Geographic Information Systems Unit: Support the Department of Marine Resources in the effective use of GIS technology in the communication and interpretation of mission-related data.
  - The Coastal Impact Assistance Program provides funds for projects and activities for the conservation, protection and restoration of coastal areas.
3. Benchmarked within each program are the associated 5-year Performance Objectives, which are detailed in Section 3. These performance objectives set the pace for the DMR's programs in support of the five-year strategic goals.
  4. Within the DMR, annual legislative budget submission line items are tied closely to annual implementation plans that will carry forward the long-range goals of the Department. (Accomplishment of the goals and objectives stated in this strategic plan are subject to Legislative appropriations.) Final legislative action on the DMR's annual appropriations and continuous strategic planning process, in concert with the Commission on Marine Resources, determines the guidance for annual implementation and adjustment of projects and programs.



### **3. Performance Objectives Summary of Programs**

The Strategic Plan is divided into six programs that support the DMR's mission. These "Programs" or "Offices" correspond to the FY-2014 DMR Budget Submission. The corresponding objectives for each program are listed in the following pages, followed by a description of the strategy or strategies the DMR will pursue in achieving that objective. Budget figures for each program are summarized at the end of each program.

#### **DMR Programs:**

**3A. Program 1 Marine Fisheries**

**3B. Program 2 Coastal Ecology**

**3C. Program 3 Tidelands Trust Fund**

**3D. Program 4 Marine Patrol**

**3E. Program 5 Administrative Services**

**3F. Program 6 Coastal Management and Planning**



### 3A. Program 1 – Marine Fisheries

#### **Introduction:**

Marine fisheries are important and highly visible renewable natural resources of Mississippi. The DMR places high priority upon supporting sustained finfish and shellfish resources for the enjoyment and consumption of all citizens. This public trust is carried out to ensure the protection of these resources and the economic and recreational viability of both commercial and recreational fishing for current and future generations. Public concerns focus on access and availability of fishery resources and health and safety of seafood products. DMR fishery personnel are wholly dedicated to keeping Mississippi's commercial and recreational fishery resources healthy and sustainable. The DMR invites all citizens who use and enjoy the State's saltwater fish and shellfish harvesting and sports fishing opportunities to join in being good stewards of these valuable resources.

The Marine Fisheries Program provides for the effective management of the State's marine fisheries, including important commercial and recreational finfish species, such as speckled trout, red drum, menhaden, and mullet, and shellfish species including shrimp, oysters and blue crab.

Each bureau of the Marine Fisheries Program addresses specific aspects of effective management of the State's marine fisheries:

- ❑ **The Shellfish Bureau** manages and restores the marine shellfish resources and habitat for Mississippi and maintains compliance with the Interstate Shellfish Sanitation Conference/ National Shellfish Sanitation Program (ISSC/NSSP) requirements for shellfish growing waters. Oysters are the primary focus.
- ❑ **The Seafood Technology Bureau** is responsible for ensuring that suitable sanitary conditions exist for processing and distribution of seafood in Mississippi, assisting the seafood industry in compliance with Hazard Analysis Critical Control Points (HACCP) regulations, ISSC/NSSP sanitation rules and regulations, and providing technical assistance to the Mississippi seafood industry.
- ❑ **The Finfish Bureau** collects statistics on both commercial and recreational fisheries landings, sets seasons and limits for finfish populations for each user group, and develops and coordinates independent projects on ecological requirements and biological life history information on important finfish species.
- ❑ **The Artificial Reef Bureau** is responsible for monitoring and increasing essential fish habitat through artificial reef development in Mississippi coastal waters and adjacent federal waters. The Derelict Vessel Program works with this bureau by supplying derelict steel hull vessels for use as artificial reef material.
- ❑ **The Shrimp and Crab Bureau** provides management of the state's commercial and recreational shrimp and crab fisheries, including monitoring and assessment of these fisheries, setting seasons, gear regulations and other related management measures as required, and permitting, inspections, licensing. Included in these responsibilities are the Derelict Trap Removal Program and Endangered Species Program.



**Cooperation and coordination with adjoining state marine fisheries** agencies, as well as regional and federal fishery authorities, are integral to the success of Mississippi's fishery activities. The program places an emphasis on conservation and overall management of living marine organisms through research and data collection as modified by relevant social, economic and biological factors. The Office of Marine Fisheries utilizes the most appropriate methods for management, including but not limited to:

- ❑ regulating harvesting
- ❑ habitat enhancement and restoration
- ❑ water quality monitoring for molluscan shellfish harvesting
- ❑ setting of catch limits and seasons
- ❑ seafood safety inspections of processing and distribution facilities.

**RESTORATION, RECOVERY, MONITORING AND ASSESSMENT:**

As a result of multiple natural and man-made disasters in recent years, we have increased and changed the way we monitor fisheries activities and habitat. Rebuilding of habitat substantially increased, including artificial reefs and oyster reefs. These efforts contributed to successful oyster seasons, with the 2008-2009 oyster season reaching pre-Katrina harvest levels, and in March, 2010 (one month before the Deepwater Horizon oil disaster) the oyster reefs were considered to have fully recovered.

Cooperative efforts with storm-affected fishermen resulted in over 13,000 derelict crab traps being removed from Mississippi marine waters in the years since the storm. Grants are being secured to mitigate the impacts on threatened and endangered species.



### **3A. Program 1 – Marine Fisheries FY-2015**

1. Effectively manage the diverse fisheries in Mississippi’s coastal waters and provide input to habitat restoration and conservation activities.

#### Strategies:

- **Marine Fisheries Program:** (involving all bureaus of this office)
  - Conduct cooperative research and development projects with institutions of higher learning and other entities, focusing on high priority fishery species.
  - Provide technical advice to the coastal area aquaculture industry and assist in meeting aquaculture regulatory requirements.
  - Monitor, assess and update all sustainable finfish and shellfish population initiatives
  - Regularly review and assess regulations and make appropriate recommendations to improve currency, relevancy and efficiency.
  - Improve management decisions through cumulative data analysis.
  - Assess personnel needs related to all programs. Prioritize additional personnel requirements and hire personnel, as appropriate, to fill needs in highest priority area.
  - Administer Endangered Species Act Section 6 Agreement for listed marine species.
  - Establish Program Coordinator positions within each bureau to meet program needs within budget constraints. (This will be done through upgrading current personnel, not adding staff)
- **Shellfish Bureau:**
  - Rehabilitate, restore, cultivate and/or create oyster reefs annually.
  - Maintain long-term monitoring and assessment projects for shellfish fisheries and regulatory mandates associated with managing these resources.
  - Secure additional funding for and continue long-term study of fishery disaster recovery and implications for Mississippi coastal waters through cooperative efforts with fishermen.
  - Collect shell retention fees for reef revitalization.
    - Revise, improve and maintain the electronic trip-ticket/tagging program.
  - Maintain oyster farm lease program.
  - Work with private and public entities to obtain material and funds to support the Mississippi Shellfish Program.
  - Continue the Mississippi Oyster Restoration Effort (MORE) Stewardship Program.



- **Finfish Bureau:**
  - Collect and interpret biological information relative to stock assessment for marine finfish.
  - Monitor and report commercial and recreational landings data.
  - Begin to expand the independent biological sampling plan, to include monitoring and assessment of all areas of the Mississippi Sound and adjacent estuaries. Research potential funding sources.
  - Secure funds to expand biological sampling of targeted species of commercially and recreationally important finfish to cover more targeted species, once additional funding can be secured.
  - Secure additional funding for and continue long-term study of fishery disaster recovery and implications for Mississippi coastal waters through cooperative efforts with fishermen.
  
- **Artificial Reef Bureau:**
  - Monitor and increase essential fish habitat through artificial reef development in Mississippi coastal waters and adjacent federal waters.
  - Employ sidescan technology to assist with various other department programs: derelict vessel removal activities, oyster monitoring activities, derelict crab trap activities and marine patrol recovery efforts.
  - Employ sidescan technology to assist local, state and federal entities by identifying hazards to navigation and shoal areas to be dredged.
  - Work with private and public entities to obtain material and funds to support the Mississippi Artificial Reef Program.
  - Maintain and acquire equipment to aid in the handling of donated artificial reef materials at DMR staging site.
  
- **Shrimp and Crab Bureau:**
  - Maintain long-term monitoring and assessment projects for shrimp and crab fisheries in territorial waters and regulatory mandates associated with managing these resources.
  - Secure funding for and continue long-term study of Mississippi coastal fisheries through cooperative efforts with fishermen.
  - Conduct activities that support effective management, including:
    - Catch/unit data collection and analysis
    - Live bait camp inspections and licensing
    - Analyze monthly catch/sales data
    - Real-time hydrological monitoring program
    - Collection permitting for individual research projects.
  - Conduct annual Derelict Trap Removal Program to locate and recycle derelict traps.
  - Conduct invasive species monitoring and abatement.
  - Coordinate Endangered Species Act Section 6 Agreement for listed marine species.
  - Coordinate and administer USFWS sportfish restoration grants.



## 2. Promote quality and safety of Mississippi seafood products.

### Strategies:

- **Marine Fisheries Program (all Bureaus):**
  - Conduct safety testing for selected marine species.
  
- **Shellfish Bureau:**
  - Conduct surveys of shellfish growing waters and sanitary surveys in accordance with NSSP guidelines.
    - Collect monthly water samples at all compliance stations.
    - Analyze results and re-classify areas as appropriate.
    - Conduct pathogenic source tracking and growing area hydrographic studies as required.
    - Coordinate with appropriate entities for the mitigation of identified water quality issues.
  - Maintain shellfish program compliance with ISSC/NSSP and state guidelines.
    - Collect data consistent with ISSC requirements.
    - Conduct Harmful Algal Bloom (HAB) Sampling Program.
    - Establish and maintain meteorological stations.
  
- **Seafood Technology Bureau:**
  - Inspect seafood processing and distribution facilities on a quarterly basis to ensure compliance with state and federal seafood sanitation safety regulations.
    - Ensure all water sources are potable.
    - Ensure that the processing procedures of all new seafood dealers, new buildings and new equipment are validated.
  - Provide technical assistance to the seafood industry to aid in maintaining high sanitation standards in producing value-added products, maintaining high consumer confidence in Mississippi seafood products and improving operations.
  - Continue to meet the requirements associated with the highest level of certification for the Seafood Technology program through the Food and Drug Administration's (FDA) P.E.E.R. audit process.
  - Increase public awareness of food safety issues and appropriate actions to be taken.
    - Provide technical assistance, outreach and education regarding the handling and consumption of raw shellfish products.
    - Conduct trainings, and support stewardship meetings and workshops on seafood safety.
    - Promote dissemination of information on seafood sanitation, quality and handling practices and issues specific to imported seafood products.
    - Conduct research survey and seafood testing on imported seafood.
  - Maintain current levels of service as the number of processors changes.
  - Continue grant-writing process to find additional funding for seafood safety public outreach activities and continue the education and training program of the bureau to help the seafood industry.



3. Provide effective education and public outreach, and promote stewardship of marine resources with each user group. Through these efforts, user group conflicts and complaints will be minimized.

Strategies:

- Ensure effective communications with each user group, in order to gather information and address concerns. Use appropriate approaches and effective methods for formal communications for each user group.
  - Survey user groups through public forums and task forces to obtain input and feedback.
  - Conduct informative meetings with harvesters and processors to identify problems and possible solutions.
  - Publish annual newsletters to harvesters, including information about DMR activities and tips on effective stewardship.
  - Track and address both positive and negative comments about the agency.
  - Provide and promote “Smart Harvesting Tips” for every bureau’s constituents, including suggestions related to time and energy efficiencies.
  - Provide educational information and materials for various user groups.
- Provide appropriate courses and educational materials to impact effective management of marine fishery resources.
  - Conduct, expand and maintain the oyster stewardship program.
  - Develop and conduct training on seafood safety and sanitation.
  - Provide and promote “Smart Harvesting Tips” for every bureau’s constituents.
  - Provide Environmental Education program.

4. Ensure DMR staff has the skills and training necessary to accomplish our mission.

Strategies:

- Regularly assess DMR staff skills regarding effective marine fisheries management and related responsibilities.
- Provide appropriate professional training opportunities through either internal or external training programs. These may include credentialing opportunities or less formal information exchanges that provide newly available information to appropriate staff.
- Provide regular internal education about the Marine Fisheries Program mission and how it relates to the work of each bureau.
- Conduct educational seminars to encourage enhancing familiarity between interest groups and increase awareness of programs, needs and opportunities that are relevant to marine resources.

FY-2015 FUNDING:	\$ 337,503	General
	1,124,922	Federal
	<u>1,453,707</u>	Other
	\$ 2,916,132	Total



### **3A. Program 1 – Marine Fisheries FY-2016**

1. Effectively manage the diverse fisheries in Mississippi's coastal waters and provide input to habitat restoration and conservation activities.

#### Strategies:

- **Marine Fisheries Program:** (involving all bureaus of this office)
  - Conduct cooperative research and development projects with institutions of higher learning and other entities, focusing on high priority fishery species.
  - Maintain and expand existing trip ticket program for additional components of the seafood industry.
  - Provide technical advice to the coastal area aquaculture industry and assist in meeting aquaculture regulatory requirements.
  - Monitor, assess and update all sustainable finfish and shellfish population initiatives.
  - Regularly review and assess regulations and make appropriate recommendations to improve currency, relevancy and efficiency.
  - Improve management decisions through increased data analysis.
  - Assess personnel needs related to all programs. Prioritize additional personnel requirements and hire personnel, as appropriate, to fill needs in highest priority area.
  - Administer Endangered Species Act Section 6 Agreement for listed marine species.
  - Establish Program Coordinator positions within each bureau to meet program needs within budget constraints. (This will be done through upgrading current personnel, not adding staff.)
- **Shellfish Bureau:**
  - Rehabilitate, restore, cultivate and/or create oyster reefs annually.
  - Maintain long-term monitoring and assessment projects for shellfish fisheries and regulatory mandates associated with managing these resources.
  - Secure additional funding for and continue long-term study of fishery disaster recovery and implications for Mississippi coastal waters through cooperative efforts with fishermen.
  - Collect shell retention fees for reef revitalization.
    - Revise, improve and maintain the electronic trip-ticket/tagging program.
  - Maintain oyster farm lease program.
  - Work with private and public entities to obtain material and funds to support the Mississippi Shellfish Program.
  - Continue the Mississippi Oyster Restoration Effort (MORE) Stewardship Program.
  - Investigate the feasibility of rearing hard clam in Mississippi.
- **Finfish Bureau:**
  - Collect and interpret biological information relative to stock assessment for marine finfish.
  - Monitor and report commercial and recreational landings data.



- Continue to expand the independent biological sampling plan, to include monitoring and assessment of all areas of the Mississippi Sound and adjacent estuaries. Research potential funding sources.
  - Secure additional funding for and continue long-term study of fishery disaster recovery and implications for Mississippi coastal waters through cooperative efforts with fishermen.
  - Implement expanded biological sampling of targeted species of commercially and recreationally important finfish to cover more targeted species, once additional funding can be secured.
  - Implement trip-ticket system, contingent upon need and availability of funding.
- **Artificial Reef Bureau:**
    - Monitor and increase essential fish habitat through artificial reef development in Mississippi coastal waters and adjacent federal waters.
    - Employ sidescan technology to assist with various other department programs: derelict vessel removal activities, oyster monitoring activities, derelict crab trap activities and marine patrol recovery efforts.
    - Employ sidescan technology to assist local, state and federal entities by identifying hazards to navigation and shoal areas to be dredged.
    - Work with private and public entities to obtain material and funds to support the Mississippi Artificial Reef Program.
    - Maintain and acquire equipment to aid in the handling of donated artificial reef materials at DMR staging site.
- **Shrimp and Crab Bureau:**
    - Maintain long-term monitoring and assessment projects for shrimp and crab fisheries in territorial waters and regulatory mandates associated with managing these resources.
    - Secure funding for and continue long-term study of fishery disaster recovery and implications for Mississippi coastal waters through cooperative efforts with fishermen.
    - Conduct activities that support effective management, including:
      - Catch/unit data collection and analysis
      - Crab fishery surveys
      - Live bait camp inspections and licensing
      - Monthly catch/sales data
      - Collection permitting for individual research projects.
    - Conduct annual Derelict Trap Removal program to locate and recycle derelict traps.
    - Conduct invasive species monitoring and abatement.
    - Coordinate Endangered Species Act Section 6 Agreement for listed marine species.
    - Coordinate and administer USFWS sportfish restoration grants.



## 2. Promote quality and safety of Mississippi seafood products.

### Strategies:

- **Marine Fisheries Program (all Bureaus):**
  - Conduct safety testing for selected marine species.
- **Shellfish Bureau:**
  - Conduct surveys of shellfish growing waters and sanitary surveys in accordance with NSSP guidelines.
    - Collect monthly water samples at all compliance stations.
    - Analyze results and re-classify areas as appropriate.
    - Conduct pathogenic source tracking and growing area hydrographic studies as required.
    - Coordinate with appropriate entities for the mitigation of identified water quality issues.
  - Maintain shellfish program compliance with ISSC/NSSP and state guidelines.
    - Collect data consistent with ISSC requirements.
    - Conduct Harmful Algal Bloom (HAB) Sampling Program.
    - Establish and maintain meteorological stations.
- **Seafood Technology Bureau:**
  - Inspect seafood processing and distribution facilities on a quarterly basis to ensure compliance with state and federal seafood sanitation safety regulations.
    - Ensure all water sources are potable.
    - Ensure that the processing procedures of all new seafood dealers, new buildings and new equipment are validated.
  - Provide technical assistance to the seafood industry to aid in maintaining high sanitation standards in producing value-added products, maintaining high consumer confidence in Mississippi seafood products and improving operations.
  - Continue to meet the requirements associated with the highest level of certification for the Seafood Technology program through the Food and Drug Administration's (FDA) P.E.E.R. audit process.
  - Increase public awareness of food safety issues and appropriate actions to be taken.
    - Provide technical assistance, outreach and education regarding the handling and consumption of raw shellfish products.
    - Conduct trainings, and support stewardship meetings and workshops on seafood safety.
    - Promote dissemination of information on seafood sanitation, quality and handling practices and issues specific to imported seafood products.
    - Conduct research survey and seafood testing on imported seafood.
  - Maintain current levels of service as the number of processors changes.
  - Secure additional funding for seafood safety public outreach activities and continue the education and training program of the bureau to help the seafood industry.



3. Provide effective education, public outreach, and promote stewardship of marine resources with each user group. Through these efforts, user group conflicts and complaints will be minimized.

Strategies:

- Ensure effective communications with each user group, in order to gather information and address concerns. Use appropriate approaches and effective methods for formal communications for each user group.
  - Survey user groups through public forums and task forces to obtain input and feedback.
  - Conduct informative meetings with harvesters and processors to identify problems and possible solutions.
  - Publish annual newsletters to harvesters, including information about DMR activities and tips on effective stewardship.
  - Track and address both positive and negative comments about the agency.
  - Provide and promote “Smart Harvesting Tips” for every bureau’s constituents, including suggestions related to time and energy efficiencies.
  - Provide educational information and materials for various user groups.
- Provide appropriate courses and educational materials to impact effective management of marine fishery resources.
  - Conduct, expand and maintain the oyster stewardship program.
  - Develop and conduct training on seafood safety and sanitation.
  - Provide and promote “Smart Harvesting Tips” for every bureau’s constituents.
  - Provide Environmental Education program.

4. Ensure DMR staff has the skills and training necessary to accomplish our mission.

Strategies:

- Regularly assess DMR staff skills regarding effective marine fisheries management and related responsibilities.
- Provide appropriate professional training opportunities through either internal or external training programs. These may include credentialing opportunities or less formal information exchanges that provide newly available information to appropriate staff.
- Provide regular internal education about the Marine Fisheries Program mission and how it relates to the work of each bureau.
- Conduct educational seminars to encourage enhancing familiarity between interest groups and increase awareness of programs, needs and opportunities that are relevant to marine resources.

FY-2016 FUNDING:	\$ 344,253	General
	1,147,420	Federal
	<u>1,482,781</u>	Other
	\$ 2,974,454	Total



### **3A. Program 1 – Marine Fisheries FY-2017**

1. Effectively manage the diverse fisheries in Mississippi’s coastal waters and provide input to habitat restoration and conservation activities.

#### Strategies:

- **Marine Fisheries Program:** (involving all bureaus of this office)
  - Conduct cooperative research and development projects with institutions of higher learning and other entities, focusing on high priority fishery species.
  - Provide technical advice to the coastal area aquaculture industry and assist in meeting aquaculture regulatory requirements.
  - Monitor, assess and update all sustainable finfish and shellfish population initiatives
  - Regularly review and assess regulations and make appropriate recommendations to improve currency, relevancy and efficiency.
  - Improve management decisions through increased data analysis.
  - Assess personnel needs related to all programs. Prioritize additional personnel requirements and hire personnel, as appropriate, to fill needs in highest priority area.
  - Administer Endangered Species Act Section 6 Agreement for listed marine species.
  - Establish Program Coordinator positions within each bureau to meet program needs within budget constraints. (This will be done through upgrading current personnel, not adding staff)
  - Add DMR Marine Fisheries Marine Administrator I, as budget constraints and current legislative conditions allow.
- **Shellfish Bureau:**
  - Rehabilitate, restore, cultivate and/or create oyster reefs annually.
  - Maintain long-term monitoring and assessment projects for shellfish fisheries and regulatory mandates associated with managing these resources.
  - Secure additional funding for and continue long-term study of fishery disaster recovery and implications for Mississippi coastal waters through cooperative efforts with fishermen.
  - Collect shell retention fees for reef revitalization.
    - Revise, improve and maintain the electronic trip-ticket/tagging program.
  - Maintain oyster farm lease program.
  - Work with private and public entities to obtain material and funds to support the Mississippi Shellfish Program.
  - Continue the Mississippi Oyster Restoration Effort (MORE) Stewardship Program.
  - Investigate the feasibility of rearing hard clam in Mississippi.



- **Finfish Bureau:**
  - Collect and interpret biological information relative to stock assessment for marine finfish.
  - Monitor and report commercial and recreational landings data.
  - Continue to expand the independent biological sampling plan, to include monitoring and assessment of all areas of the Mississippi Sound and adjacent estuaries. Research potential funding sources.
  - Secure additional funding for and continue long-term study of fishery disaster recovery and implications for Mississippi coastal waters through cooperative efforts with fishermen.
  - Implement expanded biological sampling of targeted species of commercially and recreationally important finfish to cover more targeted species, once additional funding can be secured.
  - Implement trip-ticket system, contingent upon need and availability of funding.
  
- **Artificial Reef Bureau:**
  - Monitor and increase essential fish habitat through artificial reef development in Mississippi coastal waters and adjacent federal waters.
  - Employ sidescan technology to assist with various other department programs: derelict vessel removal activities, oyster monitoring activities, derelict crab trap activities and marine patrol recovery efforts.
  - Employ sidescan technology to assist local, state and federal entities by identifying hazards to navigation and shoal areas to be dredged.
  - Work with private and public entities to obtain material and funds to support the Mississippi Artificial Reef Program.
  - Maintain and acquire equipment to aid in the handling of donated artificial reef materials at DMR staging area.
  
- **Shrimp and Crab Bureau:**
  - Maintain long-term monitoring and assessment projects for shrimp and crab fisheries in territorial waters and regulatory mandates associated with managing these resources.
  - Secure funding for and continue long-term study of fishery disaster recovery and implications for Mississippi coastal waters through cooperative efforts with fishermen.
  - Conduct activities that support effective management, including:
    - Catch/unit data collection and analysis
    - Crab fishery surveys
    - Live bait camp inspections and licensing
    - Monthly catch/sales data
    - Collection permitting for individual research projects.
  - Conduct annual Derelict Trap Removal program to locate and recycle derelict traps.
  - Conduct invasive species monitoring and abatement.
  - Coordinate Endangered Species Act Section 6 Agreement for listed marine species.
  - Coordinate and administer USFWS sportfish restoration grants.



2. Promote quality and safety of Mississippi seafood products.

Strategies:

- **Marine Fisheries Program (all Bureaus):**
  - Conduct safety testing for selected marine species.
  
- **Shellfish Bureau:**
  - Conduct surveys of shellfish growing waters and sanitary surveys in accordance with NSSP guidelines.
    - Collect monthly water samples at all compliance stations.
    - Analyze results and re-classify areas as appropriate.
    - Conduct pathogenic source tracking and growing area hydrographic studies as required.
    - Coordinate with appropriate entities for the mitigation of identified water quality issues.
  - Maintain shellfish program compliance with ISSC/NSSP and state guidelines.
    - Collect data consistent with ISSC requirements.
    - Conduct Harmful Algal Bloom (HAB) Sampling Program.
    - Establish and maintain meteorological stations.
  
- **Seafood Technology Bureau:**
  - Inspect seafood processing and distribution facilities on a quarterly basis to ensure compliance with state and federal seafood sanitation safety regulations.
    - Ensure all water sources are potable.
    - Ensure that the processing procedures of all new seafood dealers, new building and new equipment are validated.
  - Provide technical assistance to the seafood industry to aid in maintaining high sanitation standards in producing value-added products, maintaining high consumer confidence in Mississippi seafood products and improving operations.
  - Continue to meet the requirements associated with the highest level of certification for the Seafood Technology program through the Food and Drug Administration's (FDA) P.E.E.R. audit process.
  - Increase public awareness of food safety issues and appropriate actions to be taken.
    - Provide technical assistance, outreach and education regarding the handling and consumption of raw shellfish products.
    - Conduct trainings, and support stewardship meetings and workshops on seafood safety.
    - Promote dissemination of information on seafood sanitation, quality and handling practices and issues specific to imported seafood products.
    - Conduct research survey and seafood testing on imported seafood.
  - Maintain current levels of service as the number of processors changes.
  - Secure additional funding for seafood safety public outreach activities and continue with the education and training program of the bureau to help the seafood industry.



3. Provide effective education, public outreach, and promote stewardship of marine resources with each user group. Through these efforts, user group conflicts and complaints will be minimized.

Strategies:

- Ensure effective communications with each user group, in order to gather information and address concerns. Use appropriate approaches and effective methods for formal communications for each user group.
  - Survey user groups through public forums and task forces to obtain input and feedback.
  - Conduct informative meetings with harvesters and processors to identify problems and possible solutions.
  - Publish annual newsletters to harvesters, including information about DMR activities and tips on effective stewardship.
  - Track and address both positive and negative comments about the agency.
  - Provide and promote “Smart Harvesting Tips” for every bureau’s constituents, including suggestions related to time and energy efficiencies.
  - Provide educational information and materials for various user groups.
- Provide appropriate courses and educational materials to impact effective management of marine fishery resources.
  - Conduct, expand and maintain the oyster stewardship program.
  - Develop and conduct training on seafood safety and sanitation.
  - Provide and promote “Smart Harvesting Tips” for every bureau’s constituents.
  - Provide Environmental Education program.

4. Ensure DMR staff has the skills and training necessary to accomplish our mission.

Strategies:

- Regularly assess DMR staff skills regarding effective marine fisheries management and related responsibilities.
- Provide appropriate professional training opportunities through either internal or external training programs. These may include credentialing opportunities or less formal information exchanges that provide newly available information to appropriate staff.
- Provide regular internal education about the Marine Fisheries Program mission and how it relates to the work of each bureau.
- Conduct educational seminars to encourage enhancing familiarity between interest groups and increase awareness of programs, needs and opportunities that are relevant to marine resources.
- Add a Fisheries Statistician and GIS Specialist.

FY-2017 FUNDING:	\$ 351,138	General
	1,170,369	Federal
	<u>1,512,437</u>	Other
	\$ 3,033,944	Total



### **3A. Program 1 – Marine Fisheries FY-2018**

1. Effectively manage the diverse fisheries in Mississippi’s coastal waters and provide input to habitat restoration and conservation activities.

#### Strategies:

- **Marine Fisheries Program:** (involving all bureaus of this office)
  - Conduct cooperative research and development projects with institutions of higher learning and other entities, focusing on high priority fishery species.
  - Provide technical advice to the coastal area aquaculture industry and assist in meeting aquaculture regulatory requirements.
  - Monitor, assess and update all sustainable finfish and shellfish population initiatives
  - Regularly review and assess regulations and make appropriate recommendations to improve currency, relevancy and efficiency.
  - Improve management decisions through increased data analysis.
  - Assess personnel needs related to all programs. Prioritize additional personnel requirements and hire personnel, as appropriate, to fill needs in highest priority area.
  - Administer Endangered Species Act Section 6 Agreement for listed marine species.
  - Establish Program Coordinator positions within each bureau to meet program needs within budget constraints. (This will be done through upgrading current personnel, not adding staff)
- **Shellfish Bureau:**
  - Rehabilitate, restore, cultivate and/or create oyster reefs annually.
  - Maintain long-term monitoring and assessment projects for shellfish fisheries and regulatory mandates associated with managing these resources.
  - Secure additional funding for and continue long-term study of fishery disaster recovery and implications for Mississippi coastal waters through cooperative efforts with fishermen.
  - Collect shell retention fees for reef revitalization.
    - Revise, improve and maintain the electronic trip-ticket/tagging program.
  - Maintain oyster farm lease program.
  - Work with private and public entities to obtain material and funds to support the Mississippi Shellfish Program.
  - Continue the Mississippi Oyster Restoration Effort (MORE) Stewardship Program.
  - Investigate the feasibility of rearing hard clam in Mississippi.



### **Finfish Bureau:**

- Collect and interpret biological information relative to stock assessment for marine finfish.
- Monitor and report commercial and recreational landings data.
- Continue to expand the independent biological sampling plan, to include monitoring and assessment of all areas of the Mississippi Sound and adjacent estuaries. Research potential funding sources.
- Secure additional funding for and continue long-term study of fishery disaster recovery and implications for Mississippi coastal waters through cooperative efforts with fishermen.
- Implement expanded biological sampling of targeted species of commercially and recreationally important finfish to cover more targeted species, once additional funding can be secured.
- Implement trip-ticket system, contingent upon need and available funding.

### • **Artificial Reef Bureau:**

- Monitor and increase essential fish habitat through artificial reef development in Mississippi coastal waters and adjacent federal waters.
- Employ sidescan technology to assist with various other department programs: derelict vessel removal activities, oyster monitoring activities, derelict crab trap activities and marine patrol recovery efforts.
- Employ sidescan technology to assist local, state and federal entities by identifying hazards to navigation and shoal areas to be dredged.
- Work with private and public entities to obtain material and funds to support the Mississippi Artificial Reef Program.
- Maintain and acquire equipment to aid in the handling of donated artificial reef materials at DMR staging site.

### • **Shrimp and Crab Bureau:**

- Maintain long-term monitoring and assessment projects for shrimp and crab fisheries in territorial waters and regulatory mandates associated with managing these resources.
- Secure funding for and continue long-term study of fishery disaster recovery and implications for Mississippi coastal waters through cooperative efforts with fishermen.
- Conduct activities that support effective management, including:
  - Catch/unit data collection and analysis
  - Crab fishery surveys
  - Live bait camp inspections and licensing
  - Monthly catch/sales data
  - Collection permitting for individual research projects.
- Conduct annual Derelict Trap Removal program to locate and recycle derelict traps.
- Conduct invasive species monitoring and abatement.
- Coordinate Endangered Species Act Section 6 Agreement for listed marine species.
- Coordinate and administer USFWS sportfish restoration grants.



## 2. Promote quality and safety of Mississippi seafood products.

### Strategies:

- **Shellfish Bureau:**
  - Conduct surveys of shellfish growing waters and sanitary surveys in accordance with NSSP guidelines.
    - Collect monthly water samples at all compliance stations.
    - Analyze results and re-classify areas as appropriate.
    - Conduct pathogenic source tracking and growing area hydrographic studies as required.
    - Coordinate with appropriate entities for the mitigation of identified water quality issues.
  - Maintain shellfish program compliance with ISSC/NSSP and state guidelines.
    - Collect data consistent with ISSC requirements.
    - Conduct Harmful Algal Bloom (HAB) Sampling Program.
    - Establish and maintain meteorological stations.
- **Seafood Technology Bureau:**
  - Inspect seafood processing and distribution facilities on a quarterly basis to ensure compliance with state and federal seafood sanitation safety regulations.
    - Ensure all water sources are potable.
    - Ensure that the processing procedures of all new seafood dealers, new building and new equipment are validated.
  - Provide technical assistance to the seafood industry to aid in maintaining high sanitation standards in producing value-added products, maintaining high consumer confidence in Mississippi seafood products and improving operations.
  - Continue to meet the requirements associated with the highest level of certification for the Seafood Technology program through the Food and Drug Administration's (FDA) P.E.E.R. audit process.
  - Increase public awareness of food safety issues and appropriate actions to be taken.
    - Provide technical assistance, outreach and education regarding the handling and consumption of raw shellfish products.
    - Conduct trainings, and support stewardship meetings and workshops on seafood safety.
    - Promote dissemination of information on seafood sanitation, quality and handling practices and issues specific to imported seafood products.
    - Conduct research survey and seafood testing on imported seafood.
  - Maintain current levels of service as the number of processors changes.
  - Secure additional funding for seafood safety public outreach activities and continue with the education and training program of the bureau to help the seafood industry.



3. Provide effective education, public outreach, and promote stewardship of marine resources with each user group. Through these efforts, user group conflicts and complaints will be minimized.

Strategies:

- Ensure effective communications with each user group, in order to gather information and address concerns. Use appropriate approaches and effective methods for formal communications for each user group.
  - Survey user groups through public forums and task forces to obtain input and feedback.
  - Conduct informative meetings with harvesters and processors to identify problems and possible solutions.
  - Publish annual newsletters to harvesters, including information about DMR activities and tips on effective stewardship.
  - Track and address both positive and negative comments about the agency.
  - Provide and promote “Smart Harvesting Tips” for every bureau’s constituents, including suggestions related to time and energy efficiencies.
  - Provide educational information and materials for various user groups.
- Provide appropriate courses and educational materials to impact effective management of marine fishery resources.
  - Conduct, expand and maintain the oyster stewardship program.
  - Develop and conduct training on seafood safety and sanitation.
  - Provide and promote “Smart Harvesting Tips” for every bureau’s constituents.
  - Provide Environmental Education program.

4. Ensure DMR staff has the skills and training necessary to accomplish our mission.

Strategies:

- Regularly assess DMR staff skills regarding effective marine fisheries management and related responsibilities.
- Provide appropriate professional training opportunities through either internal or external training programs. These may include credentialing opportunities or less formal information exchanges that provide newly available information to appropriate staff.
- Provide regular internal education about the Marine Fisheries Program mission and how it relates to the work of each bureau.
- Conduct educational seminars to encourage familiarity between interest groups and increase awareness of programs, needs and opportunities that are relevant to marine resources.

FY-2018 FUNDING:	\$ 358,161	General
	1,193,776	Federal
	<u>1,542,686</u>	Other
	\$ 3,094,623	Total



### **3A. Program 1 – Marine Fisheries FY-2019**

1. Effectively manage the diverse fisheries in Mississippi’s coastal waters and provide input to habitat restoration and conservation activities.

#### Strategies:

- **Marine Fisheries Program:** (involving all bureaus of this office)
  - Conduct cooperative research and development projects with institutions of higher learning and other entities, focusing on high priority fishery species.
  - Provide technical advice to the coastal area aquaculture industry and assist in meeting aquaculture regulatory requirements.
  - Monitor, assess and update all sustainable finfish and shellfish population initiatives
  - Regularly review and assess regulations and make appropriate recommendations to improve currency, relevancy and efficiency.
  - Improve management decisions through increased data analysis.
  - Assess personnel needs related to all programs. Prioritize additional personnel requirements and hire personnel, as appropriate, to fill needs in highest priority area.
  - Administer Endangered Species Act Section 6 Agreement for listed marine species.
  - Establish Program Coordinator positions within each bureau to meet program needs within budget constraints. (This will be done through upgrading current personnel, not adding staff)
- **Shellfish Bureau:**
  - Rehabilitate, restore, cultivate and/or create oyster reefs annually.
  - Maintain long-term monitoring and assessment projects for shellfish fisheries and regulatory mandates associated with managing these resources.
  - Secure additional funding for and continue long-term study of fishery disaster recovery and implications for Mississippi coastal waters through cooperative efforts with fishermen.
  - Collect shell retention fees for reef revitalization.
    - Revise, improve and maintain the electronic trip-ticket/tagging program.
  - Maintain oyster farm lease program.
  - Work with private and public entities to obtain material and funds to support the Mississippi Shellfish Program.
  - Continue the Mississippi Oyster Restoration Effort (MORE) Stewardship Program.
  - Investigate the feasibility of rearing hard clam in Mississippi.



- **Finfish Bureau:**
  - Collect and interpret biological information relative to stock assessment for marine finfish.
  - Monitor and report commercial and recreational landings data.
  - Continue to expand the independent biological sampling plan, to include monitoring and assessment of all areas of the Mississippi Sound and adjacent estuaries. Research potential funding sources.
  - Secure additional funding for and continue long-term study of fishery disaster recovery and implications for Mississippi coastal waters through cooperative efforts with fishermen.
  - Implement expanded biological sampling of targeted species of commercially and recreationally important finfish to cover more targeted species, once additional funding can be secured.
  - Implement trip-ticket system, contingent upon need and available funding.
  
- **Artificial Reef Bureau:**
  - Monitor and increase essential fish habitat through artificial reef development in Mississippi coastal waters and adjacent federal waters.
  - Employ sidescan technology to assist with various other department programs: derelict vessel removal activities, oyster monitoring activities, derelict crab trap activities and marine patrol recovery efforts.
  - Employ sidescan technology to assist local, state and federal entities by identifying hazards to navigation and shoal areas to be dredged.
  - Work with private and public entities to obtain material and funds to support the Mississippi Artificial Reef Program.
  - Maintain and acquire equipment to aid in the handling of donated artificial reef materials at DMR staging area.
  
- **Shrimp and Crab Bureau:**
  - Maintain long-term monitoring and assessment projects for shrimp and crab fisheries in territorial waters and regulatory mandates associated with managing these resources.
  - Secure funding for and continue long-term study of fishery disaster recovery and implications for Mississippi coastal waters through cooperative efforts with fishermen.
  - Conduct activities that support effective management, including:
    - Catch/unit data collection and analysis
    - Crab fishery surveys
    - Live bait camp inspections and licensing
    - Monthly catch/sales data
    - Collection permitting for individual research projects.
  - Conduct annual Derelict Trap Removal program to locate and recycle derelict traps.
  - Conduct invasive species monitoring and abatement.
  - Coordinate Endangered Species Act Section 6 Agreement for listed marine species. Coordinate and administer USFWS sportfish restoration grants.



## 2. Promote quality and safety of Mississippi seafood products.

### Strategies:

- **Shellfish Bureau:**
  - Conduct surveys of shellfish growing waters and sanitary surveys in accordance with NSSP guidelines.
    - Collect monthly water samples at all compliance stations.
    - Analyze results and re-classify areas as appropriate.
    - Conduct pathogenic source tracking and growing area hydrographic studies as required.
    - Coordinate with appropriate entities for the mitigation of identified water quality issues.
  - Maintain shellfish program compliance with ISSC/NSSP and state guidelines.
    - Collect data consistent with ISSC requirements.
    - Conduct Harmful Algal Bloom (HAB) Sampling Program.
    - Establish and maintain meteorological stations.
- **Seafood Technology Bureau:**
  - Inspect seafood processing and distribution facilities on a quarterly basis to ensure compliance with state and federal seafood sanitation safety regulations.
    - Ensure all water sources are potable.
    - Ensure that the processing procedures of all new seafood dealers, new building and new equipment are validated.
  - Provide technical assistance to the seafood industry to aid in maintaining high sanitation standards in producing value-added products, maintaining high consumer confidence in Mississippi seafood products and improving operations.
  - Continue to meet the requirements associated with the highest level of certification for the Seafood Technology program through the Food and Drug Administration's (FDA) P.E.E.R. audit process.
  - Increase public awareness of food safety issues and appropriate actions to be taken.
    - Provide technical assistance, outreach and education regarding the handling and consumption of raw shellfish products.
    - Conduct trainings, and support stewardship meetings and workshops on seafood safety.
    - Promote dissemination of information on seafood sanitation, quality and handling practices and issues specific to imported seafood products.
    - Conduct research survey and seafood testing on imported seafood.
  - Maintain current levels of service as the number of processors changes.
  - Secure additional funding for seafood safety public outreach activities and continue with the education and training program of the bureau to help the seafood industry.



3. Provide effective education, public outreach, and promote stewardship of marine resources with each user group. Through these efforts, user group conflicts and complaints will be minimized.

Strategies:

- Ensure effective communications with each user group, in order to gather information and address concerns. Use appropriate approaches and effective methods for formal communications for each user group.
    - Survey user groups through public forums and task forces to obtain input and feedback.
    - Conduct informative meetings with harvesters and processors to identify problems and possible solutions.
    - Publish annual newsletters to harvesters, including information about DMR activities and tips on effective stewardship.
    - Track and address both positive and negative comments about the agency.
    - Provide and promote “Smart Harvesting Tips” for every bureau’s constituents, including suggestions related to time and energy efficiencies.
    - Provide educational information and materials for various user groups.
  - Provide appropriate courses and educational materials to impact effective management of marine fishery resources.
    - Conduct, expand and maintain the oyster stewardship program.
    - Develop and conduct training on seafood safety and sanitation.
    - Provide and promote “Smart Harvesting Tips” for every bureau’s constituents.
    - Provide Environmental Education program.
4. Ensure DMR staff has the skills and training necessary to accomplish our mission.

Strategies:

- Regularly assess DMR staff skills regarding effective marine fisheries management and related responsibilities.
- Provide appropriate professional training opportunities through either internal or external training programs. These may include credentialing opportunities or less formal information exchanges that provide newly available information to appropriate staff.
- Provide regular internal education about the Marine Fisheries Program mission and how it relates to the work of each bureau.
- Conduct educational seminars to encourage familiarity between interest groups and increase awareness of programs, needs and opportunities that are relevant to marine resources.

FY-2019 FUNDING:	\$ 365,324	General
	1,217,652	Federal
	<u>1,573,539</u>	Other
	\$ 3,156,515	Total



### 3. Performance Objectives

#### 3B. Program 2 – Coastal Ecology

##### **Introduction:**

The Coastal Ecology Program addresses the legislative mandates of the State of Mississippi Coastal Wetlands Protection Act and the federal Coastal Zone Management Act. This is done through coastal wetlands permits, the Mississippi Coastal Program, and wetlands acquisition, preservation, conservation, enhancement and management.

Each bureau of the Coastal Ecology Program addresses specific aspects of effective management of the State's wetlands:

##### □ **Regulatory Functions:**

- **Coastal Wetlands Permitting Bureau:** Citizens are concerned with preserving the esthetics, history and traditional neighborhoods of the Gulf Coast while moving forward with well-planned and responsible development activities. DMR is responsive by ensuring opportunity for public input and availability of factual data for permitting within the approved Mississippi Coastal Program. DMR administers a permit process in coordination and compliance with all state and federal agency laws and provisions. This ensures a one-stop permitting process.

The bureau issues wetlands permits and also performs monitoring and enforcement for federal, state and local government, industrial, commercial and private uses of wetland and adjacent areas for economic development, public access and other private uses. Requests for permits include industrial construction, casino development, construction of roads and bridges, dredging and individual requests, including construction of piers, boat slips, and other uses that fall within the jurisdiction of the legislative mandates. Technical advice is available to anyone contemplating a regulated use regarding the process, requirements, and references to helpful information for preparing permits.

- **Mitigation Compliance Program:** Initiated in 2001, this program's principal goal is to develop a comprehensive mitigation assessment and compliance program for coastal Mississippi. This goal will be reached through efforts to define habitats and assessment methods, track permits through a database, inspect projects for compliance, generate annual statistics, and educate the public on mitigation.
- **Grand Bay National Estuarine Research Reserve (NERR) Bureau:** The Grand Bay NERR was designated into the National Estuarine Research Reserve System in June 1999. The 18,500-acre reserve is located within the diverse wetland ecosystem of southeastern Jackson County, co-located with the U.S. Fish and Wildlife Service on Bayou Heron Road, Moss Point. The reserve facilitates highly interactive programs in coastal stewardship, applied and basic estuarine research, monitoring, education, public interpretation and outreach, serving as a living laboratory. The DMR serves as the lead agency for the reserve, interacting with the U.S. Department of Commerce's NOAA Estuarine Reserves Division, on program development and grant management. Mississippi has pledged to provide long-term



matching funding for all reserve operations and construction, subject to NOAA providing 70% of Grand Bay NERR funding. Currently, the entire amount of required state funding match comes from the Mississippi Tidelands Trust Fund.

In addition to the DMR partnership with NOAA, local partners include the U.S. Fish and Wildlife Service through the Grand Bay Wildlife Refuge, the Mississippi Secretary of State's Office, Mississippi State University, University of Southern Mississippi College of Marine Sciences, The Nature Conservancy and a Citizens Advisory Committee. Through its diverse programs, and its local, federal and reserve system partnerships, the Grand Bay NERR provides a powerful tool for the Department of Marine Resources and the citizens of Mississippi in providing one of the nation's most unique estuaries, while facilitating coastal research that will help provide answers to coastal management decisions of the future.

- ❑ **Coastal Preserves Bureau:** The program of this bureau was developed in 1992 to acquire, protect, and manage Mississippi's remaining coastal wetlands ecosystems. The state has identified twenty Coastal Preserve sites of important coastal wetland habitat and associated uplands. Acquired lands are managed to safeguard and protect their natural characteristics, ecological integrity, environmental functions, and economic and recreational values for the benefits of all Mississippi residents. The Mississippi Secretary of State is an active partner in the program.

The objectives of the Coastal Preserves Bureau are to acquire land within the State's 20 Coastal Preserve areas, protect sensitive coastal habitats, coordinate biological surveys and assessments and develop individual Coastal Preserve management plans. This program is also charged with developing a public outreach and education program to increase public awareness and interest in Mississippi's coastal wetlands, develop partnerships with federal, state and local agencies, and identify alternative approaches to protection and restoration of wetlands along the Mississippi Gulf Coast.

- ❑ **Beneficial Use of Dredge and Beach Renourishment Program:** Maintenance dredging for private and public projects is an integral component of the Mississippi coastal regulatory program. Currently, requirements for disposal of dredge material are off-site at an approved upland site or in an approved ocean dump site.

Based on an assessment of need and to utilize the valuable resource of material lost from these regular maintenance dredging projects, DMR has initiated a program to determine a methodology for the beneficial use of dredge material. As part of this program, DMR is partnering with other regulatory agencies, including US Army Corps of Engineers, US Fish and Wildlife Service, National Marine Fisheries Service, Mississippi Department of Environmental Quality and Mississippi Secretary of State Public Trust Tidelands Office to formulate a general permit for wetlands restoration/creation using dredge material within Mississippi coastal areas.

The purpose of the General Permit would be to provide an environmentally desirable alternative to upland disposal or ocean dumping of dredge material. The general permit will provide detailed plans for site design to restore or create wetlands within nine proposed sites



along the Mississippi Gulf Coast, or three sites per county. A mechanism for increasing the number of restoration sites will be included within the permit.

Each of these bureaus and programs contributes to the Coastal Ecology Program's overall objectives, which are further accomplished through special projects administered through this office.

Coastal preserves are being developed through cooperative efforts with other state, public and private agencies. These coastal preserves will provide for the preservation and conservation of important coastal wetland habitats and provide opportunities for conservation research to support marine resources habitat processes. Access for public use for educational and scenic enjoyment is anticipated, as these preserves are fully developed as part of individual preserve management plans.

This program requires extensive interagency coordination with federal and state agencies to relate permitting requests and approvals to the various federal and state statutes and program guidelines while maintaining coastal resources.



### **3B. Program 2 – Coastal Ecology FY-2015**

1. Maintain healthy habitat and water quality, through the use of effective research, planning, and monitoring.

#### Strategies:

- Prioritize and conduct or coordinate research relative to coastal management issues.
- Present information about DMR's history, purpose and activities to appropriate parties.
- Communicate performance indicators to appropriate agencies and individuals.

2. Manage the coastal wetland permitting process for the State of Mississippi, ensuring compliance with appropriate state and federal laws and regulations.

#### Strategies:

- Provide technical assistance to prospective permit requesters regarding the process, requirements and access to useful information to aid in processing permits.
- Process all requested coastal program permits annually (approximately 1000) and determine federal consistency as applicable.

3. Manage the DMR's coastal wetland program.

#### Strategies:

- Acquire, or have articles of dedication to acquire, significant acreage of wetlands within coastal preserve sites.
- Leverage other resources (including state, public and private agencies), acquiring tax-forfeited land and other lands meeting the criteria for additional coastal preserve areas.
- Develop or update inventory and map for two preserves, as input to the overall wetlands management plan.
- Continue to build the case for a dedicated fund for this purpose, including recruitment of partners.

4. Manage state-owned coastal preserves in cooperation with other applicable state and federal agencies.

#### Strategies:

- Develop a management plan for two of the state's coastal preserve sites.
- Continue to refine and enhance the coastal preserve management plans to reflect new acquisitions and changing site conditions and needs.



5. Maintain the Grand Bay National Estuarine Research Reserve.

Strategy: Conduct essential habitat restoration projects, develop public access infrastructure, including facilities, activities, enforcement, and other necessary functions.

6. Maintain a comprehensive coastal restoration program.

Strategies:

- Incorporate the beneficial use of dredge materials.
- Ensure the restoration of sensitive coastal habitat.
- Incorporate shoreline protection activities.

FY-2015 FUNDING:	\$ 260,900	General
	1,626,940	Federal
	<u>0</u>	Other
	\$1,887,840	Total



### **3B. Program 2 – Coastal Ecology FY-2016**

1. Maintain healthy habitat and water quality, through the use of effective research, planning, and monitoring.

Strategies:

- Prioritize and conduct or coordinate research relative to coastal management issues.
- Present information about DMR's history, purpose and activities to appropriate parties.
- Communicate performance indicators to appropriate agencies and individuals.

2. Manage the coastal wetland permitting process for the State of Mississippi, ensuring compliance with appropriate state and federal laws and regulations.

Strategies:

- Provide technical assistance to prospective permit requesters regarding the process, requirements and access to useful information to aid in processing permits.
- Process all requested coastal program permits annually (approximately 1100) and determine federal consistency as applicable.

3. Manage the DMR's coastal wetland program.

Strategies:

- Acquire, or have articles of dedication to acquire, significant acreage of wetlands within coastal preserve sites.
- Leverage other resources (including state, public and private agencies), acquiring tax-forfeited land and other lands meeting the criteria for additional coastal preserve areas.
- Develop or update inventory and map for two preserves, as input to the overall wetlands management plan.
- Continue to build the case for a dedicated fund for this purpose, including recruitment of partners.

4. Manage state-owned coastal preserves in cooperation with other applicable state and federal agencies.

Strategies:

- Develop a management plan for two of the state's coastal preserve sites.
- Continue to refine and enhance the coastal preserve management plans to reflect new acquisitions and changing site conditions and needs.



5. Maintain the Grand Bay National Estuarine Research Reserve.

Strategy: Conduct essential habitat restoration projects, develop public access infrastructure, including facilities, activities, enforcement, and other necessary functions.

6. Maintain a comprehensive coastal restoration program.

Strategies:

- Incorporate the beneficial use of dredge materials.
- Ensure the restoration of sensitive coastal habitat.
- Incorporate shoreline protection activities.

FY-2016 FUNDING:	\$ 266,118	General
	1,659,479	Federal
	<u>0</u>	Other
	\$1,925,597	Total



### **3B. Program 2 – Coastal Ecology FY-2017**

1. Maintain healthy habitat and water quality, through the use of effective research, planning, and monitoring.

#### Strategies:

- Prioritize and conduct or coordinate research relative to coastal management issues.
- Present information about DMR's history, purpose and activities to appropriate parties.
- Communicate performance indicators to appropriate agencies and individuals.

2. Manage the coastal wetland permitting process for the State of Mississippi, ensuring compliance with appropriate state and federal laws and regulations.

#### Strategies:

- Provide technical assistance to prospective permit requesters regarding the process, requirements and access to useful information to aid in processing permits.
- Process all requested coastal program permits annually (approximately 1200) and determine federal consistency as applicable.

3. Manage the DMR's coastal wetland program.

#### Strategies:

- Acquire, or have articles of dedication to acquire, significant acreage of wetlands within coastal preserve sites.
- Leverage other resources (including state, public and private agencies), acquiring tax-forfeited land and other lands meeting the criteria for additional coastal preserve areas.
- Develop or update inventory and map for two preserves, as input to the overall wetlands management plan.
- Continue to build the case for a dedicated fund for this purpose, including recruitment of partners.

4. Manage state-owned coastal preserves in cooperation with other applicable state and federal agencies.

#### Strategies:

- Develop a management plan for two of the state's coastal preserve sites.
- Continue to refine and enhance the coastal preserve management plans to reflect new acquisitions and changing site conditions and needs.



5. Maintain the Grand Bay National Estuarine Research Reserve.

Strategy: Conduct essential habitat restoration projects, develop public access infrastructure, including facilities, activities, enforcement, and other necessary functions.

6. Maintain a comprehensive coastal restoration program.

Strategies:

- Incorporate the beneficial use of dredge materials.
- Ensure the restoration of sensitive coastal habitat.
- Incorporate shoreline protection activities.

FY-2017 FUNDING:	\$ 271,440	General
	1,692,668	Federal
	<u>0</u>	Other
	\$1,964,109	Total



### **3B. Program 2 – Coastal Ecology FY-2018**

1. Maintain healthy habitat and water quality, through the use of effective research, planning, and monitoring.

#### Strategies:

- Prioritize and conduct or coordinate research relative to coastal management issues.
- Present information about DMR's history, purpose and activities to appropriate parties.
- Communicate performance indicators to appropriate agencies and individuals.

2. Manage the coastal wetland permitting process for the State of Mississippi, ensuring compliance with appropriate state and federal laws and regulations.

#### Strategies:

- Provide technical assistance to prospective permit requesters regarding the process, requirements and access to useful information to aid in processing permits.
- Process all requested coastal program permits annually (approximately 1200) and determine federal consistency as applicable.

3. Manage the DMR's coastal wetland program.

#### Strategies:

- Acquire, or have articles of dedication to acquire, significant acreage of wetlands within coastal preserve sites.
- Leverage other resources (including state, public and private agencies), acquiring tax-forfeited land and other lands meeting the criteria for additional coastal preserve areas.
- Develop or update inventory and map for two preserves, as input to the overall wetlands management plan.
- Continue to build the case for a dedicated fund for this purpose, including recruitment of partners.

4. Manage state-owned coastal preserves in cooperation with other applicable state and federal agencies.

#### Strategies:

- Develop a management plan for two of the state's coastal preserve sites.
- Continue to refine and enhance the coastal preserve management plans to reflect new acquisitions and changing site conditions and needs.



5. Maintain the Grand Bay National Estuarine Research Reserve.

Strategy: Conduct essential habitat restoration projects, develop public access infrastructure, including facilities, activities, enforcement, and other necessary functions.

6. Maintain a comprehensive coastal restoration program.

Strategies:

- Incorporate the beneficial use of dredge materials.
- Ensure the restoration of sensitive coastal habitat.
- Incorporate shoreline protection activities.

FY-2018 FUNDING:	\$ 276,869	General
	1,726,522	Federal
	<u>0</u>	Other
	\$2,003,391	Total



### **3B. Program 2 – Coastal Ecology FY-2019**

1. Maintain healthy habitat and water quality, through the use of effective research, planning, and monitoring.

#### Strategies:

- Prioritize and conduct or coordinate research relative to coastal management issues.
- Present information about DMR's history, purpose and activities to appropriate parties.
- Communicate performance indicators to appropriate agencies and individuals.

2. Manage the coastal wetland permitting process for the State of Mississippi, ensuring compliance with appropriate state and federal laws and regulations.

#### Strategies:

- Provide technical assistance to prospective permit requesters regarding the process, requirements and access to useful information to aid in processing permits.
- Process all requested coastal program permits annually (approximately 1200) and determine federal consistency as applicable.

3. Manage the DMR's coastal wetland program.

#### Strategies:

- Acquire, or have articles of dedication to acquire, significant acreage of wetlands within coastal preserve sites.
- Leverage other resources (including state, public and private agencies), acquiring tax-forfeited land and other lands meeting the criteria for additional coastal preserve areas.
- Develop or update inventory and map for two preserves, as input to the overall wetlands management plan.
- Continue to build the case for a dedicated fund for this purpose, including recruitment of partners.

4. Manage state-owned coastal preserves in cooperation with other applicable state and federal agencies.

#### Strategies:

- Develop a management plan for two of the state's coastal preserve sites.
- Continue to refine and enhance the coastal preserve management plans to reflect new acquisitions and changing site conditions and needs.



5. Maintain the Grand Bay National Estuarine Research Reserve.

Strategy: Conduct essential habitat restoration projects, develop public access infrastructure, including facilities, activities, enforcement, and other necessary functions.

6. Maintain a comprehensive coastal restoration program.

Strategies:

- Incorporate the beneficial use of dredge materials.
- Ensure the restoration of sensitive coastal habitat.
- Incorporate shoreline protection activities.

FY-2019 FUNDING:	\$ 282,407	General
	1,761,052	Federal
	<u>0</u>	Other
	\$2,043,459	Total



### 3. Performance Objectives

#### **3C. Program 3 – Tidelands Trust Fund**

##### **Introduction:**

The Tidelands Trust Fund Program began in 1994 and is supported by funds derived from the lease rentals of tidelands and submerged lands. The Tidelands Trust Fund Program's mission is to utilize public trust funds in the manner allowed by law to develop, protect and conserve coastal resources, and to increase the public's access and enjoyment of all coastal waters.

The Commission on Marine Resources (CMR) has been charged by the Legislature to administer the Tidelands Trust Fund. Guided by the objectives stated in Title 29, Section 15, of the Mississippi Code of 1972, the CMR administers the Tidelands Trust Fund, while also promoting other mandates related to fisheries, wetlands and coastal management. In support of DMR's mission, the Tidelands Trust Fund program continuously seeks to establish state policy that balances the divergent interests of upland private property owners and the general public over the use of public trust tidelands and submerged land of the State of Mississippi.

Two primary goals of the Tidelands Trust Fund Program are to:

- implement new and additional tidelands management programs such as conservation, reclamation, preservation, acquisition, education, enhancement of public access, and public improvement projects.
- implement legislative mandates of the DMR in the area of fisheries, wetlands and coastal management.

Tidelands Trust Funds are allocated with a goal of equal distribution between Public Access Projects (such as boat ramps, breakwaters, marinas, harbor repairs and piers) and Tidelands Management Projects (which focus on conservation, reclamation, education, enhancement, preservation, and acquisition of marine-related coastal resources). Through recommendations made to the Legislature, the CMR strives to achieve a 50-50 ratio between Public Access and Tidelands Management projects funded by the Tidelands Trust Fund.

The goals of the Tidelands Trust Fund Program complement and augment the goals of the DMR through the equitable distribution and administration of these funds.



### **3C. Program 3 - Tidelands Trust Fund FY-2015**

1. Provide the Mississippi Legislature with quality, cost-effective proposals to meet the objectives of the Tidelands Trust Fund, including a balanced distribution of available funds to public access and tidelands management projects.

Strategies:

- Issue timely, easily understood call for proposals.
  - Update proposal forms to continually improve ease of use (including appropriate use of the DMR website) and answer questions essential to the review process of the Tidelands and Liaison Office, as well as the Merit Review Committee.
  - Provide technical assistance to the public, private entities and the Mississippi Legislature regarding the Tidelands Trust Fund, including funding cycles, processes and history.
  - Coordinate Merit Review Committee (MRC) reviews and assessments.
2. Implement new and additional tidelands programs, based on the priorities established by the Mississippi Legislature and the Commission on Marine Resources.

Strategy: Add newly approved programs to the existing project management system. (See Goal #3.)

3. Track and manage all Public Access and Tidelands Management projects.

Strategy: Monitor Tidelands Agreements through the use of semi-annual reports, Tidelands presentations, expenditure reports, site inspections, and a final report at each project's completion. Progress payments, authorized by HB1331, will be made in installments, based on verified work completed and material used in the performance of a line item Tidelands Project.



4. Increase the effective use of Tidelands funds by the DMR.

Strategies:

- Update the agency-wide web-based data library and update with new information about all research materials held within the DMR, including all final reports produced by prior projects funded with Tidelands Trust Funds. Use the information to coordinate or avoid duplication of future research and information needs throughout the agency, as well as providing input to agency needs assessments.
- Regularly inform the Department of Marine Resources and the Commission on Marine Resources about Tidelands issues.
- Revise office goals for potential use of Tidelands funds for at least the next two years. Use the goals for 2012 to guide this year's proposals from DMR.
  - Managed project priorities will be focused on matching federal dollars, including disaster funds, for restoration, conservation and management of marine resources.
  - Public access priority will be to rebuild and enhance existing public access structures with a combination of federal funding, including federal disaster funding, and Tidelands funds, with direction from the Legislature regarding use of Tidelands funds.
  - The overall objective will be to maximize federal dollars for the restoration of the Mississippi Gulf Coast.

FY-2015 FUNDING:	\$	-0-	General
		-0-	Federal
		<u>9,787,443</u>	Other
	\$	9,787,443	Total



### **3C. Program 3 - Tidelands Trust Fund FY-2016**

1. Provide the Mississippi Legislature with quality, cost-effective proposals to meet the objectives of the Tidelands Trust Fund, including a balanced distribution of available funds to public access and tidelands management projects.

#### Strategies:

- Issue timely, easily understood call for proposals.
  - Update proposal forms to continually improve ease of use (including all forms and information available on the DMR website) and answer questions essential to the review process of the Tidelands and Liaison Office, as well as the Merit Review Committee.
  - Provide technical assistance to the public, private entities and the Mississippi Legislature regarding the Tidelands Trust Fund, including funding cycles, processes and history.
  - Coordinate Merit Review Committee (MRC) reviews and assessments.
2. Implement new and additional tidelands programs, based on the priorities established by the Mississippi Legislature and the Commission on Marine Resources.

Strategy: Add newly approved programs to the existing project management system. (See Goal #3.)

3. Track and manage all Public Access and Tidelands Management projects.

Strategy: Monitor Tidelands Agreements through the use of semi-annual reports, Tidelands presentations, expenditure reports, site inspections, independent audit, and a final report at each project's completion. Progress payments, authorized by HB1331, will be made in installments, based on verified work completed and material used in the performance of a line item Tidelands Project.



4. Increase the effective use of Tidelands funds by the DMR.

Strategies:

- Update the agency-wide web-based data library with new information about all research materials held within the DMR, including all final reports produced by prior projects funded with Tidelands Trust Funds. Use the information to coordinate or avoid duplication of future research and information needs throughout the agency, as well as providing input to agency needs assessments.
- Regularly inform the Department of Marine Resources and the Commission on Marine Resources about Tidelands issues.
- Revise office goals for potential use of Tidelands funds for at least the next two years. Use the goals for 2013 to guide this year's proposals from DMR.
  - Managed project priorities will be focused on matching federal dollars for restoration, conservation and management of marine resources.
  - Public access priority will be to rebuild and enhance existing public access structures with a combination of federal funding and Tidelands funds, with direction from the Legislature regarding use of Tidelands funds.
  - The overall objective will be to maximize federal dollars for the restoration of the Mississippi Gulf Coast.

FY-2016 FUNDING:	\$	-0-	General
		-0-	Federal
		<u>9,983,192</u>	Other
	\$	9,983,192	Total



### **3C. Program 3 - Tidelands Trust Fund FY-2017**

1. Provide the Mississippi Legislature with quality, cost-effective proposals to meet the objectives of the Tidelands Trust Fund, including a balanced distribution of available funds to public access and tidelands management projects.

#### Strategies:

- Issue timely, easily understood call for proposals.
  - Update proposal forms to continually improve ease of use (including all forms and information available on the DMR website) and answer questions essential to the review process of the Tidelands and Liaison Office, as well as the Merit Review Committee.
  - Provide technical assistance to the public, private entities and the Mississippi Legislature regarding the Tidelands Trust Fund, including funding cycles, processes and history.
  - Coordinate Merit Review Committee (MRC) reviews and assessments.
2. Implement new and additional tidelands programs, based on the priorities established by the Mississippi Legislature and the Commission on Marine Resources.

Strategy: Add newly approved programs to the existing project management system. (See Goal #3.)

3. Track and manage all Public Access and Tidelands Management projects.

Strategy: Monitor Tidelands Agreements through the use of semi-annual reports, Tidelands presentations, expenditure reports, site inspections, independent audit, and a final report at each project's completion. Progress payments, authorized by HB1331, will be made in installments, based on verified work completed and material used in the performance of a line item Tidelands Project.



4. Increase the effective use of Tidelands funds by the DMR.

Strategies:

- Update the agency-wide web-based data library with new information about all research materials held within the DMR, including all final reports produced by prior projects funded with Tidelands Trust Funds. Use the information to coordinate or avoid duplication of future research and information needs throughout the agency, as well as providing input to agency needs assessments.
- Regularly inform the Department of Marine Resources and the Commission on Marine Resources about Tidelands issues.
- Revise office goals for potential use of Tidelands funds for at least the next two years. Use the goals for 2012 to guide this year's proposals from DMR.
  - Managed project priorities will be focused on matching federal dollars for restoration, conservation and management of marine resources.
  - Public access priority will be to rebuild and enhance existing public access structures with a combination of federal funding and Tidelands funds, with direction from the Legislature regarding use of Tidelands funds.
  - The overall objective will be to maximize federal dollars for the restoration of the Mississippi Gulf Coast.

FY-2017 FUNDING:	\$	-0-	General
		-0-	Federal
		<u>10,182,856</u>	Other
	\$	10,182,856	Total



### **3C. Program 3 - Tidelands Trust Fund FY-2018**

1. Provide the Mississippi Legislature with quality, cost-effective proposals to meet the objectives of the Tidelands Trust Fund, including a balanced distribution of available funds to public access and tidelands management projects.

#### Strategies:

- Issue timely, easily understood call for proposals.
  - Update proposal forms to continually improve ease of use (including all forms and information available on the DMR website) and answer questions essential to the review process of the Tidelands and Liaison Office, as well as the Merit Review Committee.
  - Provide technical assistance to the public, private entities and the Mississippi Legislature regarding the Tidelands Trust Fund, including funding cycles, processes and history.
  - Coordinate Merit Review Committee (MRC) reviews and assessments.
2. Implement new and additional tidelands programs, based on the priorities established by the Mississippi Legislature and the Commission on Marine Resources.

Strategy: Add newly approved programs to the existing project management system. (See Goal #3.)

3. Track and manage all Public Access and Tidelands Management projects.

Strategy: Monitor Tidelands Agreements through the use of semi-annual reports, Tidelands presentations, expenditure reports, site inspections, independent audit, and a final report at each project's completion. Progress payments, authorized by HB1331, will be made in installments, based on verified work completed and material used in the performance of a line item Tidelands Project.



4. Increase the effective use of Tidelands funds by the DMR.

Strategies:

- Update the agency-wide web-based data library with new information about all research materials held within the DMR, including all final reports produced by prior projects funded with Tidelands Trust Funds. Use the information to coordinate or avoid duplication of future research and information needs throughout the agency, as well as providing input to agency needs assessments.
- Regularly inform the Department of Marine Resources and the Commission on Marine Resources about Tidelands issues.
- Revise office goals for potential use of Tidelands funds for at least the next two years. Use the goals for 2013 to guide this year's proposals from DMR.
  - Managed project priorities will be focused on matching federal dollars for restoration, conservation and management of marine resources.
  - Public access priority will be to rebuild and enhance existing public access structures with a combination of federal funding and Tidelands funds, with direction from the Legislature regarding use of Tidelands funds.
  - The overall objective will be to maximize federal dollars for the restoration of the Mississippi Gulf Coast.

FY-2018 FUNDING:	\$	-0-	General
		-0-	Federal
		<u>10,386,513</u>	Other
	\$	10,386,513	Total



### **3C. Program 3 - Tidelands Trust Fund FY-2019**

1. Provide the Mississippi Legislature with quality, cost-effective proposals to meet the objectives of the Tidelands Trust Fund, including a balanced distribution of available funds to public access and tidelands management projects.

Strategies:

- Issue timely, easily understood call for proposals.
  - Update proposal forms to continually improve ease of use (including all forms and information available on the DMR website) and answer questions essential to the review process of the Tidelands and Liaison Office, as well as the Merit Review Committee.
  - Provide technical assistance to the public, private entities and the Mississippi Legislature regarding the Tidelands Trust Fund, including funding cycles, processes and history.
  - Coordinate Merit Review Committee (MRC) reviews and assessments.
2. Implement new and additional tidelands programs, based on the priorities established by the Mississippi Legislature and the Commission on Marine Resources.

Strategy: Add newly approved programs to the existing project management system. (See Goal #3.)

3. Track and manage all Public Access and Tidelands Management projects.

Strategy: Monitor Tidelands Agreements through the use of semi-annual reports, Tidelands presentations, expenditure reports, site inspections, independent audit, and a final report at each project's completion. Progress payments, authorized by HB1331, will be made in installments, based on verified work completed and material used in the performance of a line item Tidelands Project.



4. Increase the effective use of Tidelands funds by the DMR.

Strategies:

- Update the agency-wide web-based data library with new information about all research materials held within the DMR, including all final reports produced by prior projects funded with Tidelands Trust Funds. Use the information to coordinate or avoid duplication of future research and information needs throughout the agency, as well as providing input to agency needs assessments.
- Regularly inform the Department of Marine Resources and the Commission on Marine Resources about Tidelands issues.
- Revise office goals for potential use of Tidelands funds for at least the next two years. Use the goals for 2014 to guide this year's proposals from DMR.
  - Managed project priorities will be focused on matching federal dollars for restoration, conservation and management of marine resources.
  - Public access priority will be to rebuild and enhance existing public access structures with a combination of federal funding and Tidelands funds, with direction from the Legislature regarding use of Tidelands funds.
  - The overall objective will be to maximize federal dollars for the restoration of the Mississippi Gulf Coast.

FY-2019 FUNDING:	\$	-0-	General
		-0-	Federal
		<u>10,594,243</u>	Other
	\$	10,594,243	Total



### 3. Performance Objectives

#### **3D. Program 4 – Marine Patrol**

##### **Introduction:**

The Marine Patrol Program is responsible for the enforcement of all state and federal laws, rules and regulations in the marine area, which includes approximately 1,000 square miles of water, 369 miles of shoreline and 66,933 acres of marsh and landmass associated with the three coastal counties of Jackson, Harrison and Hancock. In addition, the Marine Patrol Program is specifically responsible for enforcement of marine seafood laws, to ensure the revitalization of the seafood industry. This program enforces regulations on seasons, areas, and methods of harvest of all species both commercial and recreational. Responsibilities also include the monitoring and enforcement of laws pertaining to the wholesale and retail marketing of seafood, as well as the processing and transportation of seafood to ensure that federal and state regulations and quality standards are maintained.

The Marine Patrol Program conducts patrols of wetlands areas to ensure the preservation of our natural habitats, and to investigate regulation compliance of development projects. This includes enforcing Federal Fisheries regulations as mandated by the Magnuson-Stevens Fisheries Act of 1996 and the associated Lacey Act.

This program also provides a vital public service to the residents of this state through its educational programs. Marine Patrol Officers conduct public boat and water safety classes. Officers are requested by local schools, civic groups, and special interest organizations to speak about career opportunities, agency services, and regulatory requirements.

The Marine Patrol Program is called upon frequently to render both emergency and personal service to the public. Officers routinely aid mariners in times of distress and disaster. The Marine Patrol Officers provide a vital service in the coastal areas of the state during times of natural disasters, such as hurricanes and flooding. Marine Patrol Officers serve as the only state law enforcement officers at the many marine events in the three coastal counties.

To ensure the continued proficiency of the Marine Patrol staff, an Inservice Training Officer monitors personnel training records, arranges for and provides appropriate training to maintain at least minimum standards and qualifications of all staff, including annual firearms training, required by law for all enforcement personnel.



### **3D. Program 4 - Marine Patrol FY-2015**

1. Law Enforcement: Operate and man a 24-hour patrol of an area that encompasses over 1,000 square miles of marine waters, 369 miles of shoreline, 66,933 acres of marsh land, and the land mass of Hancock, Harrison and Jackson Counties.

#### Strategies:

- Operate two sub-districts with two district managers (Captains) during the day shift as well as a night shift, and a Lieutenant responsible for each shift. Maintain an average of 18 officers per sub-district. These officers provide all Marine Patrol services, including community policing and Boat and Water Safety training (see Goal #3).
  - Develop specific curriculum and course material for an organized, structured training program for field officers.
  - Become involved early in agency discussions about seeking new laws, in order to assess enforceability.
2. Investigations: In addition to the efforts of the force described above, enforce the laws of the State of Mississippi using covert operations to gather intelligence, and carry out marine theft investigations and personnel background investigations.

Strategy: Conduct covert, intelligence, marine theft, boating accidents, and internal affairs investigations. This function is not currently staffed by separate officers. The need for a separate function will continually be assessed.

3. Boat and Water Safety: Coordinate permits for all marine events. Conduct inspections of Department vessels. Respond to environmental emergencies. Coordinate and conduct boat and water safety classes for all constituents.

#### Strategies:

- Perform planning and instruction of all boat and water safety classes with over 1300 students certified annually.
- Schedule and coordinate permitting for approximately 30-40 marine events annually.
- Conduct quarterly inspections of all department vessels.
- Coordinate boat and water safety classes, utilizing locally-assigned marine patrol law enforcement officers, as we return to a community policing concept with these officers.



4. **Emergency Response:** Conduct emergency response in the marine waters of the state and adjacent counties.

Strategies:

- Maintain a six-person dive and recovery team responsible for searching for drowned victims and the recovery of physical evidence. Each Marine Patrol Officer has the responsibility to respond to all emergencies regarding mariners.
- Maintain ESF9 and ESF13 certification, so that officers are equipped to serve as first responders in the case of a disaster.

5. **Public Assistance:** Provide non-emergency assistance to the public when they are in distress upon the marine waters.

Strategy: Routinely assist the public with tow-ins, and search for overdue vessels, thus reducing emergency situations, which require more significant deployment of manpower.

6. **Public Relations:** Marine Patrol Officers provide information on rules and regulations to the public and are called upon to speak on behalf of enforcement's efforts to special interest groups.

Strategies:

- Continue to appoint officers to speak to civic organization, schools and special interest groups about career opportunities, agency services and regulatory requirements.
- Begin to develop educational materials on fishing that includes information about resource conservation, regulations and reasons, and resource management.
- Post educational materials at public access locations, such as docks.

7. **Shellfish Program:** Enforce rules and regulations regarding the harvest, transportation, processing and both retail and wholesale marketing.

Strategy: Man all open oyster check-in stations during harvest season, as well as patrolling natural reefs to ensure compliance with State and Federal regulations. Monitor transportation and processing of shellfish. (All Marine Patrol Officers share these duties.)

8. **Communications:** Provide 24-hour radio dispatch.

Strategy: Conduct day and night-shift communications using 5 radio dispatchers, operating under one supervisor. The supervisor is responsible for both shifts of radio communications and assists the dispatchers during the day-shift.



9. Training: Coordinate all specialized trainings and required certifications for all officers.

Strategies:

- Maintain clear records on all officers regarding training requirements and completed training.
- Coordinate regular certification activities for all officers, including firearms training.
- Coordinate all specialized training for officers, including necessary training for the Emergency Response dive team.

FY-2015 FUNDING:	\$ 14,328	General
	\$ 1,750,778	Federal
	<u>\$ 1,019,792</u>	Other
	\$ 2,784,898	Total



### **3D. Program 4 - Marine Patrol FY-2016**

1. Law Enforcement: Operate and man a 24-hour patrol of an area that encompasses over 1,000 square miles of marine waters, 369 miles of shoreline, 66,933 acres of marsh land, and the land mass of Hancock, Harrison and Jackson Counties.

#### Strategies:

- Operate two sub-districts with two district managers (Captains) during the day shift as well as a night shift, and a Lieutenant responsible for each shift. Maintain an average of 20 officers per sub-district. These officers provide all Marine Patrol services, including community policing and Boat and Water Safety training (see Goal #3).
  - Develop specific curriculum and course material for an organized, structured training program for field officers.
  - Become involved early in agency discussions about seeking new laws, in order to assess enforceability.
2. Investigations: In addition to the efforts of the force described above, enforce the laws of the State of Mississippi using covert operations to gather intelligence, and carry out marine theft investigations and personnel background investigations.

Strategy: Conduct covert, intelligence, marine theft, boating accidents, and internal affairs investigations. This function is not currently staffed by separate officers. The need for a separate function will continually be assessed.

3. Boat and Water Safety: Coordinate permits for all marine events. Conduct inspections of Department vessels. Respond to environmental emergencies. Coordinate and conduct boat and water safety classes for all constituents.

#### Strategies:

- Perform planning and instruction of all boat and water safety classes with over 1400 students certified annually.
- Schedule and coordinate permitting for approximately 35-45 marine events annually.
- Conduct quarterly inspections of all department vessels.
- Coordinate boat and water safety classes, utilizing locally-assigned marine patrol law enforcement officers, as we return to a community policing concept with these officers.



4. Emergency Response: Conduct emergency response in the marine waters of the state and adjacent counties.

Strategies:

- Maintain a six-person dive and recovery team responsible for searching for drowned victims and the recovery of physical evidence. Each Marine Patrol Officer has the responsibility to respond to all emergencies regarding mariners.
- Maintain ESF9 and ESF13 certification, so that officers are equipped to serve as first responders in the case of a disaster.

5. Public Assistance: Provide non-emergency assistance to the public when they are in distress upon the marine waters.

Strategy: Routinely assist the public with tow-ins, and search for overdue vessels, thus reducing emergency situations, which require more significant deployment of manpower.

6. Public Relations: Marine Patrol Officers provide information on rules and regulations to the public and are called upon to speak on behalf of enforcement's efforts to special interest groups.

Strategies:

- Continue to appoint officers to speak to civic organization, schools and special interest groups about career opportunities, agency services and regulatory requirements.
- Begin to develop educational materials on fishing that includes information about resource conservation, regulations and reasons, and resource management.
- Post educational materials at public access locations, such as docks.

7. Shellfish Program: Enforce rules and regulations regarding the harvest, transportation, processing and both retail and wholesale marketing.

Strategy: Man all open oyster check-in stations during harvest season, as well as patrolling natural reefs to ensure compliance with State and Federal regulations. Monitor transportation and processing of shellfish. (All Marine Patrol Officers share these duties.)

8. Communications: Provide 24-hour radio dispatch.

Strategy: Conduct day and night-shift communications using 5 radio dispatchers, operating under one supervisor. The supervisor is responsible for both shifts of radio communications and assists the dispatchers during the day-shift.



9. Training: Coordinate all specialized trainings and required certifications for all officers.

Strategies:

- Maintain clear records on all officers regarding training requirements and completed training.
- Coordinate regular certification activities for all officers, including firearms training.
- Coordinate all specialized training for officers, including necessary training for the Emergency Response dive team.

FY-2016 FUNDING:

\$ 14,615	General
1,785,793	Federal
<u>1,040,188</u>	Other
\$ 2,840,596	Total



### **3D. Program 4 - Marine Patrol FY-2017**

1. Law Enforcement: Operate and man a 24-hour patrol of an area that encompasses over 1,000 square miles of marine waters, 369 miles of shoreline, 66,933 acres of marsh land, and the land mass of Hancock, Harrison and Jackson Counties.

#### Strategies:

- Operate two sub-districts with two district managers (Captains) during the day shift as well as a night shift, and a Lieutenant responsible for each shift. Maintain an average of 22 officers per sub-district. These officers provide all Marine Patrol services, including community policing and Boat and Water Safety training (see Goal #3).
  - Develop specific curriculum and course material for an organized, structured training program for field officers.
  - Become involved early in agency discussions about seeking new laws, in order to assess enforceability.
2. Investigations: In addition to the efforts of the force described above, enforce the laws of the State of Mississippi using covert operations to gather intelligence, and carry out marine theft investigations and personnel background investigations.

Strategy: Conduct covert, intelligence, marine theft, boating accidents, and internal affairs investigations. This function is not currently staffed by separate officers. The need for a separate function will continually be assessed.

3. Boat and Water Safety: Coordinate permits for all marine events. Conduct inspections of Department vessels. Respond to environmental emergencies. Coordinate and conduct boat and water safety classes for all constituents.

#### Strategies:

- Perform planning and instruction of all boat and water safety classes with over 1400 students certified annually.
- Schedule and coordinate permitting for approximately 35-45 marine events annually.
- Conduct quarterly inspections of all department vessels.
- Coordinate boat and water safety classes, utilizing locally-assigned marine patrol law enforcement officers, as we return to a community policing concept with these officers.



4. **Emergency Response:** Conduct emergency response in the marine waters of the state and adjacent counties.

Strategies:

- Maintain a six-person dive and recovery team responsible for searching for drowned victims and the recovery of physical evidence. Each Marine Patrol Officer has the responsibility to respond to all emergencies regarding mariners.
- Maintain ESF9 and ESF13 certification, so that officers are equipped to serve as first responders in the case of a disaster.

5. **Public Assistance:** Provide non-emergency assistance to the public when they are in distress upon the marine waters.

Strategy: Routinely assist the public with tow-ins, and search for overdue vessels, thus reducing emergency situations, which require more significant deployment of manpower.

6. **Public Relations:** Marine Patrol Officers provide information on rules and regulations to the public and are called upon to speak on behalf of enforcement's efforts to special interest groups.

Strategies:

- Continue to appoint officers to speak to civic organization, schools and special interest groups about career opportunities, agency services and regulatory requirements.
- Begin to develop educational materials on fishing that includes information about resource conservation, regulations and reasons, and resource management.
- Post educational materials at public access locations, such as docks.

7. **Shellfish Program:** Enforce rules and regulations regarding the harvest, transportation, processing and both retail and wholesale marketing.

Strategy: Man all open oyster check-in stations during harvest season, as well as patrolling natural reefs to ensure compliance with State and Federal regulations. Monitor transportation and processing of shellfish. (All Marine Patrol Officers share these duties.)

8. **Communications:** Provide 24-hour radio dispatch.

Strategy: Conduct day and night-shift communications using 6 radio dispatchers, operating under one supervisor. The supervisor is responsible for both shifts of radio communications and assists the dispatchers during the day-shift.



9. Training: Coordinate all specialized trainings and required certifications for all officers.

Strategies:

- Maintain clear records on all officers regarding training requirements and completed training.
- Coordinate regular certification activities for all officers, including firearms training.
- Coordinate all specialized training for officers, including necessary training for the Emergency Response dive team.

FY-2017 FUNDING:	\$ 14,907	General
	1,821,509	Federal
	<u>1,060,992</u>	Other
	\$ 2,897,408	Total



### **3D. Program 4 - Marine Patrol FY-2018**

1. Law Enforcement: Operate and man a 24-hour patrol of an area that encompasses over 1,000 square miles of marine waters, 369 miles of shoreline, 66,933 acres of marsh land, and the land mass of Hancock, Harrison and Jackson Counties.

#### Strategies:

- Operate two sub-districts with two district managers (Captains) during the day shift as well as a night shift, and a Lieutenant responsible for each shift. Maintain an average of 24 officers per sub-district. These officers provide all Marine Patrol services, including community policing and Boat and Water Safety training (see Goal #3).
  - Develop specific curriculum and course material for an organized, structured training program for field officers.
  - Become involved early in agency discussions about seeking new laws, in order to assess enforceability.
2. Investigations: In addition to the efforts of the force described above, enforce the laws of the State of Mississippi using covert operations to gather intelligence, and carry out marine theft investigations and personnel background investigations.

Strategy: Conduct covert, intelligence, marine theft, boating accidents, and internal affairs investigations. This function is not currently staffed by separate officers. The need for a separate function will continually be assessed.

3. Boat and Water Safety: Coordinate permits for all marine events. Conduct inspections of Department vessels. Respond to environmental emergencies. Coordinate and conduct boat and water safety classes for all constituents.

#### Strategies:

- Perform planning and instruction of all boat and water safety classes with over 1400 students certified annually.
- Schedule and coordinate permitting for approximately 35-45 marine events annually.
- Conduct quarterly inspections of all department vessels.
- Coordinate boat and water safety classes, utilizing locally-assigned marine patrol law enforcement officers, as we return to a community policing concept with these officers.



4. **Emergency Response:** Conduct emergency response in the marine waters of the state and adjacent counties.

Strategies:

- Maintain a six-person dive and recovery team responsible for searching for drowned victims and the recovery of physical evidence. Each Marine Patrol Officer has the responsibility to respond to all emergencies regarding mariners.
- Maintain ESF9 and ESF13 certification, so that officers are equipped to serve as first responders in the case of a disaster.

5. **Public Assistance:** Provide non-emergency assistance to the public when they are in distress upon the marine waters.

Strategy: Routinely assist the public with tow-ins, and search for overdue vessels, thus reducing emergency situations, which require more significant deployment of manpower.

6. **Public Relations:** Marine Patrol Officers provide information on rules and regulations to the public and are called upon to speak on behalf of enforcement's efforts to special interest groups.

Strategies:

- Continue to appoint officers to speak to civic organization, schools and special interest groups about career opportunities, agency services and regulatory requirements.
- Begin to develop educational materials on fishing that includes information about resource conservation, regulations and reasons, and resource management.
- Post educational materials at public access locations, such as docks.

7. **Shellfish Program:** Enforce rules and regulations regarding the harvest, transportation, processing and both retail and wholesale marketing.

Strategy: Man all open oyster check-in stations during harvest season, as well as patrolling natural reefs to ensure compliance with State and Federal regulations. Monitor transportation and processing of shellfish. (All Marine Patrol Officers share these duties.)

8. **Communications:** Provide 24-hour radio dispatch.

Strategy: Conduct day and night-shift communications using 6 radio dispatchers, operating under one supervisor. The supervisor is responsible for both shifts of radio communications and assists the dispatchers during the day-shift.



9. Training: Coordinate all specialized trainings and required certifications for all officers.

Strategies:

- Maintain clear records on all officers regarding training requirements and completed training.
- Coordinate regular certification activities for all officers, including firearms training.
- Coordinate all specialized training for officers, including necessary training for the Emergency Response dive team.

FY-2018 FUNDING:	\$ 15,205	General
	1,857,940	Federal
	<u>1,082,211</u>	Other
	\$ 2,955,356	Total



### **3D. Program 4 - Marine Patrol FY-2019**

1. Law Enforcement: Operate and man a 24-hour patrol of an area that encompasses over 1,000 square miles of marine waters, 369 miles of shoreline, 66,933 acres of marsh land, and the land mass of Hancock, Harrison and Jackson Counties.

#### Strategies:

- Operate two sub-districts with two district managers (Captains) during the day shift as well as a night shift, and a Lieutenant responsible for each shift. Maintain an average of 26 officers per sub-district. These officers provide all Marine Patrol services, including community policing and Boat and Water Safety training (see Goal #3).
  - Develop specific curriculum and course material for an organized, structured training program for field officers.
  - Become involved early in agency discussions about seeking new laws, in order to assess enforceability.
2. Investigations: In addition to the efforts of the force described above, enforce the laws of the State of Mississippi using covert operations to gather intelligence, and carry out marine theft investigations and personnel background investigations.

Strategy: Conduct covert, intelligence, marine theft, boating accidents, and internal affairs investigations. This function is not currently staffed by separate officers. The need for a separate function will continually be assessed.

3. Boat and Water Safety: Coordinate permits for all marine events. Conduct inspections of Department vessels. Respond to environmental emergencies. Coordinate and conduct boat and water safety classes for all constituents.

#### Strategies:

- Perform planning and instruction of all boat and water safety classes with over 1200 students certified annually.
- Schedule and coordinate permitting for approximately 30-40 marine events annually.
- Conduct quarterly inspections of all department vessels.
- Coordinate boat and water safety classes, utilizing locally-assigned marine patrol law enforcement officers, as we return to a community policing concept with these officers.



4. Emergency Response: Conduct emergency response in the marine waters of the state and adjacent counties.

Strategies:

- Maintain a six-person dive and recovery team responsible for searching for drowned victims and the recovery of physical evidence. Each Marine Patrol Officer has the responsibility to respond to all emergencies regarding mariners.
- Maintain ESF9 and ESF13 certification, so that officers are equipped to serve as first responders in the case of a disaster.

5. Public Assistance: Provide non-emergency assistance to the public when they are in distress upon the marine waters.

Strategy: Routinely assist the public with tow-ins, and search for overdue vessels, thus reducing emergency situations, which require more significant deployment of manpower.

6. Public Relations: Marine Patrol Officers provide information on rules and regulations to the public and are called upon to speak on behalf of enforcement's efforts to special interest groups.

Strategies:

- Continue to appoint officers to speak to civic organization, schools and special interest groups about career opportunities, agency services and regulatory requirements.
- Begin to develop educational materials on fishing that includes information about resource conservation, regulations and reasons, and resource management.
- Post educational materials at public access locations, such as docks.

7. Shellfish Program: Enforce rules and regulations regarding the harvest, transportation, processing and both retail and wholesale marketing.

Strategy: Man all open oyster check-in stations during harvest season, as well as patrolling natural reefs to ensure compliance with State and Federal regulations. Monitor transportation and processing of shellfish. (All Marine Patrol Officers share these duties.)

8. Communications: Provide 24-hour radio dispatch.

Strategy: Conduct day and night-shift communications using 6 radio dispatchers, operating under one supervisor. The supervisor is responsible for both shifts of radio communications and assists the dispatchers during the day-shift.



9. Training: Coordinate all specialized trainings and required certifications for all officers.

Strategies:

- Maintain clear records on all officers regarding training requirements and completed training.
- Coordinate regular certification activities for all officers, including firearms training.
- Coordinate all specialized training for officers, including necessary training for the Emergency Response dive team.

FY-2019 FUNDING:	\$ 15,509	General
	1,895,098	Federal
	<u>1,103,856</u>	Other
	\$ 3,014,463	Total



### 3. Performance Objectives

#### 3E. Program 5 – Administrative Services

##### **Introduction:**

The Administrative Services Program is designed to provide operational support and perform as an integral part of all other program efforts of the DMR, including the Office of the Executive Director and the Commission on Marine Resources. Services are provided through the Business Office or through functions that report directly to the Executive Director.

##### **Executive Directorate Programs:**

**The Human Resources Bureau** provides human resources services to both internal and external customers in the functional areas of classification, compensation, recruitment and staffing management, selection, organizational structure, personnel budgeting, professional development and training, benefits, personnel policies, performance appraisal, discipline, grievance, and appeals, and related administrative activities that are legally defensible, reflect high standards of quality and timeliness, are accurate and cost effective, and are provided in a courteous manner.

**The Public Affairs Bureau** provides a proactive program of community outreach, education, public information, and legislative and media relations that promotes awareness of the Department of Marine Resources, its roles, responsibilities and programs in balancing economic interests with enhancing, protecting, managing and conserving Mississippi's marine resources. This comprehensive program includes events such as coast-wide volunteer marine debris clean-ups and deliverables such as news releases, informational brochures, saltwater fishing rules and regulations book, tide calendar, photographs and content for the DMR website. Records and publication services are also provided. The bureau also provides internal support in the creation of consistent, professional materials to further the Department's mission.

##### **Special Initiatives:**

**Seafood Marketing and Recreational Fishing Marketing** programs complement the scientific aspects of the Department of Marine Resources, by providing national and international advertising and marketing of the quality and availability of Mississippi's fish and seafood.

**The Derelict Vessel Removal Program** targets the removal of abandoned and sunken vessels and other items from the Mississippi Sound. This program is administered through the Tidelands Derelict Vessel Program under the Directorate.

**Channel Maintenance Plan:** (an unfunded mandate) The state legislature has mandated DMR to develop a comprehensive long-range management plan for channel maintenance along the Gulf Coast.



### **Administrative Services Business Office:**

**Budget, Finance and Operations Bureau:** Accounting and budget preparation is provided through the Business Office and includes contracting, grants management, purchasing, and the related functions of invoice processing and payment, internal audits, and the administration and maintenance of all DMR property, equipment and vehicles, including boats, heavy equipment and motor vehicles. The sale of marine commercial and sport fishing licenses to the public, along with receipt of revenue, is handled through the Business Office. The Business Office is also responsible for employee time-keeping records and related payroll functions.

**Procurement Bureau:** Finally, the Business Office coordinates the development of program plans, policies and procedures, and Strategic and Comprehensive planning to benefit the agency, the coastal environment, and the general public, working closely with the other offices within the Department of Marine Resources.

**Information Technology Bureau:** Accurate, timely information and data are essential to the delivery of quality service and support, both to the general public and within the DMR. Planning, acquisition, training and on-going technical support for these systems are provided through the Information Systems Department. Control and maintenance of the security systems, as well as management and administration of the telephone system is the responsibility of the IS Department. Specific focus is given to timely, professional service to the programs of this agency with a goal of enhancing productivity and efficiency.

### **CURRENT CHALLENGES:**

- Public perception of the safety of Gulf seafood, as a result of negative media coverage following the Deepwater Horizon disaster, remains a significant challenge. DMR's role in assuring product safety through testing must be augmented by effective regional and national marketing and communication related to the quality of available seafood today. Public Affairs and Seafood Marketing are each key components to this strategy.



### 3E. Program 5 – Administrative Services FY-2015

#### Executive Directorate Programs:

##### **A. Human Resources Bureau:**

1. Foster and support the retention and professional growth of existing employees through a combination of appropriate and consistent classification of all employees, fair and equitable compensation, effective personnel budgeting, a comprehensive and competitive benefits system, consistently administered performance appraisals and a comprehensive professional development and training program.

Strategies:

- **Classification:** Design and implement internal processes to ensure classification integrity of all job classifications.
  - **Compensation:** Identify compensation issues with management and help to address through effective use of special compensation plans, educational benchmarks, employee awards and recognition.
    - Continue to work toward employee compensation levels that are at or above the Southeastern average for comparable positions.
  - **Personnel Budgeting:** Assist in all personnel budgeting issues and ensure consistency and equity across the agency.
  - **Benefits:** Continue to assure a comprehensive benefits program for DMR employees through effective dissemination of information and identification of benefits areas that are not competitive.
  - **Performance Appraisals:** Oversee and facilitate compliance with the state's performance appraisal system.
  - **Professional Development and Training:** Actively provide support for all DMR employees to aid them in performing their current jobs and allow for individual employee development and career advancement. Provide professional development and training opportunities for all DMR staff. Use individual development plans (IDPs) as a tool to support career advancement within the DMR.
  - Assist DMR management with the development of appropriate succession plans.
2. Administer and manage the recruitment and selection of excellent new employees.

Strategies:

- **Recruitment:** Develop and implement a comprehensive recruitment initiative and DMR Staffing Management Plan that addresses retention, diversity, and excellence.
- **Selection:** Develop and implement a standardized selection process.



3. Provide consistent administrative support to DMR managers, including documentation of the organizational structure, comprehensive personnel policies, personnel policy interpretation and associated administrative activities.

Strategies:

- **Organizational Structure:** Provide oversight regarding organizational structure and reporting relationships that ensure efficiency, integrity, compliance with State Personnel Board policies.
- **Personnel Policies:** Design and implement comprehensive DMR personnel policies and work toward consistent application.
- **Disciplinary, grievance and appeals:** Oversee the employee disciplinary and grievance and appeals process to ensure consistent application agency-wide.
- **Administrative Activities:** Manage all aspects of human resource administrative systems and activities and legal issues.

- B. Public Affairs Bureau:** promote awareness of the DMR, its roles, responsibilities and programs through a proactive program of community outreach, education, public information, and legislative and media relations.

Strategies:

- Serve as a resource for the agency in producing materials for public distribution to ensure consistent, quality deliverables. This support includes guidance, recommendations, facilitating the creative process and production.
- **Emergency Response:** The Public Information Officer reports directly to the Incident Commander in the event of an incident (natural and man-made disasters, search and rescue operation, etc.) and serves as the conduit of information to external stakeholders, including the media and other organizations seeking information directly from the incident or event.
- Continue to develop and provide a comprehensive public outreach and education program, including:
  - Audience-specific messages and materials
  - Programs for every user group
  - Programs in 100% of public schools in the six coastal counties
  - Greater presence in other parts of the state
  - Materials and services available in other languages
  - Specific education for lawmakers and rule makers
- Coordinate DMR educational activities, exhibits and events with representatives from each office and external partners.
- Respond promptly and thoroughly to all media inquiries and public requests for information.
- Accurately report on program activities and disseminate this information in a timely manner.
- Proactively handle crisis communications for the DMR, such as boating accidents or fish kills, and controversial issues.
- Minimize user group conflicts through effective communications with each user group. Gather information and address concerns. Address interstate differences, as appropriate. Track and address both positive and negative comments about the agency.



- Collaborate with regional and national counterparts in the development and distribution of outreach and education strategies, information and materials.
- Hire one additional person to handle publications development and outreach functions within the Public Affairs Bureau. This is required for continued support of existing DMR programs which have grown over the years.

### C. Special Initiatives:

#### 1. Marketing Programs:

- **Commercial Seafood Marketing:** Promote the state’s commercial fishing industries, including processors, wholesalers, distributors, packers, and seafood market suppliers, to include shrimp, oyster, crab and finfish.

##### Strategies:

- Hire one additional person to fully develop the following marketing efforts:
  - Improve the visibility of “Mississippi Commercial Fisheries Products” as a widely known symbol of quality with prospective national and international customers.
  - Collect data and produce information to support improved marketing of “Mississippi Commercial Seafood Products”.
  - Coordinate and team with other agencies to enhance marketing of “Mississippi Commercial Fisheries Products”.
  - Coordinate and enhance opportunities for Mississippi commercial fishing industries to participate in marketing events.
  - Address public concerns, regionally and nationally, about the safety of Gulf seafood in the aftermath of the Deepwater Horizon disaster.
- **Recreational Fishing Marketing:** Promote the state’s saltwater recreational finfishing activities and related industries, including marinas, fishing gear and equipment, charter boats, bait shops and others.

##### Strategies:

- Hire one additional person to continue to develop the following marketing efforts:
  - Improve the visibility of “Mississippi Saltwater Recreational Fishing and Related Industries” as a widely known symbol of quality with prospective national and international customers.
  - Collect data and produce information to support improved marketing of “Mississippi’s Recreational Fishing and Related Industries”.
  - Coordinate and team with other agencies to enhance marketing of “Mississippi Saltwater Recreational Fishing and Related Industries”.
  - Coordinate and enhance opportunities for Mississippi saltwater recreational fishing industries to participate in marketing events.

- #### 2. Public Use Programs:
- Provide support for effective public use of marine resources through appropriate licensing and programs.

Strategy: Administer the derelict vessel removal program, removing 15 to 20 such vessels as well as other deleterious materials from the Mississippi Sound.



## **Administrative Services Business Office:**

**D. Accounting and Budget:** Ensure responsible fiscal management throughout the DMR through the use of sound accounting practices, good budget management and appropriate fiscal controls and audits.

Strategies:

- Provide proper information for yearly Generally Accepted Accounting Principles (GAAP) package.
- Provide continuing education to all designated grants coordinators in effective grant writing and management skills.
- Ensure agency is audit-ready.

**E. Information and Data:** Provide accurate and timely information, both to the general public and internally to employees of the DMR.

Strategies:

- Develop DMR's information system to provide high quality, reliable service to both internal and external users.
  - Update the internal and external end-user needs assessment, using surveys, interviews and/or focus groups. Prioritize requirements and requests, based on urgency and budget constraints. Update DMR EDPE to reflect these sequenced priorities. Communicate this plan back to all employees of DMR.
  - Continue to enhance the multi-lingual aspects of the department's website, using current population trends and input from each office in the agency to determine language and content priorities.
  - Maintain adequate backup for all critical data, including email, through both the Jackson and Lyman sites.
  - Maintain the back-up server site at Lyman, allowing for continues operations in the case of a hurricane.
- Deliver basic computer literacy training and regular basic and advanced training on computerized applications for agency personnel.
- Maintain the data library for the agency, available via the Intranet, which includes both data that is created by DMR and data that is purchased by the department.

**F. Property Management:** Ensure effective and safe use of all DMR property, equipment and vehicles through regular maintenance, good inventory management and periodic compliance audits of vehicle operating procedures and records.

Strategies:

- Conduct an annual audit of employee-assigned state equipment, with a target of 50% fewer missing items than in past audits.
- Implement the replacement plan for vehicles and equipment (including boats and outboard motors), using state requirements regarding vehicle life cycles.



**G. Public Use Programs:** Provide support for effective public use of marine resources through appropriate licensing and programs.

Strategies:

- Administer the sale of appropriate licenses to commercial and recreational users of marine resources.
- Increase participation of eligible marinas in the Mississippi Clean Vessel Program.
- Maintain and manage a plan for effective channel maintenance. Continually refine program initiatives to fit the immediate and future needs of the Mississippi Gulf Coast. These include:
  - Beneficial use of dredge materials
  - Restoration of sensitive habitat
  - Shoreline protection
  - Other needs as they emerge.

**H. Policies, Procedures and Plans:** Develop effective policies, procedures and plans in support of the DMR mission.

Strategies:

- Conduct an annual review of all policies and procedures and update as required.
- Update the needs analysis to address changing needs and to increase DMR's participation early in the decision-making process for issues within its mission.

**I. Procurement and Accounts Payable:**

Strategies:

- Provide ongoing support to DMR program staff through communication and training regarding purchasing and accounts payable procedures.
- Offer Business Office staff educational opportunities through training provided by the Department of Finance and Administration and the Mississippi Association of Governmental Purchasing and Property Agents.
- Ensure the agency is audit-ready. All state statutes will be adhered to regarding bid laws and policies provided by the office of purchasing and travel.

FY-2015 FUNDING:	\$ 503,773	General
	210,000	Federal
	<u>2,076,501</u>	Other
	\$ 2,790,274	Total



### 3E. Program 5 – Administrative Services FY-2016

#### Executive Directorate Programs:

##### **A. Human Resources Bureau:**

1. Foster and support the retention and professional growth of existing employees through a combination of appropriate and consistent classification of all employees, fair and equitable compensation, effective personnel budgeting, a comprehensive and competitive benefits system, consistently administered performance appraisals and a comprehensive professional development and training program.

Strategies:

- **Classification:** Design and implement internal processes to ensure classification integrity of all job classifications.
- **Compensation:** Identify compensation issues with management and help to address through effective use of special compensation plans, educational benchmarks, employee awards and recognition.
  - Continue to work toward employee compensation levels that are at or above the Southeastern average for comparable positions.
- **Personnel Budgeting:** Assist in all personnel budgeting issues and ensure consistency and equity across the agency.
- **Benefits:** Continue to assure a comprehensive benefits program for DMR employees through effective dissemination of information and identification of benefits areas that are not competitive.
- **Performance Appraisals:** Oversee and facilitate compliance with the state's performance appraisal system.
- **Professional Development and Training:** Actively provide support for all DMR employees to aid them in performing their current jobs and allow for individual employee development and career advancement. Provide professional development and training opportunities for all DMR staff. Use individual development plans (IDPs) as a tool to support career advancement within the DMR.
- Assist DMR management with the development of appropriate succession plans.

2. Administer and manage the recruitment and selection of excellent new employees.

Strategies:

- **Recruitment:** Develop and implement a comprehensive recruitment initiative and DMR Staffing Management Plan that addresses retention, diversity, and excellence.
- **Selection:** Develop and implement a standardized selection process.



3. Provide consistent administrative support to DMR managers, including documentation of the organizational structure, comprehensive personnel policies, personnel policy interpretation and associated administrative activities.

Strategies:

- **Organizational Structure:** Provide oversight regarding organizational structure and reporting relationships that ensure efficiency, integrity, compliance with State Personnel Board policies.
- **Personnel Policies:** Design and implement comprehensive DMR personnel policies and work toward consistent application.
- **Disciplinary, grievance and appeals:** Oversee the employee disciplinary and grievance and appeals process to ensure consistent application agency-wide.
- **Administrative Activities:** Manage all aspects of human resource administrative systems and activities and legal issues.

- B. Public Affairs Bureau:** promote awareness of the DMR, its roles, responsibilities and programs through a proactive program of community outreach, education, public information, and legislative and media relations.

Strategies:

- Serve as a resource for the agency in producing materials for public distribution to ensure consistent, quality deliverables. This support includes guidance, recommendations, facilitating the creative process and production.
- Emergency Response: The Public Information Officer reports directly to the Incident Commander in the event of an incident (natural and man-made disasters, search and rescue operation, etc.) and serves as the conduit of information to external stakeholders, including the media and other organizations seeking information directly from the incident or event.
- Continue to develop and provide a comprehensive public outreach and education program, including:
  - Audience-specific messages and materials
  - Programs for every user group
  - Programs in 100% of public schools in the six coastal counties
  - Greater presence in other parts of the state
  - Materials and services available in other languages
  - Specific education for lawmakers and rule makers
- Coordinate DMR educational activities, exhibits and events with representatives from each office and external partners.
- Respond promptly and thoroughly to all media inquiries and public requests for information.
- Accurately report on program activities and disseminate this information in a timely manner.
- Proactively handle crisis communications for the DMR, such as boating accidents or fish kills, and controversial issues.
- Minimize user group conflicts through effective communications with each user group. Gather information and address concerns. Address interstate differences, as appropriate. Track and address both positive and negative comments about the agency.



- Collaborate with regional and national counterparts in the development and distribution of outreach and education strategies, information and materials.

### C. Special Initiatives:

#### 1. Marketing Programs:

- **Commercial Seafood Marketing:** Promote the state’s commercial fishing industries, including processors, wholesalers, distributors, packers, and seafood market suppliers, to include shrimp, oyster, crab and finfish.

##### Strategies:

- Hire one additional person to continue to develop the following marketing efforts:
  - Improve the visibility of “Mississippi Commercial Fisheries Products” as a widely known symbol of quality with prospective national and international customers.
  - Collect data and produce information to support improved marketing of “Mississippi Commercial Seafood Products”.
  - Coordinate and team with other agencies to enhance marketing of “Mississippi Commercial Fisheries Products”.
  - Coordinate and enhance opportunities for Mississippi commercial fishing industries to participate in marketing events.
- **Recreational Fishing Marketing:** Promote the state’s saltwater recreational finfishing activities and related industries, including marinas, fishing gear and equipment, charter boats, bait shops and others.

##### Strategies:

- Hire one additional person to continue to develop the following marketing efforts:
  - Improve the visibility of “Mississippi Saltwater Recreational Fishing and Related Industries” as a widely known symbol of quality with prospective national and international customers.
  - Collect data and produce information to support improved marketing of “Mississippi’s Recreational Fishing and Related Industries”.
  - Coordinate and team with other agencies to enhance marketing of “Mississippi Recreational Fishing and Related Industries”.
  - Coordinate and enhance opportunities for Mississippi saltwater recreational fishing industries to participate in marketing events.

- #### 2. Public Use Programs:
- Provide support for effective public use of marine resources through appropriate licensing and programs.

##### Strategies:

- Administer the **derelict vessel removal** program, removing 15 to 20 such vessels as well as other deleterious materials from the Mississippi Sound.



## **Administrative Services Business Office:**

**D. Accounting and Budget:** Ensure responsible fiscal management throughout the DMR through the use of sound accounting practices, good budget management and appropriate fiscal controls and audits.

Strategies:

- Provide proper information for yearly Generally Accepted Accounting Principles (GAAP) package.
- Provide continuing education to all designated grants coordinators in effective grant writing and management skills.
- Ensure agency is audit-ready.

**E. Information and Data:** Provide accurate and timely information, both to the general public and internally to employees of the DMR.

Strategies:

- Develop DMR's information system to provide high quality, reliable service to both internal and external users.
  - Update the internal and external end-user needs assessment, using surveys, interviews and/or focus groups. Prioritize requirements and requests, based on urgency and budget constraints. Update DMR EDPE to reflect these sequenced priorities. Communicate this plan back to all employees of DMR.
  - Continue to enhance the multi-lingual aspects of the department's website, using current population trends and input from each office in the agency to determine language and content priorities.
  - Maintain adequate backup for all critical data, including email, through both the Jackson and Lyman sites.
  - Maintain the back-up server site at Lyman, allowing for continues operations in the case of a hurricane.
- Deliver basic computer literacy training and regular basic and advanced training on computerized applications for agency personnel.
- Maintain the data library for the agency, available via the Intranet, which includes both data that is created by DMR and data that is purchased by the department.

**F. Property Management:** Ensure effective and safe use of all DMR property, equipment and vehicles through regular maintenance, good inventory management and periodic compliance audits of vehicle operating procedures and records.

Strategies:

- Conduct an annual audit of employee-assigned state equipment, with a target of 50% fewer missing items than in past audits.
- Implement the replacement plan for vehicles and equipment (including boats and outboard motors), sing state requirements regarding vehicle life cycles.



G. **Public Use Programs:** Provide support for effective public use of marine resources through appropriate licensing and programs.

Strategies:

- Administer the sale of appropriate licenses to commercial and recreational users of marine resources.
- Increase participation of eligible marinas in the Mississippi Clean Vessel Program.
- Maintain and manage a plan for effective channel maintenance. Continually refine program initiatives to fit the immediate and future needs of the Mississippi Gulf Coast. These include:
  - Beneficial use of dredge materials
  - Restoration of sensitive habitat
  - Shoreline protection
  - Other needs as they emerge.

H. **Policies, Procedures and Plans:** Develop effective policies, procedures and plans in support of the DMR mission.

Strategies:

- Conduct an annual review of all policies and procedures and update as required.
- Update the needs analysis to address changing needs and to increase DMR's participation early in the decision-making process for issues within its mission.

I. **Procurement and Accounts Payable:**

Strategies:

- Provide ongoing support to DMR program staff through communication and training regarding purchasing and accounts payable procedures.
- Offer Business Office staff educational opportunities through training provided by the Department of Finance and Administration and the Mississippi Association of Governmental Purchasing and Property Agents.
- Ensure the agency is audit-ready. All state statutes will be adhered to regarding bid laws and policies provided by the office of purchasing and travel.

FY-2016 FUNDING:	\$ 513,848	General
	214,200	Federal
	<u>2,118,031</u>	Other
	\$ 2,846,079	Total



### 3E. Program 5 – Administrative Services FY-2017

#### Executive Directorate Programs:

##### **A. Human Resources Bureau:**

1. Foster and support the retention and professional growth of existing employees through a combination of appropriate and consistent classification of all employees, fair and equitable compensation, effective personnel budgeting, a comprehensive and competitive benefits system, consistently administered performance appraisals and a comprehensive professional development and training program.

Strategies:

- **Classification:** Design and implement internal processes to ensure classification integrity of all job classifications.
- **Compensation:** Identify compensation issues with management and help to address through effective use of special compensation plans, educational benchmarks, employee awards and recognition.
  - Continue to work toward employee compensation levels that are at or above the Southeastern average for comparable positions.
- **Personnel Budgeting:** Assist in all personnel budgeting issues and ensure consistency and equity across the agency.
- **Benefits:** Continue to assure a comprehensive benefits program for DMR employees through effective dissemination of information and identification of benefits areas that are not competitive.
- **Performance Appraisals:** Oversee and facilitate compliance with the state's performance appraisal system.
- **Professional Development and Training:** Actively provide support for all DMR employees to aid them in performing their current jobs and allow for individual employee development and career advancement. Provide professional development and training opportunities for all DMR staff. Use individual development plans (IDPs) as a tool to support career advancement within the DMR.
- Assist DMR management with the development of appropriate succession plans.

2. Administer and manage the recruitment and selection of excellent new employees.

Strategies:

- **Recruitment:** Develop and implement a comprehensive recruitment initiative and DMR Staffing Management Plan that addresses retention, diversity, and excellence.
- **Selection:** Develop and implement a standardized selection process.



3. Provide consistent administrative support to DMR managers, including documentation of the organizational structure, comprehensive personnel policies, personnel policy interpretation and associated administrative activities.

Strategies:

- **Organizational Structure:** Provide oversight regarding organizational structure and reporting relationships that ensure efficiency, integrity, compliance with State Personnel Board policies.
- **Personnel Policies:** Design and implement comprehensive DMR personnel policies and work toward consistent application.
- **Disciplinary, grievance and appeals:** Oversee the employee disciplinary and grievance and appeals process to ensure consistent application agency-wide.
- **Administrative Activities:** Manage all aspects of human resource administrative systems and activities and legal issues.

- B. Public Affairs Bureau:** promote awareness of the DMR, its roles, responsibilities and programs through a proactive program of community outreach, education, public information, and legislative and media relations

Strategies:

- Serve as a resource for the agency in producing materials for public distribution to ensure consistent, quality deliverables. This support includes guidance, recommendations, facilitating the creative process and production.
- **Emergency Response:** The Public Information Officer reports directly to the Incident Commander in the event of an incident (natural and man-made disasters, search and rescue operation, etc.) and serves as the conduit of information to external stakeholders, including the media and other organizations seeking information directly from the incident or event.
- Continue to develop and provide a comprehensive public outreach and education program, including:
  - Audience-specific messages and materials
  - Programs for every user group
  - Programs in 100% of public schools in the six coastal counties
  - Greater presence in other parts of the state
  - Materials and services available in other languages
  - Specific education for lawmakers and rule makers
- Coordinate DMR educational activities, exhibits and events with representatives from each office and external partners.
- Respond promptly and thoroughly to all media inquiries and public requests for information.
- Accurately report on program activities and disseminate this information in a timely manner.
- Proactively handle crisis communications for the DMR, such as boating accidents or fish kills, and controversial issues.
- Minimize user group conflicts through effective communications with each user group. Gather information and address concerns. Address interstate differences, as appropriate. Track and address both positive and negative comments about the agency.



- Collaborate with regional and national counterparts in the development and distribution of outreach and education strategies, information and materials.

### C. Special Initiatives:

#### 1. Marketing Programs:

- **Commercial Seafood Marketing:** Promote the state’s commercial fishing industries, including processors, wholesalers, distributors, packers, and seafood market suppliers, to include shrimp, oyster, crab and finfish.

##### Strategies:

- Improve the visibility of “Mississippi Commercial Fisheries Products” as a widely known symbol of quality with prospective national and international customers.
  - Collect data and produce information to support improved marketing of “Mississippi Commercial Seafood Products”.
  - Coordinate and team with other agencies to enhance marketing of “Mississippi Commercial Fisheries Products”.
  - Coordinate and enhance opportunities for Mississippi commercial fishing industries to participate in marketing events.
- **Recreational Fishing Marketing:** Promote the state’s saltwater recreational finfishing activities and related industries, including marinas, fishing gear and equipment, charter boats, bait shops and others.

##### Strategies:

- Hire one additional person to continue to develop the following marketing efforts:
  - Improve the visibility of “Mississippi Saltwater Recreational Fishing and Related Industries” as a widely known symbol of quality with prospective national and international customers.
  - Collect data and produce information to support improved marketing of “Mississippi Recreational Fishing and Related Industries”.
  - Coordinate and team with other agencies to enhance marketing of “Mississippi Saltwater Recreational Fishing and Related Industries”.

- #### 2. Public Use Programs:
- Provide support for effective public use of marine resources through appropriate licensing and programs.

##### Strategies:

- Administer the **derelict vessel removal** program, removing 15 to 20 such vessels as well as other deleterious materials from the Mississippi Sound.



## **Administrative Services Business Office:**

**D. Accounting and Budget:** Ensure responsible fiscal management throughout the DMR through the use of sound accounting practices, good budget management and appropriate fiscal controls and audits.

### Strategies:

- Provide proper information for yearly Generally Accepted Accounting Principles (GAAP) package.
- Provide continuing education to all designated grants coordinators in effective grant writing and management skills.
- Ensure agency is audit-ready.

**E. Information and Data:** Provide accurate and timely information, both to the general public and internally to employees of the DMR.

### Strategies:

- Develop DMR's information system to provide high quality, reliable service to both internal and external users.
  - Update the internal and external end-user needs assessment, using surveys, interviews and/or focus groups. Prioritize requirements and requests, based on urgency and budget constraints. Update DMR EDPE to reflect these sequenced priorities. Communicate this plan back to all employees of DMR.
  - Continue to enhance the multi-lingual aspects of the department's website, using current population trends and input from each office in the agency to determine language and content priorities.
  - Maintain adequate backup for all critical data, including email, through both the Jackson and Lyman sites.
  - Maintain the back-up server site at Lyman, allowing for continues operations in the case of a hurricane.
- Deliver basic computer literacy training and regular basic and advanced training on computerized applications for agency personnel.
- Maintain the data library for the agency, available via the Intranet, which includes both data that is created by DMR and data that is purchased by the department.

**F. Property Management:** Ensure effective and safe use of all DMR property, equipment and vehicles through regular maintenance, good inventory management and periodic compliance audits of vehicle operating procedures and records.

### Strategies:

- Conduct an annual audit of employee-assigned state equipment, with a target of 50% fewer missing items than in past audits.
- Implement the replacement plan for vehicles and equipment (including boats and outboard motors), sing state requirements regarding vehicle life cycles.



**G. Public Use Programs:** Provide support for effective public use of marine resources through appropriate licensing and programs.

Strategies:

- Administer the sale of appropriate licenses to commercial and recreational users of marine resources.
- Increase participation of eligible marinas in the Mississippi Clean Vessel Program.
- Maintain and manage a plan for effective channel maintenance. Continually refine program initiatives to fit the immediate and future needs of the Mississippi Gulf Coast. These include:
  - Beneficial use of dredge materials
  - Restoration of sensitive habitat
  - Shoreline protection
  - Other needs as they emerge.

**H. Policies, Procedures and Plans:** Develop effective policies, procedures and plans in support of the DMR mission.

Strategies:

- Conduct an annual review of all policies and procedures and update as required.
- Update the needs analysis to address changing needs and to increase DMR's participation early in the decision-making process for issues within its mission.

**I. Procurement and Accounts Payable:**

Strategies:

- Provide ongoing support to DMR program staff through communication and training regarding purchasing and accounts payable procedures.
- Offer Business Office staff educational opportunities through training provided by the Department of Finance and Administration and the Mississippi Association of Governmental Purchasing and Property Agents.
- Ensure the agency is audit-ready. All state statutes will be adhered to regarding bid laws and policies provided by the office of purchasing and travel.

FY-2017 FUNDING:	\$ 524,125	General
	218,484	Federal
	<u>2,160,392</u>	Other
	\$ 2,903,001	Total



### **3E. Program 5 – Administrative Services FY-2018**

#### **Executive Directorate Programs:**

##### **A. Human Resources Bureau:**

1. Foster and support the retention and professional growth of existing employees through a combination of appropriate and consistent classification of all employees, fair and equitable compensation, effective personnel budgeting, a comprehensive and competitive benefits system, consistently administered performance appraisals and a comprehensive professional development and training program.

Strategies:

- **Classification:** Design and implement internal processes to ensure classification integrity of all job classifications.
- **Compensation:** Identify compensation issues with management and help to address through effective use of special compensation plans, educational benchmarks, employee awards and recognition.
  - Continue to work toward employee compensation levels that are at or above the Southeastern average for comparable positions.
- **Personnel Budgeting:** Assist in all personnel budgeting issues and ensure consistency and equity across the agency.
- **Benefits:** Continue to assure a comprehensive benefits program for DMR employees through effective dissemination of information and identification of benefits areas that are not competitive.
- **Performance Appraisals:** Oversee and facilitate compliance with the state's performance appraisal system.
- **Professional Development and Training:** Actively provide support for all DMR employees to aid them in performing their current jobs and allow for individual employee development and career advancement. Provide professional development and training opportunities for all DMR staff. Use individual development plans (IDPs) as a tool to support career advancement within the DMR.
- Assist DMR management with the development of appropriate succession plans.

2. Administer and manage the recruitment and selection of excellent new employees.

Strategies:

- **Recruitment:** Develop and implement a comprehensive recruitment initiative and DMR Staffing Management Plan that addresses retention, diversity, and excellence.
- **Selection:** Develop and implement a standardized selection process.



3. Provide consistent administrative support to DMR managers, including documentation of the organizational structure, comprehensive personnel policies, personnel policy interpretation and associated administrative activities.

Strategies:

- **Organizational Structure:** Provide oversight regarding organizational structure and reporting relationships that ensure efficiency, integrity, compliance with State Personnel Board policies.
- **Personnel Policies:** Design and implement comprehensive DMR personnel policies and work toward consistent application.
- **Disciplinary, grievance and appeals:** Oversee the employee disciplinary and grievance and appeals process to ensure consistent application agency-wide.
- **Administrative Activities:** Manage all aspects of human resource administrative systems and activities and legal issues.

- B. Public Affairs Bureau:** promote awareness of the DMR, its roles, responsibilities and programs through a proactive program of community outreach, education, public information, and legislative and media relations

Strategies:

- Serve as a resource for the agency in producing materials for public distribution to ensure consistent, quality deliverables. This support includes guidance, recommendations, facilitating the creative process and production.
- **Emergency Response:** The Public Information Officer reports directly to the Incident Commander in the event of an incident (natural and man-made disasters, search and rescue operation, etc.) and serves as the conduit of information to external stakeholders, including the media and other organizations seeking information directly from the incident or event.
- Continue to develop and provide a comprehensive public outreach and education program, including:
  - Audience-specific messages and materials
  - Programs for every user group
  - Programs in 100% of public schools in the six coastal counties
  - Greater presence in other parts of the state
  - Materials and services available in other languages
  - Specific education for lawmakers and rule makers
- Coordinate DMR educational activities, exhibits and events with representatives from each office and external partners.
- Respond promptly and thoroughly to all media inquiries and public requests for information.
- Accurately report on program activities and disseminate this information in a timely manner.
- Proactively handle crisis communications for the DMR, such as boating accidents or fish kills, and controversial issues.
- Minimize user group conflicts through effective communications with each user group. Gather information and address concerns. Address interstate differences, as appropriate. Track and address both positive and negative comments about the agency.
- Collaborate with regional and national counterparts in the development and distribution of outreach and education strategies, information and materials.



## C. Special Initiatives:

### 1. Marketing Programs:

- **Commercial Seafood Marketing:** Promote the state’s commercial fishing industries, including processors, wholesalers, distributors, packers, and seafood market suppliers, to include shrimp, oyster, crab and finfish.

#### Strategies:

- Improve the visibility of “Mississippi Commercial Fisheries Products” as a widely known symbol of quality with prospective national and international customers.
  - Collect data and produce information to support improved marketing of “Mississippi Commercial Seafood Products”.
  - Coordinate and team with other agencies to enhance marketing of “Mississippi Commercial Fisheries Products”.
  - Coordinate and enhance opportunities for Mississippi commercial fishing industries to participate in marketing events.
- **Recreational Fishing Marketing:** Promote the state’s saltwater recreational finfishing activities and related industries, including marinas, fishing gear and equipment, charter boats, bait shops and others.

#### Strategies:

- Assess the ability to fully develop the following marketing efforts and, if necessary, hire one additional person.
- Improve the visibility of “Mississippi Saltwater Recreational Fishing and Related Industries” as a widely known symbol of quality with prospective national and international customers.
- Collect data and produce information to support improved marketing of “Mississippi Recreational Fishing and Related Industries”.
- Coordinate and team with other agencies to enhance marketing of “Mississippi Saltwater Recreational Fishing and Related Industries”.
- Coordinate and enhance opportunities for Mississippi saltwater recreational fishing industries to participate in marketing events.

### 2. Public Use Programs: Provide support for effective public use of marine resources through appropriate licensing and programs.

#### Strategies:

- Administer the **derelict vessel removal** program, removing 15 to 20 such vessels as well as other deleterious materials from the Mississippi Sound.



## **Administrative Services Business Office:**

**D. Accounting and Budget:** Ensure responsible fiscal management throughout the DMR through the use of sound accounting practices, good budget management and appropriate fiscal controls and audits.

Strategies:

- Provide proper information for yearly Generally Accepted Accounting Principles (GAAP) package.
- Provide continuing education to all designated grants coordinators in effective grant writing and management skills.
- Ensure agency is audit-ready.

**E. Information and Data:** Provide accurate and timely information, both to the general public and internally to employees of the DMR.

Strategies:

- Develop DMR's information system to provide high quality, reliable service to both internal and external users.
  - Update the internal and external end-user needs assessment, using surveys, interviews and/or focus groups. Prioritize requirements and requests, based on urgency and budget constraints. Update DMR EDPE to reflect these sequenced priorities. Communicate this plan back to all employees of DMR.
  - Continue to enhance the multi-lingual aspects of the department's website, using current population trends and input from each office in the agency to determine language and content priorities.
  - Maintain adequate backup for all critical data, including email, through both the Jackson and Lyman sites.
  - Maintain the back-up server site at Lyman, allowing for continues operations in the case of a hurricane.
- Deliver basic computer literacy training and regular basic and advanced training on computerized applications for agency personnel.
- Maintain the data library for the agency, available via the Intranet, which includes both data that is created by DMR and data that is purchased by the department.

**F. Property Management:** Ensure effective and safe use of all DMR property, equipment and vehicles through regular maintenance, good inventory management and periodic compliance audits of vehicle operating procedures and records.

Strategies:

- Conduct an annual audit of employee-assigned state equipment, with a target of 50% fewer missing items than in past audits.
- Implement the replacement plan for vehicles and equipment (including boats and outboard motors), sing state requirements regarding vehicle life cycles.



**G. Public Use Programs:** Provide support for effective public use of marine resources through appropriate licensing and programs.

Strategies:

- Administer the sale of appropriate licenses to commercial and recreational users of marine resources.
- Increase participation of eligible marinas in the Mississippi Clean Vessel Program.
- Maintain and manage a plan for effective channel maintenance. Continually refine program initiatives to fit the immediate and future needs of the Mississippi Gulf Coast. These include:
  - Beneficial use of dredge materials
  - Restoration of sensitive habitat
  - Shoreline protection
  - Other needs as they emerge.

**H. Policies, Procedures and Plans:** Develop effective policies, procedures and plans in support of the DMR mission.

Strategies:

- Conduct an annual review of all policies and procedures and update as required.
- Update the needs analysis to address changing needs and to increase DMR's participation early in the decision-making process for issues within its mission.

**I. Procurement and Accounts Payable:**

Strategies:

- Provide ongoing support to DMR program staff through communication and training regarding purchasing and accounts payable procedures.
- Offer Business Office staff educational opportunities through training provided by the Department of Finance and Administration and the Mississippi Association of Governmental Purchasing and Property Agents.
- Ensure the agency is audit-ready. All state statutes will be adhered to regarding bid laws and policies provided by the office of purchasing and travel.

FY-2018 FUNDING:	\$ 534,608	General
	222,854	Federal
	<u>2,203,599</u>	Other
	\$ 2,961,061	Total



### 3E. Program 5 – Administrative Services FY-2019

#### Executive Directorate Programs:

##### **A. Human Resources Bureau:**

1. Foster and support the retention and professional growth of existing employees through a combination of appropriate and consistent classification of all employees, fair and equitable compensation, effective personnel budgeting, a comprehensive and competitive benefits system, consistently administered performance appraisals and a comprehensive professional development and training program.

Strategies:

- **Classification:** Design and implement internal processes to ensure classification integrity of all job classifications.
  - **Compensation:** Identify compensation issues with management and help to address through effective use of special compensation plans, educational benchmarks, employee awards and recognition.
    - Continue to work toward employee compensation levels that are at or above the Southeastern average for comparable positions.
  - **Personnel Budgeting:** Assist in all personnel budgeting issues and ensure consistency and equity across the agency.
  - **Benefits:** Continue to assure a comprehensive benefits program for DMR employees through effective dissemination of information and identification of benefits areas that are not competitive.
  - **Performance Appraisals:** Oversee and facilitate compliance with the state's performance appraisal system.
  - **Professional Development and Training:** Actively provide support for all DMR employees to aid them in performing their current jobs and allow for individual employee development and career advancement. Provide professional development and training opportunities for all DMR staff. Use individual development plans (IDPs) as a tool to support career advancement within the DMR.
  - Assist DMR management with the development of appropriate succession plans.
2. Administer and manage the recruitment and selection of excellent new employees.

Strategies:

- **Recruitment:** Develop and implement a comprehensive recruitment initiative and DMR Staffing Management Plan that addresses retention, diversity, and excellence.
- **Selection:** Develop and implement a standardized selection process.



3. Provide consistent administrative support to DMR managers, including documentation of the organizational structure, comprehensive personnel policies, personnel policy interpretation and associated administrative activities.

Strategies:

- **Organizational Structure:** Provide oversight regarding organizational structure and reporting relationships that ensure efficiency, integrity, compliance with State Personnel Board policies.
- **Personnel Policies:** Design and implement comprehensive DMR personnel policies and work toward consistent application.
- **Disciplinary, grievance and appeals:** Oversee the employee disciplinary and grievance and appeals process to ensure consistent application agency-wide.
- **Administrative Activities:** Manage all aspects of human resource administrative systems and activities and legal issues.

**B. Public Affairs Bureau:** promote awareness of the DMR, its roles, responsibilities and programs through a proactive program of community outreach, education, public information, and legislative and media relations.

Strategies:

- Serve as a resource for the agency in producing materials for public distribution to ensure consistent, quality deliverables. This support includes guidance, recommendations, facilitating the creative process and production.
- **Emergency Response:** The Public Information Officer reports directly to the Incident Commander in the event of an incident (natural and man-made disasters, search and rescue operation, etc.) and serves as the conduit of information to external stakeholders, including the media and other organizations seeking information directly from the incident or event.
- Continue to develop and provide a comprehensive public outreach and education program, including:
  - Audience-specific messages and materials
  - Programs for every user group
  - Programs in 100% of public schools in the six coastal counties
  - Greater presence in other parts of the state
  - Materials and services available in other languages
  - Specific education for lawmakers and rule makers
- Coordinate DMR educational activities, exhibits and events with representatives from each office and external partners.
- Respond promptly and thoroughly to all media inquiries and public requests for information.
- Accurately report on program activities and disseminate this information in a timely manner.
- Proactively handle crisis communications for the DMR, such as boating accidents or fish kills, and controversial issues.
- Minimize user group conflicts through effective communications with each user group. Gather information and address concerns. Address interstate differences, as appropriate. Track and address both positive and negative comments about the agency.
- Collaborate with regional and national counterparts in the development and distribution of outreach and education strategies, information and materials.



### C. Special Initiatives:

#### 1. Marketing Programs:

- **Commercial Seafood Marketing:** Promote the state’s commercial fishing industries, including processors, wholesalers, distributors, packers, and seafood market suppliers, to include shrimp, oyster, crab and finfish.

##### Strategies:

- Improve the visibility of “Mississippi Commercial Fisheries Products” as a widely known symbol of quality with prospective national and international customers.
  - Collect data and produce information to support improved marketing of “Mississippi Commercial Seafood Products”.
  - Coordinate and team with other agencies to enhance marketing of “Mississippi Commercial Fisheries Products”.
  - Coordinate and enhance opportunities for Mississippi commercial fishing industries to participate in marketing events.
- **Recreational Fishing Marketing:** Promote the state’s saltwater recreational finfishing activities and related industries, including marinas, fishing gear and equipment, charter boats, bait shops and others.

##### Strategies:

- Assess the ability to fully develop the following marketing efforts and, if necessary, hire one additional person.
- Improve the visibility of “Mississippi Saltwater Recreational Fishing and Related Industries” as a widely known symbol of quality with prospective national and international customers.
- Collect data and produce information to support improved marketing of “Mississippi Recreational Fishing and Related Industries”.
- Coordinate and team with other agencies to enhance marketing of “Mississippi Saltwater Recreational Fishing and Related Industries”.
- Coordinate and enhance opportunities for Mississippi saltwater recreational fishing industries to participate in marketing events.

#### 2. Public Use Programs: Provide support for effective public use of marine resources through appropriate licensing and programs.

##### Strategies:

- Administer the **derelict vessel removal** program, removing 15 to 20 such vessels as well as other deleterious materials from the Mississippi Sound.



## **Administrative Services Business Office:**

**D. Accounting and Budget:** Ensure responsible fiscal management throughout the DMR through the use of sound accounting practices, good budget management and appropriate fiscal controls and audits.

Strategies:

- Provide proper information for yearly Generally Accepted Accounting Principles (GAAP) package.
- Provide continuing education to all designated grants coordinators in effective grant writing and management skills.
- Ensure agency is audit-ready.

**E. Information and Data:** Provide accurate and timely information, both to the general public and internally to employees of the DMR.

Strategies:

- Develop DMR's information system to provide high quality, reliable service to both internal and external users.
  - Update the internal and external end-user needs assessment, using surveys, interviews and/or focus groups. Prioritize requirements and requests, based on urgency and budget constraints. Update DMR EDPE to reflect these sequenced priorities. Communicate this plan back to all employees of DMR.
  - Continue to enhance the multi-lingual aspects of the department's website, using current population trends and input from each office in the agency to determine language and content priorities.
  - Maintain adequate backup for all critical data, including email, through both the Jackson and Lyman sites.
  - Maintain the back-up server site at Lyman, allowing for continues operations in the case of a hurricane.
- Deliver basic computer literacy training and regular basic and advanced training on computerized applications for agency personnel.
- Maintain the data library for the agency, available via the Intranet, which includes both data that is created by DMR and data that is purchased by the department.

**F. Property Management:** Ensure effective and safe use of all DMR property, equipment and vehicles through regular maintenance, good inventory management and periodic compliance audits of vehicle operating procedures and records.

Strategies:

- Conduct an annual audit of employee-assigned state equipment, with a target of 50% fewer missing items than in past audits.
- Implement the replacement plan for vehicles and equipment (including boats and outboard motors), sing state requirements regarding vehicle life cycles.



**G. Public Use Programs:** Provide support for effective public use of marine resources through appropriate licensing and programs.

Strategies:

- Administer the sale of appropriate licenses to commercial and recreational users of marine resources.
- Increase participation of eligible marinas in the Mississippi Clean Vessel Program.
- Maintain and manage a plan for effective channel maintenance. Continually refine program initiatives to fit the immediate and future needs of the Mississippi Gulf Coast. These include:
  - Beneficial use of dredge materials
  - Restoration of sensitive habitat
  - Shoreline protection
  - Other needs as they emerge.

**H. Policies, Procedures and Plans:** Develop effective policies, procedures and plans in support of the DMR mission.

Strategies:

- Conduct an annual review of all policies and procedures and update as required.
- Update the needs analysis to address changing needs and to increase DMR's participation early in the decision-making process for issues within its mission.

**I. Procurement and Accounts Payable:**

Strategies:

- Provide ongoing support to DMR program staff through communication and training regarding purchasing and accounts payable procedures.
- Offer Business Office staff educational opportunities through training provided by the Department of Finance and Administration and the Mississippi Association of Governmental Purchasing and Property Agents.
- Ensure the agency is audit-ready. All state statutes will be adhered to regarding bid laws and policies provided by the office of purchasing and travel.

FY-2019 FUNDING:	\$ 545,300	General
	227,311	Federal
	<u>2,247,671</u>	Other
	\$ 3,020,282	Total



### 3. Performance Objectives

#### 3E. Program 6 – Office of Coastal Management and Planning

**Office of Coastal Management and Planning:** The mission of this office is to develop a plan to sustain Mississippi coastal resources and to provide for a healthy economy in the coastal area. This mission is accomplished through the following bureaus and programs. This office was dissolved in the spring of 2013; however, the duties and responsibilities were distributed to other bureaus within the DMR.

- The **Comprehensive Resource Management Program** is responsible for producing and updating the Comprehensive Resource Management Plan (CRMP) to sustain Mississippi's coastal resources and to provide for a healthy economy in the coastal area. The plan provides for outreach and education to promote the coastal resources of the State of Mississippi. More than two thousand stakeholders are now involved in the efforts of CRMP. Stakeholders include concerned citizens, state, and federal, agencies along with local county and city governments.
  - The region of the CRMP encompasses the six coastal counties of George, Stone, Pearl River, Hancock, Harrison and Jackson. All cities within these counties are stakeholders, which include Moss Point, Pascagoula, Gautier, Ocean Springs, Biloxi, D'Iberville, Gulfport, Long Beach, Pass Christian, Bay St. Louis, Waveland, Picayune and Poplarville.
  - The concepts of Smart Growth (an EPA program) are fundamental to the work of this bureau. Smart Growth considers the inter-relationship between the natural environment, the built environment, the socio-economic environment and the institutional environment of an area and guides the intelligent development of policies and practices that honor the strengths of each environment and protects the character of the overall community. The bureau hosts an annual Smart Growth conference to advance the use of these principals throughout the Mississippi Gulf Coast.
- This office also has the responsibility for managing the recently designated **Mississippi Gulf Coast National Heritage Area**. The mission of this National Heritage Area is to conserve and enhance the area's heritage resources by telling its nationally significant story to residents and visitors through activities and partnerships what celebrate the area's unique history, people, traditions and landscapes. A management plan has been developed that identifies specific natural, scenic, historical and cultural heritage resources, key industries that have shaped the Mississippi Gulf Coast and activities that conserve and enhance this cohesive and nationally distinctive landscape that has arisen from patterns of human activity shaped by our geography.
- The **Geographic Information System** (GIS) program is an on-going program that was established with a grant from EPA, NOAA and Mississippi Tidelands funds. Program staff work with all program Directors within the Department of Marine Resources, along with all other state and federal agencies and nonprofits to prevent duplication of efforts and waste of federal/state funding involved in this effort. The program provides GIS data and mapping capacity regarding coastal Mississippi, including a higher-level view of perceived competing interests to aid in addressing existing issues and planning for the future.



- The **Coastal Impact Assistance Program** provides funds for projects and activities for the conservation, protection and restoration of coastal areas.
- The **Coastal and Estuarine Land Conservation Program** secures and protects coastal lands through effective management of NOAA resources.
- The **Boating Infrastructure Grant Program** provides funding for the construction, renovation, and maintenance of public and private boating infrastructure. This innovative campaign provides transient boaters with unique access to Mississippi waterways and cultural events in the area.
- The **Clean Vessel Act** provides funds throughout the states to harbors and marinas to install pump outs at their facilities.
- The **Gulf of Mexico Alliance** is a partnership of the five Gulf States, formed with the goal of significantly increasing regional collaboration to enhance the ecological and economic health of the Gulf of Mexico. The Alliance has identified six initial priority issues that are regionally significant and can be effectively addressed through increased collaboration at local, state and federal levels: water quality for healthy beaches and shellfish beds, wetland and coastal conservation and restoration, environmental education, identification and characterization of Gulf habitats, reducing nutrient inputs to coastal ecosystems and coastal community resiliency. The DMR's Office of Coastal Management provides the chair and coordinator for the Coastal Community Resiliency Committee.



### 3E. Program 6 – Coastal Management and Planning FY-2015

1. **Comprehensive/Coastal Resources Management Planning (CRMP):** Coordinate Comprehensive/Coastal Resource Management Planning with all appropriate agencies, public and private.

Strategies:

- Work with private, nongovernmental organization, local, state and federal stakeholders within a comprehensive framework for balancing economic development and environmental preservation to maintain the Comprehensive/Coastal Resource Management Plan, along with the Mississippi Gulf Coast National Heritage Area.
- Host the annual Smart Growth conference for the Mississippi Gulf Coast, with the intent of increasing community decision makers (elected officials) who embrace the concepts of Smart Growth in community planning. Focus is on education and advocacy across the state, leading to a Smart Growth action plan, including effective education and advocacy for the use of Smart Growth in community development throughout the state.

2. **Coastal Impact Assistance Program:** Administer this program, which funds projects and activities for the conservation, protection and restoration of coastal areas.

Strategies:

- If still appropriate, work with the Governor’s Office of Recovery and Renewal to support coastal rebuilding and renewal efforts of municipalities and private developers.
- Work with private and public entities to fund appropriate conservation, protection and water quality projects and activities.

3. **Mississippi Gulf Coast National Heritage Area:** Develop, update and administer the management plan in support of the development of this newly designated National Heritage Area. (If re-authorized for FY-2014 and beyond.)

- a. Strengthen the sense of heritage identity.

Strategy: Seek adoption of the revised interpretive plan by key collaborating partners.

- b. Conserve the area’s heritage resources.

Strategies:

- Educate residents and visitors about the heritage resources identified in the interpretive plan.
- Enhance existing partnerships to conserve heritage resources.



c. Develop, promote and market the heritage area.

Strategies:

- Develop informational materials, including regional and local maps and guides, a system of interpretive signs and directional signs, and a logo/branding policy and procedures.
- Develop themed tours that focus on cultural, historical, natural and scenic resources.
- Establish visitor corridors, including travel corridors, specialized heritage trails, hiking, biking, and water trails. Investigate the possibility of scenic byway designations, as appropriate.
- Establish heritage clusters, linkages between these clusters and funding sources for heritage enterprises.
- Establish interpretive and information centers for the heritage area.
- Promote and market the heritage area, themed tours, and heritage clusters.

4. **Geographic Information Systems Unit:** Support the Department of Marine Resources in the effective use of GIS technology in the communication and interpretation of mission-related data.

Strategies:

- Assess agency needs and knowledge regarding GIS technology and its effective use. Provide training and support that increases the effective use of GIS technology.
- Stay apprised of technology enhancements in the GIS field and make appropriate use of these enhancements, balancing affordability with capability improvements.

5. **Coastal Estuarine Land Conservation Program:** Provide NOAA with quality proposals and acquire threatened coastal lands.

Strategies:

- If appropriate, re-prioritize types of land to acquire through the program.
- Prioritize specific land to be acquired through NOAA proposal process.
- Work with NOAA personnel to submit proposals in a timely and effective way.
- Secure approval from NOAA for high priority proposals.
- Work with appropriate partners to acquire lands approved by NOAA through the annual grant process.

FY-2015 FUNDING:	\$	-0-	General
		491,656	Federal
		<u>-0-</u>	Other
		\$491,656	Total



### **3E. Program 6 – Coastal Management and Planning FY-2016**

1. **Comprehensive/Coastal Resources Management Planning (CRMP):** Coordinate Comprehensive/Coastal Resource Management Planning with all appropriate agencies, public and private.

Strategies:

- Work with private, nongovernmental organization, local, state and federal stakeholders within a comprehensive framework for balancing economic development and environmental preservation to maintain the Comprehensive/Coastal Resource Management Plan, along with the Mississippi Gulf Coast National Heritage Area.
- Host the annual Smart Growth conference for the Mississippi Gulf Coast, with the intent of increasing community decision makers (elected officials) who embrace the concepts of Smart Growth in community planning. Focus is on education and advocacy across the state, leading to a Smart Growth action plan, including effective education and advocacy for the use of Smart Growth in community development throughout the state.

2. **Coastal Impact Assistance Program:** Administer this program, which funds projects and activities for the conservation, protection and restoration of coastal areas.

Strategies:

- If still appropriate, work with the Governor’s Office of Recovery and Renewal to support coastal rebuilding and renewal efforts of municipalities and private developers.
- Work with private and public entities to fund appropriate conservation, protection and water quality projects and activities.

3. **Mississippi Gulf Coast National Heritage Area:** Develop, update and administer the management plan in support of the development of this newly designated National Heritage Area.

- a. Strengthen the sense of heritage identity.

Strategy: Seek adoption of the revised interpretive plan by key collaborating partners.

- b. Conserve the area’s heritage resources.

Strategies:

- Educate residents and visitors about the heritage resources identified in the interpretive plan.
- Enhance existing partnerships to conserve heritage resources.



c. Develop, promote and market the heritage area.

Strategies:

- Develop informational materials, including regional and local maps and guides, a system of interpretive signs and directional signs, and a logo/branding policy and procedures.
- Develop themed tours that focus on cultural, historical, natural and scenic resources.
- Establish visitor corridors, including travel corridors, specialized heritage trails, hiking, biking, and water trails. Investigate the possibility of scenic byway designations, as appropriate.
- Establish heritage clusters, linkages between these clusters and funding sources for heritage enterprises.
- Establish interpretive and information centers for the heritage area.
- Promote and market the heritage area, themed tours, and heritage clusters.

4. **Geographic Information Systems Unit:** Support the Department of Marine Resources in the effective use of GIS technology in the communication and interpretation of mission-related data.

Strategies:

- Assess agency needs and knowledge regarding GIS technology and its effective use. Provide training and support that increases the effective use of GIS technology.
- Stay apprised of technology enhancements in the GIS field and make appropriate use of these enhancements, balancing affordability with capability improvements.

5. **Coastal Estuarine Land Conservation Program:** Provide NOAA with quality proposals and acquire threatened coastal lands.

Strategies:

- If appropriate, re-prioritize types of land to acquire through the program.
- Prioritize specific land to be acquired through NOAA proposal process.
- Work with NOAA personnel to submit proposals in a timely and effective way.
- Secure approval from NOAA for high priority proposals.
- Work with appropriate partners to acquire lands approved by NOAA through the annual grant process.

FY-2016 FUNDING:	\$ -0-	General
	501,489	Federal
	<u>-0-</u>	Other
	\$501,489	Total



### **3E. Program 6 – Coastal Management and Planning FY-2017**

1. **Comprehensive/Coastal Resources Management Planning (CRMP):** Coordinate Comprehensive/Coastal Resource Management Planning with all appropriate agencies, public and private.

Strategies:

- Work with private, nongovernmental organization, local, state and federal stakeholders within a comprehensive framework for balancing economic development and environmental preservation to maintain the Comprehensive/Coastal Resource Management Plan, along with the Mississippi Gulf Coast National Heritage Area.
- Host the annual Smart Growth conference for the Mississippi Gulf Coast, with the intent of increasing community decision makers (elected officials) who embrace the concepts of Smart Growth in community planning. Focus is on education and advocacy across the state, leading to a Smart Growth action plan, including effective education and advocacy for the use of Smart Growth in community development throughout the state.

2. **Coastal Impact Assistance Program:** Administer this program, which funds projects and activities for the conservation, protection and restoration of coastal areas.

Strategies:

- This federally funded program quiesces in FY-2016.
- Close-out program, unless alternative funding is available for projects that warrant continuation beyond this program's life cycle.

3. **Mississippi Gulf Coast National Heritage Area:** Develop, update and administer the management plan in support of the development of this newly designated National Heritage Area.

- a. Strengthen the sense of heritage identity.

Strategy: Seek adoption of the revised interpretive plan by key collaborating partners.

- b. Conserve the area's heritage resources.

Strategies:

- Educate residents and visitors about the heritage resources identified in the interpretive plan.
- Enhance existing partnerships to conserve heritage resources.



c. Develop, promote and market the heritage area.

Strategies:

- Develop informational materials, including regional and local maps and guides, a system of interpretive signs and directional signs, and a logo/branding policy and procedures.
- Develop themed tours that focus on cultural, historical, natural and scenic resources.
- Establish visitor corridors, including travel corridors, specialized heritage trails, hiking, biking, and water trails. Investigate the possibility of scenic byway designations, as appropriate.
- Establish heritage clusters, linkages between these clusters and funding sources for heritage enterprises.
- Establish interpretive and information centers for the heritage area.
- Promote and market the heritage area, themed tours, and heritage clusters.

4. **Geographic Information Systems Unit:** Support the Department of Marine Resources in the effective use of GIS technology in the communication and interpretation of mission-related data.

Strategies:

- Assess agency needs and knowledge regarding GIS technology and its effective use. Provide training and support that increases the effective use of GIS technology.
- Stay apprised of technology enhancements in the GIS field and make appropriate use of these enhancements, balancing affordability with capability improvements.

5. **Coastal Estuarine Land Conservation Program:** Provide NOAA with quality proposals and acquire threatened coastal lands.

Strategies:

- If appropriate, re-prioritize types of land to acquire through the program.
- Prioritize specific land to be acquired through NOAA proposal process.
- Work with NOAA personnel to submit proposals in a timely and effective way.
- Secure approval from NOAA for high priority proposals.
- Work with appropriate partners to acquire lands approved by NOAA through the annual grant process.

FY-2017 FUNDING:	\$	-0-	General
		511,519	Federal
		<u>-0-</u>	Other
		\$511,519	Total



### **3E. Program 6 – Coastal Management and Planning FY-2018**

1. **Comprehensive/Coastal Resources Management Planning (CRMP):** Coordinate Comprehensive/Coastal Resource Management Planning with all appropriate agencies, public and private.

Strategies:

- Work with private, nongovernmental organization, local, state and federal stakeholders within a comprehensive framework for balancing economic development and environmental preservation to maintain the Comprehensive/Coastal Resource Management Plan, along with the Mississippi Gulf Coast National Heritage Area.
- Host the annual Smart Growth conference for the Mississippi Gulf Coast, with the intent of increasing community decision makers (elected officials) who embrace the concepts of Smart Growth in community planning. Focus is on education and advocacy across the state, leading to a Smart Growth action plan, including effective education and advocacy for the use of Smart Growth in community development throughout the state.

2. **Coastal Impact Assistance Program:** Administer this program, which funds projects and activities for the conservation, protection and restoration of coastal areas.

Strategies:

- Continuation of this program will be dependent upon extension of funding beyond FY-2016 or identification of alternative funding, if needed.

3. **Mississippi Gulf Coast National Heritage Area:** Develop, update and administer the management plan in support of the development of this designated National Heritage Area.

- a. Strengthen the sense of heritage identity.

Strategy: Seek adoption of the revised interpretive plan by key collaborating partners.

- b. Conserve the area's heritage resources.

Strategies:

- Educate residents and visitors about the heritage resources identified in the interpretive plan.
- Enhance existing partnerships to conserve heritage resources.



c. Develop, promote and market the heritage area.

Strategies:

- Develop informational materials, including regional and local maps and guides, a system of interpretive signs and directional signs, and a logo/branding policy and procedures.
- Develop themed tours that focus on cultural, historical, natural and scenic resources.
- Establish visitor corridors, including travel corridors, specialized heritage trails, hiking, biking, and water trails. Investigate the possibility of scenic byway designations, as appropriate.
- Establish heritage clusters, linkages between these clusters and funding sources for heritage enterprises.
- Establish interpretive and information centers for the heritage area.
- Promote and market the heritage area, themed tours, and heritage clusters.

4. **Geographic Information Systems Unit:** Support the Department of Marine Resources in the effective use of GIS technology in the communication and interpretation of mission-related data.

Strategies:

- Assess agency needs and knowledge regarding GIS technology and its effective use. Provide training and support that increases the effective use of GIS technology.
- Stay apprised of technology enhancements in the GIS field and make appropriate use of these enhancements, balancing affordability with capability improvements.

5. **Coastal Estuarine Land Conservation Program:** Provide NOAA with quality proposals and acquire threatened coastal lands.

Strategies:

- If appropriate, re-prioritize types of land to acquire through the program.
- Prioritize specific land to be acquired through NOAA proposal process.
- Work with NOAA personnel to submit proposals in a timely and effective way.
- Secure approval from NOAA for high priority proposals.
- Work with appropriate partners to acquire lands approved by NOAA through the annual grant process.

FY-2018 FUNDING:	\$ -0-	General
	521,749	Federal
	<u>-0-</u>	Other
	\$521,749	Total



### **3E. Program 6 – Coastal Management and Planning FY-2019**

3. **Comprehensive/Coastal Resources Management Planning (CRMP):** Coordinate Comprehensive/Coastal Resource Management Planning with all appropriate agencies, public and private.

Strategies:

- Work with private, nongovernmental organization, local, state and federal stakeholders within a comprehensive framework for balancing economic development and environmental preservation to maintain the Comprehensive/Coastal Resource Management Plan, along with the Mississippi Gulf Coast National Heritage Area.
- Host the annual Smart Growth conference for the Mississippi Gulf Coast, with the intent of increasing community decision makers (elected officials) who embrace the concepts of Smart Growth in community planning. Focus is on education and advocacy across the state, leading to a Smart Growth action plan, including effective education and advocacy for the use of Smart Growth in community development throughout the state.

4. **Coastal Impact Assistance Program:** Administer this program, which funds projects and activities for the conservation, protection and restoration of coastal areas.

Strategies:

- Continuation of this program will be dependent upon extension of funding beyond FY-2016 or identification of alternative funding, if needed.

3. **Mississippi Gulf Coast National Heritage Area:** Develop, update and administer the management plan in support of the development of this designated National Heritage Area.

- a. Strengthen the sense of heritage identity.

Strategy: Seek adoption of the revised interpretive plan by key collaborating partners.

- b. Conserve the area's heritage resources.

Strategies:

- Educate residents and visitors about the heritage resources identified in the interpretive plan.
- Enhance existing partnerships to conserve heritage resources.



c. Develop, promote and market the heritage area.

Strategies:

- Develop informational materials, including regional and local maps and guides, a system of interpretive signs and directional signs, and a logo/branding policy and procedures.
- Develop themed tours that focus on cultural, historical, natural and scenic resources.
- Establish visitor corridors, including travel corridors, specialized heritage trails, hiking, biking, and water trails. Investigate the possibility of scenic byway designations, as appropriate.
- Establish heritage clusters, linkages between these clusters and funding sources for heritage enterprises.
- Establish interpretive and information centers for the heritage area.
- Promote and market the heritage area, themed tours, and heritage clusters.

6. **Geographic Information Systems Unit:** Support the Department of Marine Resources in the effective use of GIS technology in the communication and interpretation of mission-related data.

Strategies:

- Assess agency needs and knowledge regarding GIS technology and its effective use. Provide training and support that increases the effective use of GIS technology.
- Stay apprised of technology enhancements in the GIS field and make appropriate use of these enhancements, balancing affordability with capability improvements.

7. **Coastal Estuarine Land Conservation Program:** Provide NOAA with quality proposals and acquire threatened coastal lands.

Strategies:

- If appropriate, re-prioritize types of land to acquire through the program.
- Prioritize specific land to be acquired through NOAA proposal process.
- Work with NOAA personnel to submit proposals in a timely and effective way.
- Secure approval from NOAA for high priority proposals.
- Work with appropriate partners to acquire lands approved by NOAA through the annual grant process.

FY-2019 FUNDING:	\$ -0-	General
	532,184	Federal
	<u>-0-</u>	Other
	\$532,184	Total



#### 4. Significant External Factors Which May Affect Projected Levels of Performance

Ten areas of external impact, outlined below, may affect DMR program performance. DMR operates in areas of high public interest, involving complex issues in multiple governmental jurisdictions in an extremely dynamic coastal environment. Because of the legitimate, competing interests of the many constituencies it serves, DMR program performance can experience significant impact simply through the execution of its mission. Recognition of some of the areas which can have serious impact, which are beyond the control of the agency, can assist in understanding potential problems and communicating these proactively and effectively to all levels of state government. This understanding can also assist in the planning, budgeting and programmatic adjustments to provide appropriate and timely responses. These areas are:

- A. **Emergency Response** – Impacts requiring emergency response include hurricanes and storms, chemical and oil spills, occurrence of red tide, and fresh water intrusion to shellfish growing waters. While DMR has emergency contingency plans (including, but not limited to, hurricane and other storm response and spill response), coastal damage from major storms and spills always has the potential to cause substantial destruction of public access facilities, damage to sensitive shoreline areas, and pollution resulting from damage to manmade industrial facilities and marine vessels. Also, current fishery management practices and shellfish reef developments can be adversely impacted by these external threats. DMR will, therefore, rely upon application for and receipt of major disaster aid from other state and federal resources when storm damage occurs in Mississippi coastal areas and/or impacts major marine resource program areas. This impact has never been more strongly felt in recent years than in the wake of Hurricane Katrina and the Deepwater Horizon oil rig explosion, collapse and subsequent massive oil release. The DMR has adjusted its operational priorities to focus on increased monitoring of coastal waters, increased seafood quality inspections of wholesale fish markets, and on recovery and restoration of fisheries, habitat and marshlands, and public access facilities. While our immediate Katrina-related response was substantially completed, and the immediate impact of the Deepwater Horizon disaster was less catastrophic than anticipated, long-term economic and biological impacts are not fully understood at this time, and both economic recovery and marine resource restoration efforts will remain a priority for the agency for some time, even if the area is not impacted by another storm or spill in the near future.
  
- B. **Coastal Wetlands Permitting Requests** – Economic activity on Mississippi’s Gulf Coast continues to heavily impact the DMR’s ability to execute timely permitting and support planning for permitting. When DMR was created as a separate agency, the permitting functions and requirements to maintain federal consistency in the permitting process was not considered a major workload. With the development of the gaming industry, which has been classified as water-dependent industry, the volume of permits and applications has grown rapidly along with increased industrial and residential permitting workloads. While many of the casinos have moved operations on-shore, they continue to pursue projects on the water and coast which require appropriate permitting. Permit requests have, at the same time, increased in complexity due to size and scope of proposed projects. All coastal development affecting coastal wetlands and waters must pass through the mandated state and federal statutes governing permitting. DMR is the single point of contact for those seeking these permits and manages the entire permitting process. Post-Katrina re-building efforts have involved permitting when new



construction is materially different than the previous structure and when an existing permit is no longer in effect.

- C. **Boat and Water Safety Legislation** – State legislation was passed in 1996, to place boat and water safety for marine waters under the Department of Marine Resources. Establishment of an effective, long-term program to implement this mandate and enforcement of boater safety provisions and no-wake zones through patrolling and law enforcement in coastal waters was not possible until 1999, when Marine Patrol became a part of the DMR, which now serves as the enforcement arm of the agency. Marine Patrol has created programs to support the Boat and Water Safety Public Training Program. There is increasing public concern about boat and property safety with the increase in personal watercraft and a general increase in boating on the Gulf Coast, which experienced a temporary drop in the immediate aftermath of Hurricane Katrina, but has since returned to pre-storm levels and continues to increase as of this writing. Continuing to implement the program established by Marine Patrol and enforce boater safety requirement creates an ever-increasing manpower challenge on Marine Patrol.
- D. **Fishery Regulations Enforcement** – Marine Patrol has created new programs to comply with state statute mandates and other fishery regulations. The boating public has grown with the population increases that the Mississippi Gulf Coast has experienced. Current manpower capability is not sufficient to ensure adequate compliance rates with commercial and sport fishing regulations and licenses. Additional manpower requirements, combined with boater safety legislation and enforcement mandates, continue to be a program weakness and subject of public concern.
- E. **Increased Frequency of Public Hearings on High-profile Issues** – The number of high-profile public hearings remain at a high level. This includes permitting hearings, proposed regulation change hearings, special fishery user group meetings, and CMR meetings requiring extensive dockets. DMR must provide extensive and complete preparation and arrangements for hearings, all of which are mandated. These hearings must adhere to statutory implementation schedules to obtain adequate public input. Program impacts are being experienced that cause schedule stretch-outs and further delays of critical program actions. Manpower availability for critical programs is being impacted adversely.
- F. **Incorporation of the Federal “Standards for Fishery Management and Conservation” into State of Mississippi Enabling Legislation during FY-1997** – The incorporation of these federal requirements into State Legislation, without a parallel increase in Fishery manpower, has caused a considerable workload impact on many of the marine fishery management/conservation programs. Some federal requirements were not mandatory in such programs. However, the above referenced legislation now makes these mandatory, providing no option to exclude some procedures that formerly were not needed to comply with program guidelines. This legislation has made it necessary for additional man-hours to be built into all fishery programs to ensure compliance procedures are followed and documented.
- G. **Impact of the Magnuson-Stevens Sustainable Fisheries Act of 1996, as amended** – This federal legislation places strong emphasis upon more state participation in fishery management areas where both the state and federal governments have primary responsibility for managing fisheries and aquatic resources within their borders. The U.S. Congress has placed responsibility



for managing certain inter-jurisdictional marine resources with the states. This requires considerable additional staff time to participate in cooperatively managing those inter-jurisdictional fisheries, i.e. those that use water bodies common to two or more political boundaries or under management of two or more governmental entities. These requirements impact DMR manpower resources and, to fully comply, DMR requires dedicated staff personnel to attend many out-of-state meetings and to address resulting action items.

- H. **Emergency Unfunded Programs** – Mississippi coastal waters have experienced outbreaks of harmful algae blooms (red tide) due to unknown causes. Outbreaks of other harmful biological organisms are possible as well. Considerable research has been undertaken with no solutions except to closely track and monitor outbreaks in an attempt to identify transport causes from one area of the Gulf of Mexico to another. This phenomenon is expected to reoccur in future years. The organisms, while not toxic to shellfish (principally oysters), do cause toxic responses when consumed by humans. Red tide has caused shut down of oyster reefs during winter holiday seasons when oysters are at peak demand and price. Increased monitoring and research to identify and predict potential onslaughts of harmful outbreaks can help ameliorate adverse future impacts. Hurricane Katrina’s removal of native plant vegetation in certain areas has also facilitated the colonization of highly opportunistic invasive species, such as Cogon grass, Chinese Tallow and Giant Salvinia. A program to monitor and control the spread of these noxious species has been undertaken.
- I. **New, More Comprehensive Federal Fishery Regulations** – Mississippi, in concert with other Gulf States, jointly manages many species of fish with the National Marine Fisheries Services and the Gulf of Mexico Fishery Management Council. Ever-increasing regulations on tuna, mackerel, red snapper and other federally managed fishes, as well as regulations on the threatened or endangered species like sea turtles and marine mammals, will require concomitant activities on the part of the State. DMR experiences increased manpower and out-of-state travel impacts to address these external issues and adequately represent Mississippi interests on this interstate Council.
- J. **Public Perception Impacted by Media Coverage of Coastal Events** – Media coverage of events that impact the Mississippi Gulf Coast, including Hurricane Katrina and the Deepwater Horizon oil disaster, can create both opportunities and challenges. Increased national awareness of the intricate inter-relationships that create the fabric of our unique way of life can draw people and resources to our area. However, when misperceptions are created as a result of that media coverage, our work can become more complicated. In the case of the Deepwater Horizon, media attention has caused substantial distrust in the safety and quality of seafood harvested from the Gulf. This despite the fact that seafood quality inspections are more rigorous than ever, resulting in the probability that Gulf seafood is safer than ever before. Additional resources will be needed to effectively market Mississippi seafood in the face of public distrust.

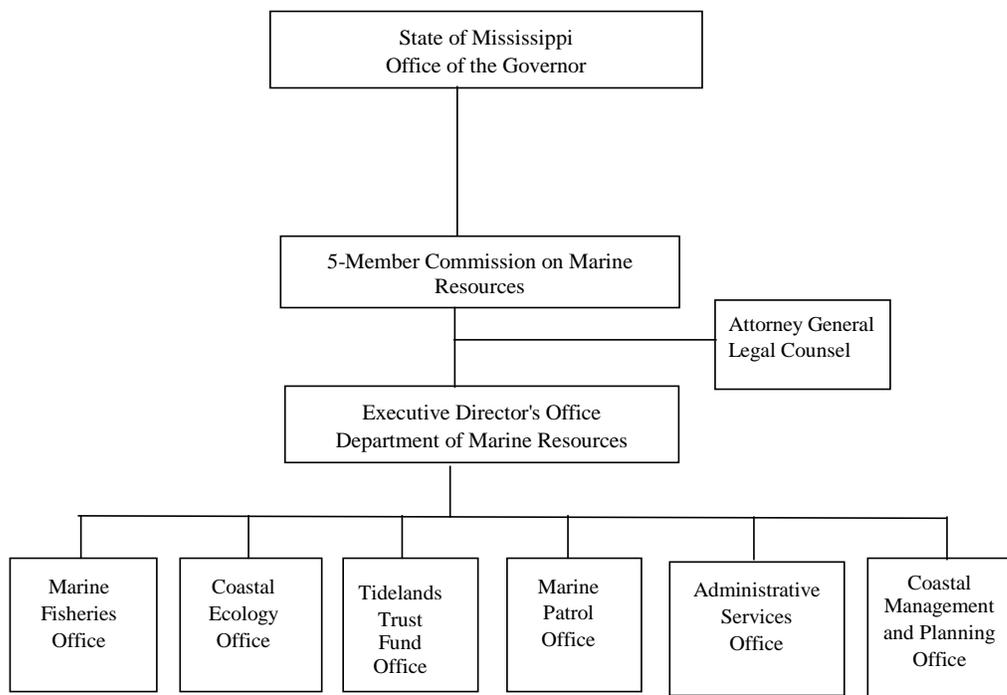


## 5. Internal Management System – DMR

- A. **Management Policies in Place:** DMR’s management policies are issued as a numbered set and maintained for quick reference in each office. All new employees are required to review and acknowledge in writing that policies have been read and are understood. As new employees begin work and/or as policies are added or modified within the management series, it is the responsibility of each office supervisor to review contents with their employees. An annual review session is scheduled to re-emphasize the importance of these policies to all employees. Included within this series are policies covering personnel management, travel records management, duty hours, procurement, correspondence, conduct of public hearings, etc.
- B. **Operational Procedures:** A management operations policy series is in place that addresses DMR operations, security, and property procedures. These procedures are reviewed in a similar manner to those for management policies, explained in the above paragraph. Included in the operational procedures series are instructions and policy guidance applicable to property use and management, aircraft, vehicle and boat usage, security, computer and software management, business continuity and disaster recovery, media releases and safety.
- C. **Tracking Procedures:** The Department of Marine Resources has established an integrated management and performance measuring approach that addresses functional area and program accomplishments. Program and project managers consider the effects of potential adverse occurrences related to external forces during project development and develop contingency plans to make interim program adjustments as required to address problems. Approaches and strategies to accomplish programs are developed and laid out with interim goals and project scheduled milestones. Performance reviews (including quarterly program reviews) are utilized to assess interim progress and to make mid-course corrections if required, due to changing conditions. Employees are encouraged to work together in teams (including cross-functional teams) wherever possible to achieve group performance goals. Employees’ individual performance plans are derived from the Department’s strategic program goals, project objectives and project deliverables. Projects and on-going programs are implemented and/or operated in accordance with program implementation plans and operating procedures to ensure consistent methods are followed, allowing DMR to address all of its permitting and regulatory responsibilities. These implementation plans call out performance measures applicable to each activity, including deliverables and schedules.



## D. DMR Organizational Structure



E. **How Performance Evaluation Impacts Budgeting of Funds:** The Department of Marine Resources' integrated management and performance measurement approach, described in paragraph C (on the previous page), also serves as input to the budgeting process.

Performance achievements are measured during staff meetings on high profile projects, quarterly program reviews and more frequent interaction between project managers and project workers. Achievement goals have been established for all program areas with attention to results rather than just activity. Performance is also measured through external grant reporting mechanisms required for federal and other external grants. Agency project awards with monetary grants through legislatively managed programs are managed by DMR and require project plans from external organizations designated for project award that describe project objectives and expected accomplishments. Project award letters ask for interim reports on complex projects, final reports for all awards, and performance of external audits where legislature-approved funds are expended.

Periodic planning sessions are scheduled to relate information gathered on program accomplishments versus budgeted program performance measures contained in the annual budget submission. This information, when combined with external inputs from stakeholders, the Commission on Marine Resources, and established dialog with cooperating agencies (including co-funded programs), is utilized to develop guidelines for out-year strategic planning and related budget development.



## **Appendix A. Enabling Legislation and Mandates**

As a State agency, the Department of Marine Resources derives its authority and mandates for action from a variety of state laws. A summary of the various laws that affect the operations of the Commission on Marine Resources and the Department of Marine Resources follows.

### **Boat and Water Safety Act § 59-21-111, et. seq.**

The Boat and Water Safety Act grants the Commission on Marine Resources the authority to exercise the duties and responsibilities of the Mississippi Boat and Water Safety Commission on the marine waters of the State. The Commission has the power to promulgate rules and regulations for marine boating and water safety.

### **Marine Litter Act § 51-2-3, et. seq.**

The Marine Litter Act defines the duties and responsibilities of the Commission on Marine Resources in the regulation and control of litter in and along the State's Coastal waters.

### **Derelict Vessels Act § 49-15-13, et. seq.**

The Derelict Vessels Act defines a derelict vessel and gives the Department of Marine Resources the authority to remove such vessels from coastal wetlands. The owner of a derelict vessel is liable to the State of Mississippi for the restoration of any damage the derelict vessel caused and for the cost of removing the vessel.

### **Marine Resources Council Act § 57-15-1, et. seq.**

The Marine Resources Council Act designates the Mississippi Commission on Marine Resources as the Marine Resource Council and establishes the duties and responsibilities of the Council. The Council is charged with exploring, developing, conserving, and marketing the underwater natural resources of the State, particularly those resources lying offshore in the coastal waters. The Council is directed to coordinate with other institutions and agencies of state government in accomplishing its task. The Council is also directed to prepare and implement a coastal program in accordance with the Federal Coastal Zone Management Act of 1972, as amended.

### **Mississippi Seafood Laws § 49-15-1, et. seq.**

The Mississippi Seafood Laws were enacted in recognition of "...the need for a concerted effort to work toward the protection, propagation, and conservation of its [Mississippi's] seafood and aquatic life in connection with the revitalization of the seafood industry in the State of Mississippi...". Article 5 of the Law establishes the Commission on Marine Resources and vests it with full power to regulate matters pertaining to saltwater aquatic life and marine resources.



### **Public Trust Tidelands Act § 29-15-1, § 29-15-9**

The Public Trust Tidelands Act defines the tidelands and creates a public trust fund with revenues derived from their lease rental. The Secretary of State administers the trust fund. Part of the trust fund is returned to the local taxing authority to replace lost tax revenues. Remaining funds are “disbursed to the Commission (Commission on Marine Resources) for new and extra acquisition, education, or the enhancement of public access to the public trust tidelands or public improvement projects as they relate to such lands”.

### **Channel Maintenance Act § 49-27-1, et. seq.**

This chapter authorizes the DMR to serve as the primary state agency for coordinating channel maintenance along the Gulf Coast. The Department will seek to add a coastal engineer to its staff to assist in the development of a comprehensive plan for long-term channel maintenance and will facilitate the financial assistance process for such projects.

### **Coastal Wetlands Protection Act § 49-27-1, et. seq.**

The Coastal Wetlands Protection Act defines wetlands and sets forth the state’s public policies affecting them. The State favors “...the preservation of the natural state of the coastal wetlands and their ecosystems, the prevention of the despoliation and destruction of them, except where a specific alteration of specific coastal wetlands will serve a higher public interest with the public purposes of the public trust in which coastal wetlands are held”. The law offers direction in determining the appropriate type and location of wetlands development.

### **Marine Resources Law § 57-15-1, et. seq.**

This chapter mandates that the Department of Marine Resources is the lead agency for implementing the Mississippi Coastal Program, for administering outer continental shelf trust fund programs, and that they Department shall provide one-stop permitting services for all permitting activities in the three (3) coastal counties.

### **Mississippi Gulf Coast National Heritage Area Act § 108-447 (passed by the U.S. Congress 12/8/04) and § 108-792 (passed by U.S. Congress 9/30/05), et. seq.**

The 2005 Consolidated Appropriations Act established the six coastal counties of Mississippi as a “Heritage Area” uniquely characterized by the coastal and riverine environment and the diverse cultures that have settled in the area, and further designated the DMR as the coordinating entity for protecting, preserving and fostering the cultural, historical, archaeological, natural and recreational resources of the area.



## Appendix B: Other Information

Mississippi's coastline occupies a very key position, almost near the geographic center of the United States coastline, bordering the Gulf of Mexico. Geographically speaking, Mississippi is in the center of a very dynamic, growing area of the world. The Gulf Coast area provides Mississippi with one of its greatest physical and economic resources. Its beauty is unique with coastal marshes, bays and barrier islands. The coastal area contains very significant commercial and recreational finfish and shellfish resources that have been of economic significance to the area since its first settlement. While viable and productive, many problems plague the greater Gulf area, such as hurricanes, fish kills, toxic "red tides", areas of low dissolved oxygen or dead zones, closed shellfish beds, loss of high productivity wetlands, shoreline erosion, and fisheries being threatened by pollution or over-exploitation. All of these problems directly or indirectly affect coastal Mississippi's economy and well-being.

The Department of Marine Resources actively works in various cooperative federal and interagency state programs to: 1) communicate Mississippi's interests and concerns and 2) participate in cooperative leadership efforts to address these greater Gulf problems that can adversely affect Mississippi. Resources management initiatives by other agencies offer considerable opportunity for DMR to leverage its scarce state resources with matching efforts. DMR must aggressively pursue cooperative efforts; without these, we cannot address the complex interactions within the larger coastal marine systems.

DMR also plays a critical role in supporting coastal economic development in carrying out marine resources management practices, managing state-owned wetlands that influence marine fisheries productivity, exercising permitting authority and coordinating with other agencies for permitting consistency to represent Mississippi's economic and natural resources interests. The Mississippi Coastal Program, which is maintained with local, state and federal government inputs, provides a coordinated, approved plan for ensuring wise development in coastal Mississippi. A significant DMR function is providing sound recommendations to the Commission on Marine Resources for regulatory and permitting actions. This requires an increased understanding of a dynamic and complex coastal environment and its people. The Department is committed to gathering, improving, and preserving management information that will provide a factual basis for resources management decision-making.

The Department is increasing its efforts toward communicating a marine resources stewardship challenge to the public. All marine resources users, even short-time coastal visitors, are encouraged to feel responsibility for the long-term sustainability of the Mississippi Gulf Coast. DMR invites interested citizens to be involved in mechanisms for public input and support of the DMR strategic plan, such as public hearings for comment on major permitting actions, public meetings, fishing rodeos, and beach clean-up efforts.



## Appendix C: Acknowledgements

The Department of Marine Resources gratefully acknowledges the following contributors who participated in the development of the 2014-2018 DMR Strategic Planning Process:

- The Commission on Marine Resources
- The dedicated employees of the Mississippi Department of Marine Resources
- The Citizens of the State of Mississippi, whose valuable input through numerous public hearings and constructive comments have shown concern for and a sharing of the stewardship role for management of Mississippi's coastal resources.
- The National Oceanic and Atmospheric Administration.