

THE MARYLAND WILDLIFE ADVISORY COMMISSION
MINUTES – FEBRUARY 19, 2014

Vice Chairman Lou Compton called the meeting to order at 9:30 a.m.

Approval for the February 19, 2014 Meeting Agenda

- Motion:
 1. Commissioner Gulbrandsen moved to accept the February 19, 2014 Meeting Agenda as presented.
 2. Commissioner Gregor seconded.
 3. All in favor. Motion passed.

Approval for Minutes from November 20, 2013 Meeting

- Motion:
 1. Commissioner Rodney moved to approve the November 20th meeting minutes as presented.
 2. Commissioner Gregor seconded.
 3. All in favor. Motion passed.

2014-2016 Hunting Seasons Regulation Concepts – Presentation given by Associate Director Pete Jayne.

- Mr. Jayne handed out the 2014-2016 Regulation Concepts to the Commission. [ATTACHMENT A]
- Mr. Jayne presented the Regulation Concepts: 2014-2015 and 2015-16 Hunting Seasons to the Commission. [ATTACHMENT B]
 1. Sika Deer – Concept – Change the sika deer bag limit to three deer per weapon season with no more than one antlered.
 - a. WHS plans to move this to a proposal.
 - b. Commissioner Boyles Griffin asked where sika deer are located in Maryland.
 - i. Dorchester County is the location for most of the sika deer. Sika deer have expanded to Delaware.
 - c. Mr. Kevin Compton asked if the Maryland Sika Deer Annual Harvest chart includes the 2013-2014 sika deer harvest and if not please provide us the estimated harvest numbers.
 - i. The chart presented to the Commission included sika deer harvest from 1989-2012.
 - ii. The sika harvest pretty much mirrors the sika deer population growth. The dark line on the harvest chart shows the antlered deer (stags) harvest and this year's harvest was similar with the previous year. The antlerless sika deer harvest increased to just less than 1600.
 - d. Mr. Kevin Compton asked if staff have population estimates going forward should WHS decide not to make any regulation changes? He noted that the sika deer life span is longer than a white-tailed deer.
 - i. Two years ago, staff made changes to increase antlerless harvest through some tweaking of the season dates and bag limits. With that in mind, WHS expects the population growth to slow down and are documenting more antlerless sika in the harvest. The antlerless sika deer harvest should continue to rise, slowing population growth.
 - ii. Sika deer have very long life span unlike white-tailed deer. Our staff did a study with the University of Delaware and that study demonstrated an 87% survival rate for yearling males, a group which typically has a fairly high mortality rate in a hunted

- population. This indicates an unde-harvested population. Sika deer have only one fawn per breeding period, but are productive due to a long life span.
- iii. Mr. Kevin Compton pointed out that Tudor Farms staff have had sika deer as old as 22 years.
 - e. Commissioner Boyles Griffin asked, do staff know the impacts that coyotes have on adult sika deer and fawns, does that affect their survival rate.
 - i. Staff members do not have the data on the impacts that coyotes have on sika deer – it is all anecdotal.
 - f. Vice Chairman Compton asked what the average sika deer harvest per hunter is.
 - i. The average is just under 2 sika deer per hunter. There are between 4,000 to 5,000 sika deer hunters and about 1,800 hunters took at least 1 sika deer for the 2013-2014 sika deer season. The sika deer harvest is right around 2,800 to 3,000.
 - ii. Brian Eyler, Deer Project Leader was unable to attend due to being at the Southeast Deer Meeting.
 - g. Commissioner Gulbrandsen asked if there was any indication that disease is an issue with a larger sika deer population, such as, hemorrhagic disease (HD).
 - i. With exotic species such as sika deer, they are pretty much parasite and disease free in our environment. Staff members foresee no significant diseases that would impact sika deer population.
2. Sika Deer- Concept – Allow hunters to fill their muzzleloader bag limit for sika deer anytime during the early or late muzzleloader season.
- a. WHS plans to move this to a proposal.
 - b. No questions or comments from the Commission on this concept.
 - c. Suzanne C. Baird, Wildlife Refuge Manager for Blackwater National Wildlife Refuge (NWR) summarized a letter of support regarding DNR's sika season and bag limit modifications; the letter was addressed to Wildlife and Heritage Service Acting Director Karina Stonesifer. **[ATTACHMENT C]**
 - d. Kevin Compton, with Tudor Farms, Inc. also summarized a letter of support for increasing the sika deer harvest. **[ATTACHMENT D]**
 - i. Tudor Farms, Inc. puts up around 6 miles of portable fencing a year and without that fence there would be no crops. Mr. Compton explained that sika deer devastate crops very similar to hogs – sika deer keep returning and pull up the plant roots. Mr. Compton added that this is unlike white-tailed deer that clip crops.
 - ii. Mr. Compton pointed out that Tudor Farms, Inc. manages the farm for the owners, guests, and hunters to enjoy hunting.
 - iii. Mr. Compton mentioned that in years past Tudor Farms, Inc. allowed the sika deer population to grow without knowing how long sika deer can live and how nocturnal sika deer are.
 - iv. Mr. Compton added that Tudor Farms, Inc. has killed an average of 150 sika deer annually for three years with crop damage permits. Tudor Farms, Inc. has not been able to stabilize the sika population on its land. This February, Tudor Farms, Inc. plans to take 200 sika deer under their sika deer crop damage permit.
3. Sika Deer Questions and Answers Section:
- a. Commissioner Gregor asked that if the Commission decides to support these changes to the sika deer regulations and the sika population dramatically dropped, could this be revised due to harvesting too many.
 - i. Yes, staff revisit the seasons and bag limits every two years after reviewing the data every year.

- b. Commissioner Boyles Griffin asked Mr. Compton why there was opposition for the sika deer changes.
 - i. Mr. Kevin Compton commented that these individuals run outfitter businesses just like Tudor Farms, Inc. He suggested they could dictate what can be killed on their areas within the existing seasons and bag limits, which means the outfitter can be more restricted than the State.
 - ii. Vice Chairman Compton felt the need to expand on Commissioner Boyles Griffin's question. Vice Chairman Compton explained that sika deer hunting is a unique opportunity in the State of Maryland. Vice Chairman Compton added that there is nowhere else in the United States where hunters can hunt this deer as a free-ranging species. There are individuals that are very much protective of sika deer and these individuals are looking at this issue with blinders as hunters. Vice Chairman Compton acknowledged that he has been guilty of doing the same thing – individuals should look at it as part of a whole community.
 - iii. Vice Chairman Compton reiterated that these proposals are on a two-year cycle, so if these changes become problematic, WHS can step in and make changes. These changes are managed through the regulatory process.
 - c. Commissioner Boyles Griffin asked Mr. Compton if he felt that the concepts were too conservative.
 - i. Mr. Compton responded that yes it is too conservative for long term management. Mr. Compton added that less conservative changes would not pass with the public. Mr. Compton is a hunter and he understands the hunters' viewpoint. Mr. Compton commented that WHS does a great job. WHS will be able to tell the results of the changes at the end of the two-year cycle hunting season.
 - ii. Mr. Compton reiterated that Tudor Farms Inc. manages the sika deer population with crop damage permits. Mr. Compton explained that sika deer have a nocturnal tendency that makes it difficult for the farmers to manage them. Mr. Compton advised that without crop damage permits that give them the authority to take sika deer at night, farmers and hunters will not be able to stabilize the sika deer population.
 - d. Commissioner Gulbrandsen asked how much more of an expansion geographically do staff expect the sika deer to do.
 - i. Staff members are seeing the expansion of sika deer geographically. In fact, staff do not want the sika deer population to expand geographically outside their traditional range, which is southern Dorchester County (wetlands and tidal marsh).
4. Wanton Waste Concept – Establish a regulation to prohibit the wanton waste of white-tailed deer and sika deer.
- a. WHS plans to move this to a proposal.
 - b. Commissioner Boyles Griffin asked if this would apply to anybody that is hunting or just individuals that have crop damage permits.
 - i. This concept will apply to anyone that is hunting or shooting under the authority of a crop damage permit.
 - c. Commissioner Boyles Griffin asked what prompted the interest in this concept.
 - i. WHS has had a couple cases where someone has killed a deer and not taken possession of it, for whatever set of reasons. The worst situation is when a person just takes the antlers and leaves the carcass. WHS does not see that very often, but WHS has received complaints.
 - ii. There is a wanton waste regulation for migratory birds, which is a federal wanton waste regulation.

- d. Vice Chairman Compton asked if there is a need to incorporate an exception for farmers into this concept. Vice Chairman Compton expressed that he cannot see a farmer or deer cooperator having this additional burden of disposing of the deer.
 - i. To clarify that Vice Chairman Compton spoke about two types of permits: Deer cooperator permits are typically like a sharp-shooter operation; staff require those deer to be donated to Farmers and Hunters Feeding the Hungry (FHFH). The other permit is the crop damage permit and staff require in the conditions of this permit that the permittee make use of the deer.
 - ii. FHFH is available all year around for hunters and permittees.
- 5. Mourning Dove Concept – Add 20 days to the mourning dove season.
 - a. WHS plans to move this to a proposal.
 - b. No comment from the Commission.
- 6. Wild Turkey Concept – Create a seven day, either-sex, winter wild turkey season Statewide. The season would begin on the third Saturday in January and rifles would be prohibited in all counties. This season would share the current fall bag limit of one either-sex turkey.
 - a. WHS plans to move this to a proposal.
 - b. Commissioner Boyles Griffin asked how long baiting deer has been legal in Maryland.
 - i. We don't think it has ever been illegal to bait for deer in Maryland. It is only legal to bait deer on private lands.
 - c. Commissioner Gregor was approached by several guides at the stakeholders meeting about some type of distance being added to the baiting regulation.
 - i. Staff observed there is a baiting conflict since it is legal to bait deer but it is illegal to bait most other game species.
 - ii. Staff would need to work with Natural Resource Police and the Commission on such a change – this would be a very complex conversation.
 - iii. Captain Ingerson pointed out that there is significant evidence that wild turkeys are susceptible to residual effects for a longer period of time, even more so than waterfowl.
 - iv. Bob Long, Upland Game Bird and Turkey Project Leader reviewed eastern states that had specified baiting distance restrictions. There are two eastern states that have specified distance restrictions. Most of the eastern states have a similar model to what Maryland has.
 - v. Captain Ingerson reminded the Commission that the NRP officer has to prove the lure or attractant - the proof of the connection has to be made by the officer.
 - d. Vice Chairman Compton asked Captain Ingerson, in regards to that particular citation, if it is a payable offense.
 - i. Captain Ingerson responded, yes it is.
 - ii. Vice Chairman Compton stated, "the officer would only have to prove that if the ticket went to court." Captain Ingerson agreed.
- 7. Wild Turkey Concept – Shift the fall turkey season later in the western counties to avoid conflicts with other major seasons.
 - a. WHS plans to move this to a proposal.
 - b. Commissioner Boyles Griffin asked if staff have the same issue about baiting with a shift of the fall turkey season.
 - i. It is likely that most of the landowners in the western counties have worked that out because both the deer and wild turkey seasons have overlapped for decades.
 - ii. This concept will only impact the western counties, which have large portions of State lands available for hunting. It is illegal to bait on public land.
- 8. Furbearers Concept – Change the trap checking requirement for traps set in water or tidal

marshes to once per two calendar days.

- a. WHS plans to move this to a proposal.
 - b. Commissioner Boyles Griffin advised the Commission and WHS that the groups that she represents are not going support this concept. Commissioner Boyles Griffin explained that many in the wildlife rehab community have had to help animals that did not die quickly or instantly in the traps that trappers set in water, either snares or conibears (body-gripping traps). Therefore, the groups that Commissioner Boyles Griffin works with expressed concern that traps should be checked each calendar day; it should not even be 36 hours. There is no guarantee that an animal is always going to enter a trap in a way compatible with how the trap was designed in order for a kill to take place. It may be that the majority of the time the traps would work but there are exceptions that occur where an animal is suffering and needs to be euthanized as quickly as possible. With that in mind, 48 hours is a long time for a nocturnal animal to suffer.
 - c. Mr. Dan Baker, President of Maryland Fur Trappers, Inc. commented that this concept is one that the Maryland Fur Trappers, Inc. was looking for. Mr. Baker explained that in tidal marshes, trappers have problems when there are northwest winds for two to three days, it blows the water out of the creek and the trappers cannot get their boats through the marshes. In the marshes, trappers have to use boats to get to their traps. In many situations, the trappers cannot get into the marshes within 36 hours and without this change, the trappers are illegal. With the current concept of a two-day window, the trappers can reach their destination.
 - d. Commissioner Boyles Griffin stressed that the duty and obligation of responsibility has to be given to the trapper to make sure that the animal is not going to suffer any longer than it has to.
 - e. Mr. Dan Baker agreed with Commissioner Boyles Griffin's previous comment. Mr. Baker added that when a trapper traps tidal areas the traps are put in the deep leads. There are three levels of leads (low, middle, and high). Muskrats will use high leads when there are high tides; muskrats will use the middle leads for regular tides; muskrats will use low leads when the tides are low. Trappers recognize this and when the northwest winds come through they set their traps for low leads. The trappers do not want to set the traps on top of the marsh because predators will eat the muskrat; so the traps are set for low leads.
 - f. Trapping conditions discussion ensued.
9. Furbearers Concept – End fox trapping season concurrently with fox hunting seasons.
- a. WHS plans to drop this concept because of the strong opposition received on this concept. However, support was received by the Maryland Fur Trappers Association. There was mixed support at the internal stakeholders meeting.
 - b. Mr. Dan Baker asked where the lack of support comes from.
 - i. Some are using hounds during the regular fox trapping season. Many of the hunters are using the same areas as the trappers.
 - ii. There are fewer impacts on the other users.
 - c. Vice Chairman Compton pointed out that there is a disparity between the situations with advancing the sika deer concept to a proposal, in spite of opposition,. However, with this furbearer concept, there was opposition at the stakeholders meeting, yet staff plan to drop this concept. Vice Chairman Compton has developed a lot of confidence in the public comment. Vice Chairman Compton stressed to the Commission the need for this concept to go to the public as a proposal and see where that goes.
 - i. That is a fair comment. One of the differences between those two concepts is that staff recognize a need to reduce the sika deer population. Ending the trapping season

- concurrently with the fox hunting season concept is more of a user group request and not something that is biologically necessary.
- d. Vice Chairman Compton noted that there are two user groups in opposition.
 - i. Mr. Dan Baker pointed out, that out of 100 foxes he harvested 3 years ago, 65 had mange. Last year, Mr. Baker harvested 23 foxes with mange and this year Mr. Baker harvested only 8 foxes with mange. Mr. Baker informed the Commission that many farms are overpopulated with foxes because there are few places that have fox hunting in Calvert County. Mr. Baker reported that there are few fox hunters that hunt at night, so there is nobody taking these foxes; therefore, the foxes are becoming overpopulated.
 - ii. Staff members have observed mange in the fox population. Staff members are comfortable with the additional harvest on the fox population. The disagreement is really a cultural issue, due to the conflicts of the user groups.
 - e. Commissioner Boyles Griffin asked how many weeks do the fox hunting and trapping run concurrently.
 - i. Mr. Dan Baker answered from November 1st through January 19th or 20th.
 - f. Staff decided to move this Concept forward as recommended by the Commission.
10. Furbearers Concept – Extend skunk season to close on the same date as opossum and raccoon season.
- a. WHS plans to move this to a proposal.
 - b. Commissioner Boyles Griffin asked how many days that would add to the skunk season.
 - i. It would run from January 20th to the March 15th, which is just shy of two months.
11. Furbearer Concept – Adjust the beaver season to open two weeks earlier in Garrett and Allegany counties.
- a. WHS plans to move this to a proposal.
 - b. Mr. Dan Baker asked if staff add the two weeks at the beginning would the end date change for the beaver season.
 - i. The closing date will remain the same.
 - ii. Mr. Baker added this is very good because most of the beaver trappers cannot get on the farms until after the deer firearms season ends.
12. Black Bear Concept – Eliminate the quota system approach and open the bear hunting season for a pre-determined number of days. Therefore, the season could run from Monday to Saturday, or less.
- a. WHS plans to move this to a proposal.
 - b. Commissioner Boyles Griffin asked if this proposal goes through would the bear harvest by day figures change, once the hunters are aware of this vs. a quota.
 - i. Staff anticipate that the bear harvest by day will become more constant throughout the bear hunting season. The hunt could not last longer than six days.
 - ii. Staff will continue to be conservative with the number of days along with the number of permits.
 - iii. Bear hunters have about a 12 percent success rate, based on the data collected over the 10 years of the bear hunt.
13. Black Bear Concept – Eliminate the requirement that bear hunting Permittees and Subpermittees maintain visual contact while bear hunting.
- a. WHS plans to move this to a proposal.
 - b. Commissioner Rodney asked about safety component in remaining in visual contact while bear hunting.
 - i. Bear hunters are still required to wear fluorescent orange. Keep in mind, that this is a common practice in hunting deer.

14. Black Bear Concept – Change the structure of the Permittee/Subpermittee hunting teams by eliminating the ‘Landowner Subpermittee’ and allowing each Permittee to assign two ‘Subpermittees’ instead of one ‘Subpermittee’ and one ‘Landowner Subpermittee’.
 - a. WHS plans to move this to a proposal.
 - b. Vice Chairman Compton asked is there a system in place to arrange for permittees to be potentially assigned to landowners, and if this practice is still in place.
 - i. Yes, staff connect permittees with landowners.
 - ii. The connection occurs after the lottery numbers have been drawn.
 - iii. If this proposal goes through, landowners would be able to hunt on other properties.
 - iv. It is still the same amount of participants.
15. White-tailed Deer Concept – To add an antler point restriction (APR) of at least three points on one side for one of the three antlered that may be taken in Region A. Thus, no more than two antlered deer in Region A may have antlers with less than three points on one side.
 - a. WHS plans to move this to a proposal.
 - b. WHS received support from the Allegany and Garrett Sportsmen’s Association, Washington County Federation of Sportsmen, and the Mountain Quality Deer Management Association.
 - c. No comments or questions from the Commission.
16. White-tailed Deer Concept – To add an antler point restriction (APR) of at least three points on one side for two of the four antlered deer that may be taken in Region B. Thus, no more than two antlered deer in Region B may have antlers with less than three points on one side.
 - a. WHS plans to move this to a proposal.
 - b. Vice Chairman Compton asked if this proposal still allows a hunter in Region B take one antlered deer per weapon season.
 - i. Yes, this concept still allows a hunter in Region B to take one antlered deer per weapon season. If the hunter decides to use the bonus antlered deer, the hunter would have to take an antlered deer that meets the APR.
 - ii. Vice Chairman Compton commented that he thinks the APR is going to restrict the use of the bonus antlered deer stamp. Currently, regulations allow a bonus antlered stamp to be used anytime. Vice Chairman Compton debated the use of the bonus antlered deer stamp and APR.
 - iii. The APR applies to the any two of the four antlered deer allowed in Region B.
 - iv. Staff recognized that it would be easier to require the bonus antlered deer stamp as APR. However, the regulation would be complicated for the hunters.
 - v. Vice Chairman suggested that staff keep APR separate from the bonus antlered deer stamp.
 - vi. Junior hunters will be exempt from the APR requirement in Region B.
 - c. Commissioner Gulbrandsen indicated that he would be more inclined to support this concept if APR applied to the bonus antlered deer stamp requirement.
 - d. Director Peditto clarified that a hunter would not have the opportunity to kill two antlered deer in the subsequent seasons as the old way. Now, there are only three antlered deer and one additional deer no matter what. So under the alternative proposal, there will be three hunter’s choice deer in play and the bonus buck no matter when the hunter took it, it would have to be an APR buck.
 - e. Captain Ingerson expressed potential problems with this concept because hunters may report incorrectly. This concept could limit the use of the bonus deer stamp.
17. White-tailed Deer Concept – Reduce the bag limit on antlerless deer in Region A to two per year, but no more than one in any weapon season.

- a. WHS plans to move this to a proposal.
 - b. Commissioner Gulbrandsen asked if staff considered tying this concept into the Region A APR concept.
 - i. It originally was tied into that Region A APR concept. However, staff decided to separate it so the public will have the opportunity to comment on the two different concepts.
 - c. Commissioner Gregor commented that the APR concept and reducing the bag limit on antlerless deer in Region A to two per year are needed. Commissioner Gregor mentioned that she is a hunter in Region A. There are not a lot of deer in Region A.
18. Frederick County Shotgun Zone Change Concept – To adjust the current zone that limits deer hunting to shotguns only in Frederick County. A draft map of the proposed new zone will be presented at the Commission meeting.
- a. WHS plans to move this to a proposal.
 - b. The Frederick County Sportsmen's Council was unsupportive on the original concept. WHS will continue to work with Frederick County Sportsmen's Council to locate common ground that includes working with the County Commissioners, Frederick County Farm Bureau and the Frederick County delegation.
 - c. Commissioner Boyles Griffin asked about the reasons for the Frederick County Sportsmen's Council's non-support of this concept.
 - i. It may be that staff did not bring the Frederick County Sportsmen's Council into the discussion at the beginning of the process.
 - ii. It may be the Frederick County Sportsmen's Council fear that the whole county may become shotgun only.
 - iii. The Frederick County Commissioners brought this concept to staff's attention to address possible safety concerns.
 - iv. Frederick County is Maryland's highest deer harvest county. There are a lot of deer management permits issued in Frederick County.
19. Hunting Privilege Revocation and Suspension Concept – To establish a process for the revocation of hunting and trapping privileges pursuant to a conviction on certain hunting and trapping related violations.
- a. WHS plans to move this to a proposal.
 - b. Director Peditto explained that he has been watching how DNR Fisheries Service has been handling these situations, as the Fisheries Service has had suspension authority for two years. Many Fisheries Service units in North America use a point system to regulate license suspension and fishing privileges. Director Peditto reminded the Commission that WHS does not have the staff to manage a tracking system to use a point system for hunting privilege suspension.
 - c. Director Peditto emphasized a person has to be convicted for this process to work. A person may appeal through the Director's office. If the Director's Office decides to suspend a person's hunting privilege that person is entitled file an appeal to the Office of Administrative Hearings. Also, if a person's appeal fails in the Office of Administrative Hearings, the person may file with the Court of Special Appeals and in the end, if the person decides that he or she did not like the outcome, he or she may file with the highest court in Maryland.
 - d. Director Peditto outlined that the average pre-payable Natural Resources fine for wildlife related violations is \$230.00 and the most a person will see is \$500.00. The hunting privilege revocation and suspension will address those issues with the most grievous or repeated offenders.

- e. Vice Chairman Compton reiterated a statement that he made at the Stakeholders meeting about jacklighting. Vice Chairman Compton recognized that jacklighting is a game violation, but it is also a safety factor. There are many situations, people are shooting in the dark and not knowing what is beyond the game. Someone could get hurt – it is a dangerous situation. Vice Chairman Compton would like to see jacklighting and hunting at night as a three year suspension as opposed to a one year suspension.
 - i. Captain Ingerson responded to Vice Chairman Compton’s question that the courts have the ability to take the hunting privilege away for five years.
 - ii. Director Peditto added that the courts have the authority to take collateral; a person typically does not like to forfeit collateral or suspend privileges.
 - iii. Vice Chairman Compton reiterated that he wants the jacklighting and hunting at night as a suspension or revocation of privilege for up to three years.
 - iv. Director Peditto recalled originally WHS was going to use “for up to X years” language for this process. Director Peditto emphasized the importance of having good notice. WHS wanted these procedures to be crystal clear for people. This will happen to someone if he or she does this – direct and to the point. Director Peditto expressed that he is hesitant to have several tiers on a given violation. Director Peditto pointed out the potential issues with multiple tiers for a single violation.
 - v. Vice Chairman Compton provided a solution; the conversation should be with NRP and when NRP charge these cases, NRP should not charge for hunting at night, but charge for negligent hunting.
 - vi. Director Peditto commented NRP should know that if an officer does not charge for one of these violations, then WHS loses the administrative suspension opportunity. Director Peditto highlighted that this concept hopefully will be a deterrent for people.
 - vii. Director Peditto added that WHS will continue to work on the process since it will be a regulation.
- f. Commissioner Boyles Griffin asked what happens if a person is caught hunting after his or her license has been suspended.
 - i. Director Peditto explained this is when, hopefully, the person goes back into the court system. At that point, it is a ‘must appear’ and hopefully the court will establish a heavier fine. This is where there are tiers and the Department presents its case.
 - ii. Captain Ingerson added that during his career the hunting suspensions through the courts have declined because the courts are less concerned with hunting violations than they used to be. In the past, a person who was charged with jacklighting, that person’s license was suspended for five years. Unfortunately, this is not happening as frequently today as it used to. There is a general reluctance to take those administrative type actions.
 - iii. Director Peditto agreed to keep the Commission informed on this.
- g. Commissioner Gulbrandsen asked if the WHS knows how many suspensions may be reviewed in a given year based on the number violations vs. the number judicial suspensions.
 - i. Director Peditto responded that he is able to obtain information on the charges but not convictions. There is no good system for searching convictions. There is a new CAD System that shows who has been charged and what the charges are. The court system does not allow Director Peditto access to the convictions. Generally, Director Peditto knows how many people have been charged, can estimate of how many have been convicted, and how many will be in those categories in the hand out [ATTACHMENT B].

- ii. Captain Ingerson reminded the Commission that NRP have statistical data, but it is still hard to tease out hunting related items. Currently, NRP photocopies every Fisheries Service related citation and sends it to the Fisheries Service.
- iii. Director Peditto added that the Fisheries Service is able to review each citation because FS has three staff members that are responsible for doing just that. For the time being, Director Peditto is managing this aspect for WHS. NRP will send those specific category citations to WHS and WHS will track it.
- h. The Commission will vote on these proposals at the March 19th meeting. Commissioner Gulbrandsen suggested that the Commission should vote on each proposal separately. Associate Director Pete Jayne noted normally that is the procedure.

Select July Meeting Date – Commission Discussion.

- Associate Director Pete Jayne mentioned that the July 30th date that is listed on the proposed 2014 WAC Chart allows staff to present the outcome from the Atlantic Flyway Council Meeting to the Commission, which staff cannot do on July 16th. [ATTACHMENT E]
- Motion:
 1. Commissioner Gulbrandsen moved to change July meeting date to July 30th.
 2. Commissioner Boyles Griffin seconded.
 3. All in favor. Motion passed.

Break

2014 Legislative Session Update – Presentation given by Glenn Therres, Associate Director.

- Associate Director Therres provided the Commission with a list of bills that the Wildlife and Heritage Service is following. [ATTACHMENT F] The summary is set-up with the bill number in the first column, second column is the general topic of the bill, third column is the delegate or senator or delegation that introduced the bill, and the fourth column is the status of the bill (as of the date that the summary was printed).
- These bills are wildlife-related or otherwise affect the Wildlife and Heritage Service. There are additional bills that the Department of Natural Resources is monitoring.
- Most of the Senate bills are cross-filed with the House bills. There are 13 Senate bills and 23 House bills.
- The Commission can review natural resources related bills by going to <http://mgaleg.maryland.gov/webmga/frmlst.aspx?tab=home>, then click on By Broad Subject, where you can select Natural Resources (M1) or Hunting and Fishing (M2); this will provide the list of all bills under the Department's jurisdiction or hunting and fishing section.
- HB 0890 – Natural Resources – Baiting Deer Restrictions – This bill will prohibit a person from feeding deer, except for hunting purposes, or to control the deer population.
 1. Commissioner Boyles Griffin mentioned that she has heard from several constituents about this bill. There are two things that Commissioner Boyles Griffin's constituents are concerned about. One item is based on why it is worded "population control" since population control could be lethal and non-lethal. There are people who bait for non-lethal population control in Baltimore County and individuals in Baltimore County want to make sure that this would not impede them from continuing to do so. The only way to do that is to amend the bill to say "lethal and non-lethal" so that her constituents could be completely comfortable with that language change. Those constituents want the bill killed because they also feed recreationally. Commissioner Boyles Griffin concurred with her constituency. Commissioner Boyles Griffin

debated that right now the bill allows baiting for deer if your hunting them but the language in the bill prohibits a person to feed deer to be kind to them. Commissioner Boyles Griffin stated, "That is not fair." Commissioner Boyles Griffin recalled the discussion earlier about how it is not fair to give one group of constituents some sort of preferential favor and allow that group to do something that is going to harm an animal vs. someone trying to be kind to an animal and they are being punished for doing that.

2. Commissioner Boyles Griffin informed the Commission that HSUS tried to reach out to the sponsor of the bill to solve the problem and amend it to qualify the type of feeding that the sponsor is targeting, which is the type that causes a nuisance within a neighborhood.
 3. Commissioner Boyles Griffin added the individuals that are contacting her are trying to get the sponsor to withdraw the bill or amend the bill to make baiting illegal for any reason.
 4. Commissioner Boyles Griffin reported that this bill if it passes would be hard for NRP to enforce.
 - a. Director Peditto responded that it is enforceable. NRP handles bear baiting issues. Also, it is illegal to bait migratory game birds for hunting. It illegal to bait deer on public lands. NRP is already enforcing these laws and regulations.
 5. The Department took no position on HB0890.
- A brief discussion about the various bills followed.
 - Question and Answer Section:
 1. Vice Chairman Compton mentioned that he is starting to see a pattern of Sunday hunting bills shifting to a focus on the safety zone size for archery hunters. There are multiple safety zone bills from different counties; it appears that the counties are submitting their individual bills for safety zones like the counties have been doing with Sunday hunting. Vice Chairman Compton asked if those counties that are submitting changes to safety zone for archery hunters are keeping at 50 yards.
 - a. There is HB0670 Archery Hunting – Safety Zone, which establishes 50 yards safety zone for archery hunters Statewide. The same delegate that sponsored HB0670 also sponsored HB0673 Harford County – Archery Hunting Safety Zone, which establishes a 75 yard safety zone for Harford County.
 - b. There is HB0138/SB0309 – Montgomery County – Archery Hunting Safety Zone MC 5-14, which establishes a 50 yard safety zone.
 - c. There is HB1133 - St. Mary's County – Archery Hunting Safety Zone, which establishes a 100 yard safety zone for archery hunters.
 2. Commissioner Gulbrandsen asked if there are any particular bills that the Department would like the Commission, either as a body or individually, to submit a letter for or against.
 - a. Director Peditto acknowledged that the Commission weighed in on the Wildlands bill.
 - b. Director Peditto reminded the Commission that most of the Sunday hunting bills are local bills except for HB0890. HB0890 is a repeat from a bill that was introduced three years ago that would allow the Department to authorize Sunday deer hunting in all counties than now allow any Sunday hunting. Carroll County already adopted a form HB0890. Now Allegany, Garrett, and Washington Counties have HB0432/SB0473 to allow these counties to join the Carroll County model.
 - c. Commissioner Gulbrandsen commented that one of the biggest arguments from the horse riders' community is the economical benefit of horses as opposed to hunters. Commissioner Gulbrandsen disagreed with that argument, which is what caused last year's Kent County bill on Sunday hunting to fail. Commissioner Gulbrandsen added that if there was really an economical incentive for landowners, they would be letting people chase

foxes or trail ride on their property instead of leasing it out for hunting.

- d. Director Peditto informed the Commission that those individuals that testified on the Anne Arundel County Sunday hunting bill acknowledged that even as owners of the lands they need hunters because of agricultural damage issues. Director Peditto commented that the Statewide Sunday hunting bill is like what Carroll County has now, which is up to 16 Sundays (for every jurisdiction that has Sunday hunting now). This change could never be any more than 2 additional Sundays for firearms. With that in mind, in the counties that have Sunday hunting during firearms, this bill would only add 1 additional Sunday for the firearms season. At the Anne Arundel County Delegation and Frederick County Delegation meetings there were several individuals in opposition of Sunday hunting bills and Director Peditto attended these meetings to provide information, but there were no one from the hunting community to express support.
- Motion
 1. Commissioner Gulbrandsen moved to send a letter of support for HB0890 – Natural Resources – Deer Hunting Sundays.
 - a. Commissioner Gregor seconded.
 - b. All in favor. Motion passed.
 - c. Vice Chairman Compton requested that Ms. Tracey Spencer coordinate the letter of support for the Commission.
 2. Commissioner Gulbrandsen moved to send a letter of opposition for SB0966 – Calvert County, Charles County, and St. Mary's County – Deer Hunting.
 - a. SB0966 requires DNR to establish a program in those counties to train rifle shooters to hunt deer for the purpose of controlling the deer population in those counties; requires DNR to give applicants who hold a Deer Management Permit (DMP) priority in acceptance to the program, authorizing individuals to who hold DMP in specified counties to hunt deer with specified shotguns throughout deer season under specified conditions; etc.
 - b. Commissioner Boyles Griffin seconded.
 - c. All in favor. Motion passed.
 - d. Vice Chairman Compton requested that Ms. Tracey Spencer coordinate the letter of support for the Commission.

Maryland Farm Bureau Update (MFB) – Presentation given by Glenn Therres, Associate Director on behalf Matt Tefteau, Assistant Director of Government Relations.

- MFB supports Sunday Hunting Statewide.
- MFB supports the Sika deer hunting regulations that are being considered.
- MFB opposed the Wildlands bills due to Garrett County Farm Bureau concerns and MFB policies that were adopted in 1997.
- MFB supports that more deer need to be harvested.
- The Commission may contact Mr. Tefteau directly about the update.
- Mr. Tefteau thanked Pete Jayne and Bill Harvey for participating in the Wildlife Committee Discussion at the MFB Convention.

Public Comment –

- Associate Director Pete Jayne handed out an email from a retired NRP officer about NRP enforcing the written permission law incorrectly. This email was addressed to the Commission. [ATTACHMENT G]

- Vice Chairman Compton tabled this discussion for the March 19th meeting because Captain Ingerson was absent at this point of the meeting.

Natural Resources Police (NRP) Update – Presentation given by Captain Lloyd Ingerson.

- Captain Ingerson had to leave the meeting early.
- Associate Director Pete Jayne handed out the NRP Fiscal Year 2015-2019 Strategic Plan to the Commission. [ATTACHMENT H]

Old Business

- Associate Director Pete Jayne mentioned that the Commission overlooked one task regarding the 2014 WAC Agenda Chart [ATTACHMENT E] about any topics that the Commission would like to add or tweak. This includes the Commission's request to hold a meeting or meetings at a different location.
 1. Vice Chairman Compton recalled the Commission's desire to attend a bear den site.
 - a. WHS staff start tagging and collaring bears in March.
 - b. Harry Spiker, Game Mammal Section Leader informed the Commission that there are only 5 den sites located this year, which is low. Two of the locations are designated for the Public Broadcasting Service (PBS) to film the process.
 - c. Vice Chairman Compton requested that the Commission to be added to the 2015 bear den site list.
 2. Commissioner Wojton suggested a site visit to Poplar Island or Hart-Miller Island State Park, both of those are long trips but a lot of wildlife uses these habitats.
 3. Commissioner Gulbrandsen suggested October 15th for the Commission field day.
 4. Vice Chairman Compton assigned the Commission to bring their topics and ideas to the March 19th meeting for the Commission to decide at that point.

New Business

- No Report.

Adjournment

- The meeting was adjourned at 12:40 P.M.

The next meeting will be held at 9:30 A.M. on Wednesday, March 19, 2014 in the Tawes State Office Building, C-1 Conference Room; Annapolis, Maryland.

Attendance

Members:	L. Compton, S. Boyles Griffin, T. Gregor, E. Gulbrandsen, C. Rodney, and B. Wojton
Absent:	G. Fratz and J. Plummer
Guest:	S. Baird, D. Baker, K. Compton, M. Teffeau, and J. White
Staff:	B. Harvey, L. Ingerson, P. Jayne, J. McKnight, B. Long, P. Peditto, T. Spencer, H. Spiker, G. Therres

2014-16 Regulation Concepts – WAC Meeting **February 19, 2014**

Wanton Waste

Considered Action: Establish a regulation to prohibit the wanton waste of white-tailed and sika deer. *We plan to move this to a Proposal.*

Rationale/Goal: To require a person to make every reasonable and legal attempt to take possession of deer killed or wounded while hunting or shooting under the authority of a permit issued by the Department (crop damage permits, sharpshooting permits).

Comments: The intent of the considered regulation would be to make it illegal to knowingly kill or wound a deer while hunting or shooting under the authority of a DNR permit and not make a reasonable and legal attempt to take it into possession. The regulation would require a person to make a reasonable effort to take possession of deer but would not supersede laws or regulations requiring written permission to enter private land and certain public properties. Deer that have successfully been checked-in may be butchered in the field to allow the hunter to take possession of only the edible parts.

Mourning Dove

Considered Action: Add 20 days to the mourning dove season. *We plan to move this to a Proposal.*

Rationale/Goal: The new harvest strategy for doves in the Eastern Management Unit (EMU) may allow states to have a 90-day season beginning in 2014-15. Our dove population has been stable over the short (10 years) and long-term (47 years). Dove harvest is heavily front-loaded. Adding days after the first month of the season adds little to the total harvest but provides additional opportunity.

Season Dates for 2013-14:

Sept 2-Oct 5

Nov 6-29

Dec 21- Jan 1

Conceptual Dates for 2014-15:

Sept 1-Oct 11

Oct 25-Nov 28

Dec 20 –Jan 2

Wild Turkey

Considered Action: Create a seven day, either-sex, winter wild turkey season statewide. The season would begin on the third Saturday in January and rifles would be prohibited in all counties. This season would share the current fall bag limit of one either-sex turkey. *We plan to move this to a Proposal.*

Rationale/Goal: Provide a new hunting opportunity for hunters statewide and help retain fall turkey hunters in the western region without negatively affecting the statewide turkey population. The January timing of the season will reduce

conflicts resulting from the widespread use of legal bait for deer on private land before and during the deer firearm season.

Comments: Requests to expand fall turkey hunting opportunities statewide have increased in recent years. However, several potential issues have kept WHS from implementing a statewide fall season. A winter turkey season minimizes these concerns:

- The use of bait for deer hunting is less common after the deer firearm season and landowners/hunters can more easily comply with the baiting prohibition for turkey hunting.
- Conflicts with other types of hunting would be reduced.
- Turkey populations have grown substantially in recent years in areas where densities were once very low. For example, the wild turkey population in Maryland's Central Region has nearly doubled since 2007.
- Less than three percent of the estimated fall turkey population is harvested each year during the current seven day fall season in western Maryland. Harvest in a January season is expected to be similar or lower due to seasonal differences in turkey behavior and hunter participation. Harvest levels under 10% are considered to have minimal impact on overall turkey populations.
- Rifles will be prohibited statewide during this January season to reduce regulation complexity, address safety concerns in counties with limited topography, and avoid the possibility of overharvest in areas with highly visible winter flocks.
- Virginia recently established a January turkey season. The Virginia season has been well received by participants and the harvest has been sufficiently low to remain sustainable.

Wild Turkey

Considered Action: Shift the fall turkey season to open two Saturdays prior to the Junior Deer Hunt. *We plan to move this to a Proposal.*

Rationale/Goal: The fall turkey season currently starts on the last day of the early muzzleloader season in Region B. It is also possible for the bear season to occur during this season. This change would eliminate the overlap between turkey season and deer/bear seasons, reducing safety concerns and possibly increasing fall turkey hunting participation. We would avoid an overlap with the Junior Deer Hunt.

Comments: Avoiding an overlap of the fall turkey season with these seasons will minimize safety concerns related to the fact turkey hunters are not required to wear fluorescent orange.

Furbearers

Considered Action: Change the trap checking requirement for traps set in water or tidal marsh to once per two calendar days. The current trap check requirement for these traps is 36 hours. *We plan to move this to a Proposal.*

Rationale/Goal: This would allow increased efficiency for trappers and greater flexibility in dealing with tidal systems. The impacted sets are typically kill sets so live animals in the sets are not a concern.

Furbearers

Considered Action: End fox trapping season concurrently with fox hunting seasons. *We plan to DROP this Concept.*

Rationale/Goal: To allow more trapping opportunity during a time when fox pelts retain their quality and impacts on the population will be minimal.

Comments: Two years ago the fox hunting season was extended by two weeks but trapping season remained the same. This would also impact other terrestrial trapping activities (e.g. coyote, fisher) since the Department strives to maintain synchrony amongst terrestrial species seasons. There are no known biological concerns with the impact on terrestrial furbearers.

Furbearers

Considered Action: Extend skunk season to close on the same date as opossum and raccoon season. *We plan to move this to a Proposal.*

Rationale/Goal: Skunks are commonly caught in raccoon traps and this change will avoid requiring trappers to release them alive on site.

Comments: Skunk season runs concurrently with weasel season so weasel season will have to be shifted to run concurrently with other terrestrial trapping seasons (e.g. fox, coyote, etc.).

Furbearers

Considered Action: Open beaver and otter trapping seasons approximately two weeks earlier in Allegany and Garrett counties, around December 1. Move the closing date earlier by an equal number of days. *We plan to move this to a Proposal.*

Rational/Goal: Weather conditions often include ice during the current seasons in these two counties. Moving the season earlier will allow trappers and landowners better opportunity to manage beaver problems.

Comments: Otter would need to be opened at the same time to address the likelihood of otters being caught in beaver sets. Opening two weeks earlier will overlap deer firearm season, possibly reducing trapping opportunities if trappers can't or won't trap during this season. Under the current season strategy, deer firearm season ends as early as December 8 and as late as December 14.

Black Bear

Considered Action: Eliminate the current quota hunt approach and open the bear season for a pre-determined number of days. Note: this concept does not require a regulatory change but is significant enough to be vetted through our regulatory process. *We plan to move this to a Proposal.*

Rationale/Goal: A pre-determined number of days approach will allow WHS to eliminate the quota hunt approach. This change will allow hunters to plan their hunt more effectively and will eliminate the need for hunters to call a hotline each night to determine the status of the hunt.

Comments: Past harvest rates will be used to determine how many days to select if we make this change. The lottery system will still be used to award bear hunting permits. WHS will be able to increase/decrease harvest by changing the number of permits awarded each year as well as changing the length of the season.

Black Bear

Considered Action: Eliminate the requirement that bear hunting permittees and subpermittees maintain visual contact while bear hunting. *We plan to move this to a Proposal.*

Rationale/Goal: To allow hunters more flexibility in choosing hunting strategies by removing the requirement to maintain visual contact.

Comments: There will still be a limit of one bear per hunting team so the burden is on the hunting team to ensure that they do not exceed that.

Black Bear

Considered Action: Change the structure of the Permittee/Subpermittee hunting teams by eliminating the 'Landowner Subpermittee' and allowing each Permittee to assign two 'Subpermittees' instead of one 'Subpermittee' and one 'Landowner Subpermittee'. *We plan to move this to a Proposal.*

Rationale/Goal: To allow bear hunting Permittees flexibility in who may participate in the hunt with them and increase hunting participation accordingly.

Comments: We believe this change will help to maintain/increase hunting pressure throughout the duration of the hunt. If this change is made, a landowner could still be a subpermittee and could participate on tracts other than just that landowner's.

White-tailed Deer

Considered Action: To add an antler point restriction (APR) of at least three points on one side for one of the three antlered deer that may be taken in Region A. Thus, no more than two antlered deer in Region A may have antlers with less than three points on one side. *We plan to move this to a Proposal.*

Rational/Goal: Yearling buck (i.e. 1 ½ years old) harvest in Region A is consistently around 70%. The Region B average is around 50% and the nationwide average is under 40%. Imposing an APR on one of the three antlered deer permitted in Region A will reduce yearling buck harvest by at least a small degree.

Comments:

- This suggestion is in response to hunter requests and is not of significant management concern to DNR.
- The antlered deer may be taken in any order, but at least one has to meet the APR if all three are taken in Region A.
- One, two or all three antlered deer may meet or exceed the APR.
- A hunter may shoot 'hunters choice' bucks in any order, not to exceed two per year in Region A.
- Junior hunters would be exempt.
- APRs tend to increase pressure on antlerless deer, including button bucks.

White-tailed Deer

Considered Action: To add an antler point restriction (APR) of at least three points on one side for two of the four antlered deer that may be taken in Region B. Thus, no more than two antlered deer in Region B may have antlers with less than three points on one side. *We plan to move this to a Proposal.*

Rational/Goal: Yearling buck (i.e. 1 ½ years old) harvest in Region B is consistently around 50% and the nationwide average is under 40%. This Concept is in response to hunter input.

Comments:

- This suggestion is in response to hunter requests and is not of significant management concern to DNR.
- The antlered deer may be taken in any order, but at least two have to meet the APR if all four are taken in Region B.
- Junior hunters would be exempt.
- APRs tend to increase pressure on antlerless deer, which is desirable in Region B.

White-tailed Deer

Considered Action: Reduce the bag limit on antlerless deer in Region A to two per year, but no more than one in any weapon season. *We plan to move this to a Proposal.*

Rationale/Goal: To limit potential antlerless harvest in order to compensate for the potential for the increased hunting pressure on antlerless deer that is anticipated as a result of the APRs suggested above.

Comments: This change would allow for a slight growth in the deer herd in Region A. Harvest in Region A has been stable, or declining since 2004. The current limit of two antlerless deer on DNR lands in Region A would no longer be needed.

Sika Deer

Considered Action: Increase the sika deer bag limit to three per weapon with no more than one antlered. *We plan to move this to a Proposal.*

Rationale/Goal: The sika deer population is increasing and expanding its range. Crop damage complaints related to sika deer continue to increase. The considered action would increase the harvest of antlerless sika deer and help with population management.

Sika Deer

Considered Action: Increase the sika deer antlerless bag limit to allow two antlerless deer (or three, pending the considered bag limit change) to be harvested during any portion of the early or late muzzleloader season. *We plan to move this to a Proposal.*

Rationale/Goal: The sika deer population is increasing and expanding its range. Crop damage complaints related to sika deer continue to increase. The considered action would increase the harvest of antlerless sika deer and help with population management. There are requests from hunters to make this change. Hunters that travel to the Eastern Shore to hunt could maximize their opportunity.

Frederick County Shotgun Zone Change

Considered Action: To adjust the current zone that limits deer hunting to shotguns only in Frederick County. A draft map of the proposed new zone will be presented at the Commission meeting. *We plan to move this to a Proposal.*

Rationale/Goal: To respond to requests from Frederick County officials and farm bureau members to redraw the shotgun only zone for deer hunting to include more of the suburban area around the city of Frederick and less of the rural area to the south of Route 70.

Hunting Privilege Revocation and Suspension

Considered Action: To establish a process for the revocation of hunting and trapping privileges pursuant to a conviction on certain hunting/trapping related violations. *We plan to move this to a Proposal.*

In addition to imposing fines, a court may also order the revocation of hunting and trapping privileges. Absent a court order, the Department of Natural Resources may suspend the hunting and trapping privileges of a person convicted of an applicable violation. A person who pays a fine in lieu of a court appearance has admitted guilt and is convicted on the citation charged.

Suspension can be assessed for a number of hunting and trapping violations but the penalty is reserved for those violations that affect the safety of people or property, or impact the valuable natural resources of Maryland.

Periods of suspension are tiered and reflect the nature of the offense. One-year suspensions are reserved for violations of general game laws or regulations; three years for acting in a manner that could endanger people or property; and five years for causing harm to people or property, or repeat offenders. Maximum suspension by law is five years.

Maryland's legal definition of 'hunt' means "*to pursue, capture, catch, kill, gig, trap, shoot or attempt to pursue, capture, kill, gig, trap or shoot, or in any manner reduce any bird or mammal to personal possession.*" A person may be charged and convicted for illegally hunting or attempting to hunt wildlife. By law, 'attempt' includes attempting to shoot, pursue, capture, kill, gig or trap. Killing of wildlife is not a requirement for a charge, conviction or suspension.

Following is a list of the violations, the Natural Resources Article or COMAR reference and applicable suspension period (note state citation may include federal equivalent when conviction occurs in federal court):

- Making a false statement to obtain a hunting or trapping license, stamp or permit {10-310; 10-1108(2)(i)} – 1 year
- Hunting without proper hunter safety certification [10-301(g)(1)(i)] – 1 year
- Hunting within safety zone of a school [10-410(g)(2)] – 1 year
- Unlawful hunting during open season-bear, deer, turkey or migratory waterfowl [10-410(c)(1); 10-416(a); 10-416(b); 10-602(h); 08.03.04.05A(2)(c); 08.03.04.05C; 08.03.04.06B; 08.03.04.20D; 08.03.10.02] – 1 year
- Hunting, possessing or transporting any bear, deer, turkey or migratory waterfowl during closed season or in excess of daily or season limits [10-403(a); 10-403(b); 10-404(c); 08.03.03.01] – 1 year
- Trapping during closed season [10-406] – 1 year
- Hunting on posted private property without permission of the owner [CR Article 6-402] – 1 year

- Killing, or attempting to kill, threatened or endangered species while hunting or trapping [08.03.08.04 and 08.03.08.07]– 1 year
- Unlawful use of bait [10-412; 08.03.02.05; 08.03.04.11; 08.03.10.07] - 1 year
- Unlawful use of lights or unlawful nighttime hunting [10-410(b); 10-410(e)(1); 10-416(c); 10-602(b)] – 1 year
- Littering or dumping on state land [08.03.02.19] – 1 year
- Failure of a nonresident of Maryland to appear in court in accordance with a natural resources citation [10-1108(2)(iv)] – 1 year or until the person appears for their hearing (not to exceed five years).
- Hunting or trapping while revoked or suspended – 3 years
- Carrying firearm while hunting under the influence of alcohol or narcotic drug – 3 years
- Damaging public property [08.03.02.20] – 3 years
- Negligent hunting [10-424] - longer of three years or until disposition of criminal proceedings (not to exceed five years).
- While hunting, shooting and injuring another person – longer of three years or until disposition of criminal proceedings (not to exceed five years).
- While hunting, shooting and killing another person - 5 years□
- A second conviction within 12 months of any violation above occurring on a separate day from the original violation [10-1108(2)(ii)] – 5 years

ATTACHMENT B

Regulation Concepts: **2014-15 and 2015-16 Hunting Seasons**



Maryland Department of Natural Resources

Wildlife and Heritage Service

Regulation Cycle



Address our resident game hunting season regulations every two years.

- Season dates, bag limits, legal weapons, etc.
- Does not include addressing laws (statutes).

Involves an extensive public participation component.

- Discussions within the Game Program – result in regulation CONCEPTS.
- Present CONCEPTS to a meeting of Internal Stakeholders.
- Present CONCEPTS to a meeting of External Stakeholders.
 - Includes reps from organized groups and outdoor media.
- Present CONCEPTS to Wildlife Advisory Committee.

Regulation Cycle



We then formalize the Concepts into PROPOSALS.

PROPOSALS:

- Are still flexible, but less so than Concepts.
- Will go out to public via a press release, public meetings and an internet forum.
- We will weigh pros and cons of input and drop or modify them to become our final set of Proposals.
 - WAC will be asked to vote to accept or reject the final Proposals.
 - WHS will develop them for submission to Register to become regs.

Regulation Cycle



Not all Concepts or Proposals are equally flexible.

- Many are in response to hunter input.
 - Biologically sound, but not biologically needed.
 - Try to meet majority hunter interest.
 - These are very flexible.
- Some are in response to management needs.
 - Still sound, but biologically or culturally needed.
 - Try to address some issue (low population, high population, safety, etc.).
 - Less common, and less flexible.

Wanton Waste



Concept: Establish a regulation to prohibit the wanton waste of white-tailed and sika deer.

- To require a person to make every reasonable and legal attempt to take possession of deer killed or wounded while hunting or shooting under the authority of a permit issued by the Department (crop damage permits, sharpshooting permits).
- This would not supersede laws restricting access to private or public property.
- We would allow deer to be butchered in the field once they are checked in and a confirmation number has been obtained.

Wanton Waste

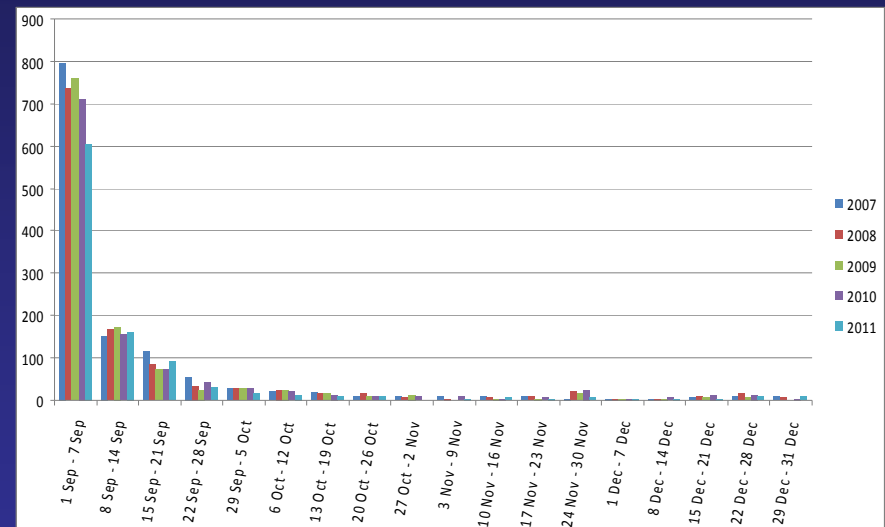


- Comments:
 - Some remaining questions on the details of the reg.
 - Generally were in support of increased penalties for violators.

Mourning Doves

Concept: Add 20 days to the mourning dove season.

- The new harvest strategy for doves in the Eastern Management Unit (EMU) will likely allow states to have a 90-day season beginning in 2014-15.
- Doves in the EMU have been stable or slightly increasing over the long-term (>45 years).
- Adding days after the first month of the season adds little to the total harvest but provides additional opportunity.



Mourning Doves



Season Dates for 2013-14:

Sept 2-Oct 5

Nov 6-29

Dec 21- Jan 1

Conceptual Dates for 2014-15:

Sept 1-Oct 11

Oct 25-Nov 28

Dec 20 –Jan 2

Mourning Doves



Comments:

- Overall support with some suggestions on date tweaking.

Wild Turkey

Concept: Create a seven day, either-sex, winter wild turkey season statewide. The season would begin on the third Saturday in January and rifles would be prohibited in all counties. This season would share the current fall bag limit of one either-sex turkey.

- Requests to expand fall turkey hunting seasons have increased in recent years.
- Several concerns have kept DNR from proposing a traditional statewide fall turkey season.
- A January season minimizes these concerns while providing additional opportunity.



Wild Turkey



Potential impacts on turkey populations:

- Harvest is expected to be low and well-below levels that may negatively impact populations.
- Populations have increased in areas where densities were previously very low (Central Maryland).
- October/November season may shift pressure to public lands and impact local populations.

Deer baiting/Law enforcement concerns:

- Use of bait for deer hunting is higher during the rut and prior to firearm season. Baiting for deer is less common after the January firearms season.
- An October/November season would greatly limit the number of private lands that could be legally hunted.
- A fall season would create more law enforcement issues and possibly increase illegal take.

Wild Turkey

Additional Comments:

- Conflicts with other hunters and safety issues are expected to be lower in January.
- Prohibiting rifles will simplify regs and avoid exploiting highly visible winter flocks.
- Virginia recently established a January turkey season which has been well received and harvest has been low.



Wild Turkey



Comments:

- Some concerns over conflicts with deer baiting.
- NWTF submitted a letter of support.
- Some concerns related to overharvest of hens.
- Some suggestions for earlier season (contradicts other input related to deer baiting conflicts).
- Otherwise, no focused opposition.

Baiting regulation change:

- Generated a discussion change baiting regulations to be more definitive.
- For example, establish a minimum distance a hunter may be from bait.
- Currently can't hunt where bait is a lure or an attraction.

Wild Turkey

Concept: Shift the fall turkey season later in the western counties to avoid conflicts with other major seasons.

- This change would eliminate the overlap between turkey season and deer/bear seasons, reducing safety concerns and possibly increasing fall turkey hunting participation.
- Also want to avoid overlap with Junior Deer Hunt days.



Wild Turkey

Concept: Shift the fall turkey season later in the western counties to avoid conflicts with other major seasons.

Comments:

- Some concerns over conflicts with bowhunters during the preferred period of the deer rut.
- Some bowhunters saw this as a plus, since it allowed for incidental take while hunting during rut.
- We want to put this out as a Proposal to get wider feedback.



Furbearers

Concept: Change trap checking requirement for traps set in water or tidal marshes to once per two calendar days.

- Current trap check requirement is once every 36 hours.
- Will allow increased efficiency for trappers.
- Will allow greater flexibility in dealing with tidal systems.
- Impacted sets are 'kill' sets.



Furbearers

Concept: Change trap checking requirement for traps set in water or tidal marshes to once per two calendar days.

Comments:

- Overall support.



Fox (Red and Gray)

Concept: Extend fox trapping season two weeks to end concurrently with fox hunting seasons.

- To extend trapping opportunity at a time when pelt quality is high.
- Trapping opportunity would mirror hunting opportunity.
- Would impact other terrestrial trapping activities (e.g. coyote, fisher) to maintain synchronous approach to trapping seasons.
- Will have a limited impact on fox/furbearer populations statewide.



Fox (Red and Gray)

Concept: Extend fox trapping season two weeks to end concurrently with fox hunting seasons.

Comments:

- Mixed, some pro and some con.
- One request to go to March 1 to allow more time for predator hunters.
- Would like to take this to wider audience via Proposal.



Skunk

Concept: Extend skunk season to end on the same date as raccoon and opossum trapping.

- Skunks may be caught in raccoon traps.
- This change will eliminate the need for trappers to live-release skunks on-site.
- Skunk season runs concurrently with weasel season – weasel season will be shifted to align with other terrestrial trapping seasons (fox, coyote, etc.).



Skunk

Concept: Extend skunk season to end on the same date as raccoon and opossum trapping.

Comments:

- Support



Beaver

Concept: Adjust the beaver season to open two weeks earlier in Garrett and Allegany counties.

- Current season timing typically gives trappers little time before ice cover inhibits access.
- An earlier opening date would give trappers more time to address nuisance beaver problems.
- Otter season would open concurrently since otters can be caught in beaver sets.



Beaver

Concept: Adjust the beaver season to open two weeks earlier in Garrett and Allegany counties.

Comments:

- Support, preference is to keep closing date unchanged.



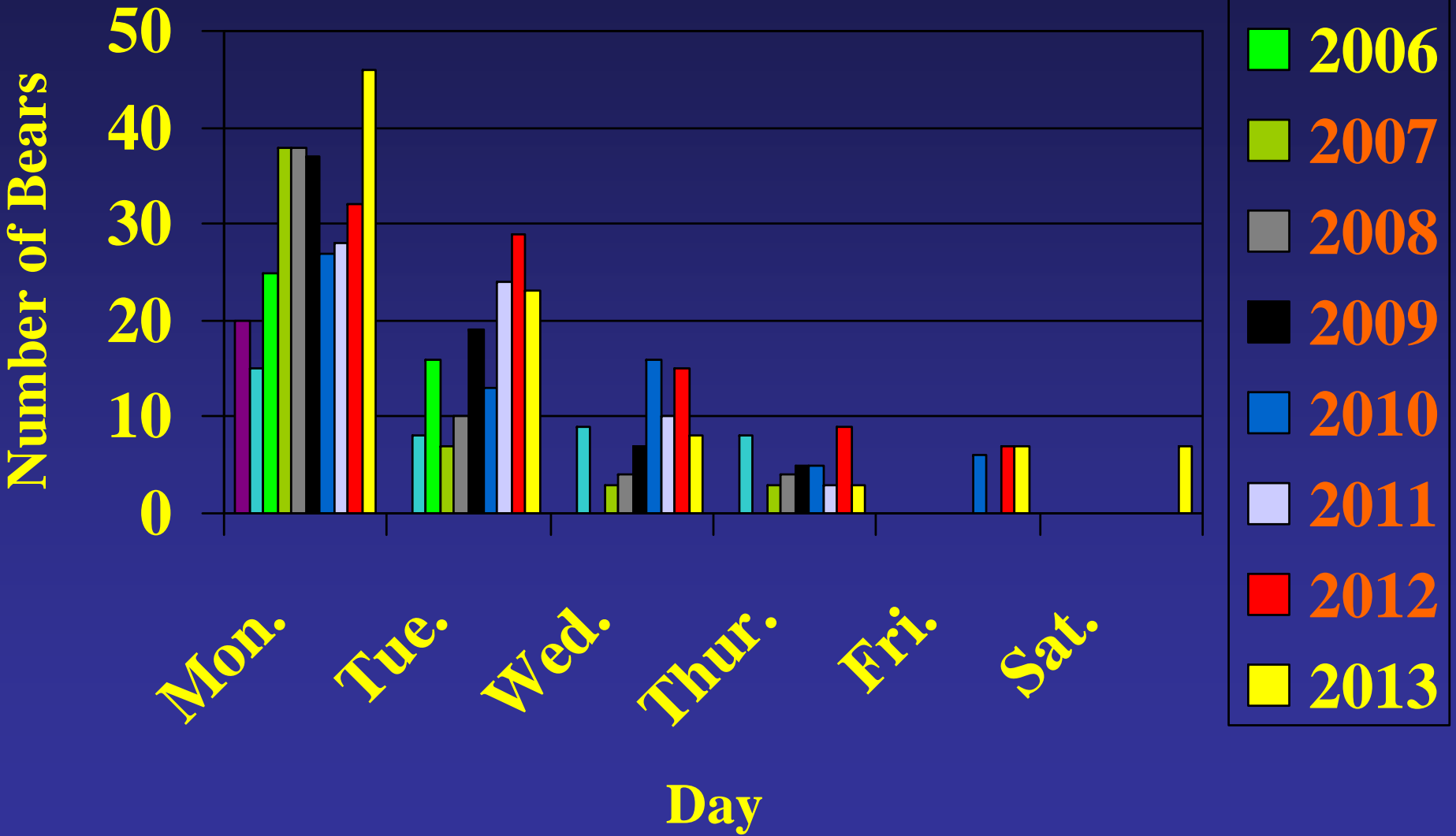
Black Bear

Concept: Eliminate the quota system approach and open the bear hunting season for a pre-determined number of days.

- This change will allow hunters to plan their hunt more effectively and potentially increase time afield for hunters.
- Hunters will no longer be required to call a hotline each evening to check the status of the hunt.
- Bear hunting permits will still be awarded via a lottery system.
- WHS will be able to increase/decrease harvest by changing the number of days and number of permits awarded each year.
- Note: this does not require a regulatory change.



Bear Harvest by Day



Black Bear

Concept: Eliminate the quota system approach and open the bear hunting season for a pre-determined number of days.

Comments:

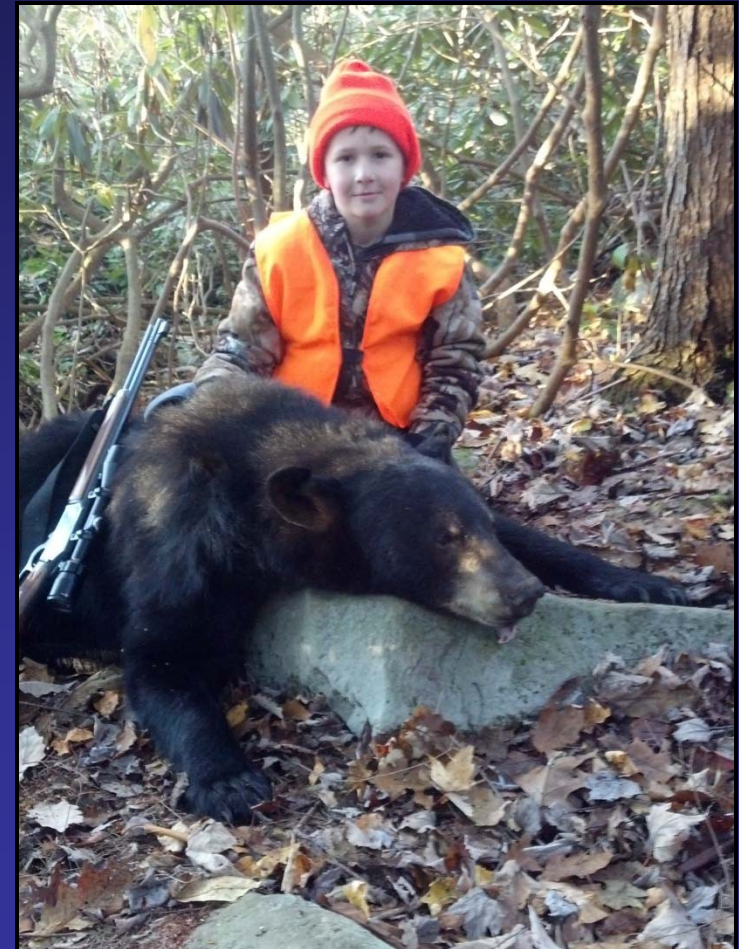
- Lots of questions on details.
- Generated some discussion on other bear season options:
 - Include more hunters,
 - Include more counties,
 - Possible spring season option.
- Concern that set number of days would not be flexible to adapt to weather extreme.
- General support – move to Proposal.



Black Bear

Concept: Eliminate the requirement that bear hunting Permittees and Subpermittees maintain visual contact while bear hunting.

- This will allow bear hunting teams increased flexibility in choosing hunting strategies (e.g. driving thickets, watching over a ridge, etc.).
- There will still be a bag limit of one bear per hunting team.



Black Bear

Concept: Eliminate the requirement that bear hunting Permittees and Subpermittees maintain visual contact while bear hunting.

Comments:

- Support.



Black Bear

Concept: Change the structure of the Permittee/Subpermittee hunting teams by eliminating the 'Landowner Subpermittee' and replacing it with a second 'Subpermittee'.

- Currently, a Permittee may name (1) Subpermittee and (1) Landowner Subpermittee who may hunt bears with them.
- Landowner Subpermittees are limited to hunting on their own property.
- This change will allow increased flexibility and increase hunting participation accordingly.
- Any two eligible hunters would be allowed to hunt with the Permittee.
- Landowners who are put on permits would be allowed to hunt on any property – not limited to their own.



Black Bear

Concept: Change the structure of the Permittee/Subpermittee hunting teams by eliminating the 'Landowner Subpermittee' and replacing it with a second 'Subpermittee'.

Comments:

- Some discussion, but overall support.



White-tailed Deer



Concept: To add an antler point restriction (APR) for one of the three antlered deer that may be taken in Region A.

- Antlered deer bag limit would remain at one per weapon season statewide (plus one bonus buck in Region B).
- The total in Region A would remain three antlered deer per year, but no more than two may have antlers with less than three points on one side (called a 'hunter's choice' buck).
- The antlered deer may be taken in any order.
- A hunter may take one, two or three antlered deer that meet or exceed the APR.
- A hunter may shoot 'hunter's choice' bucks in any order, not to exceed two per year.
- Junior hunters would be exempt.

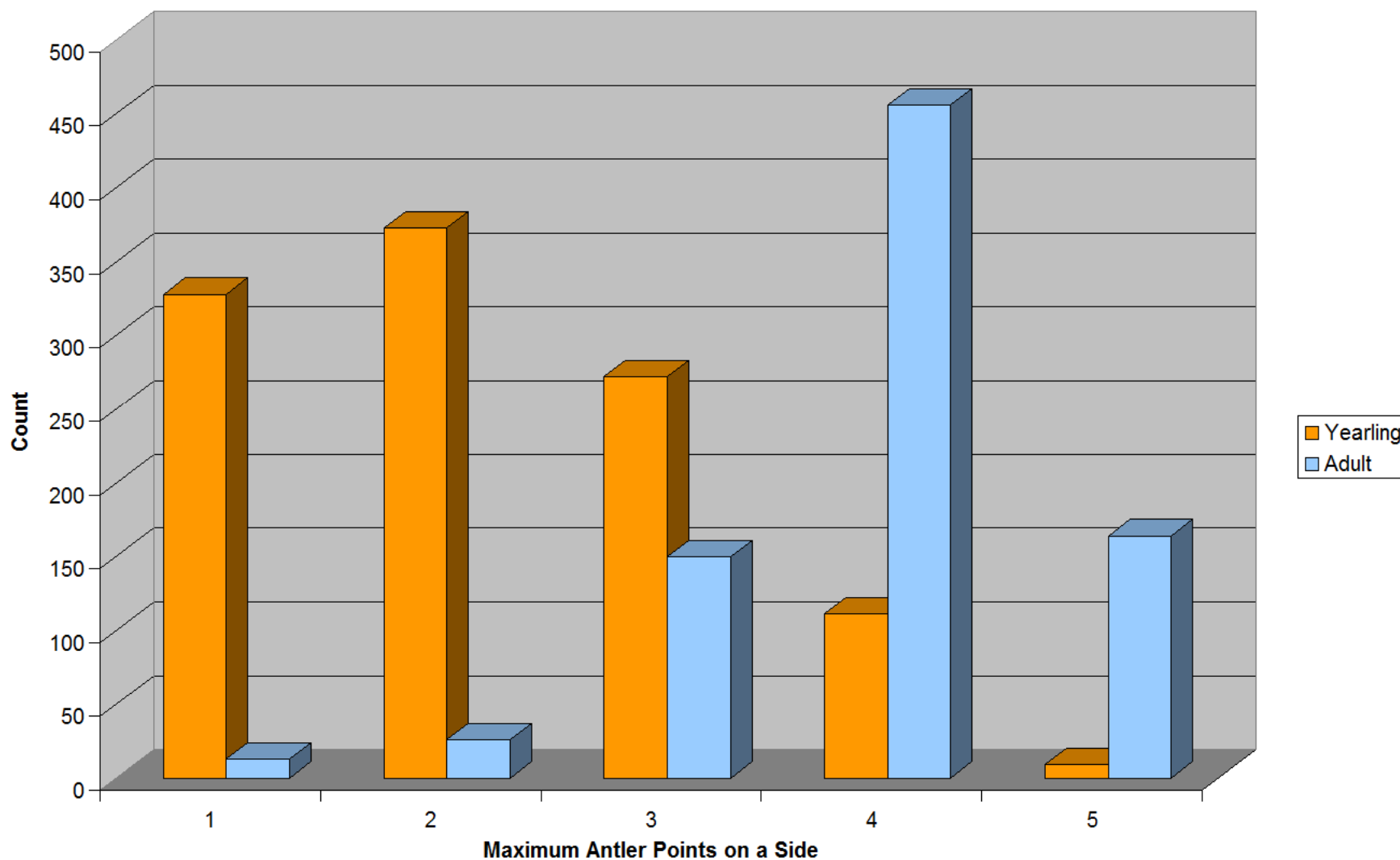
White-tailed Deer



- Yearling buck harvest level in Region A is around 70%
- Average in Region B is around 50%.
- Nationally it is around 40%.
- Survey conducted in late 2013 showed approximately 63% of hunters and 35% of landowners in Region A were in favor of *mandatory* APRs.
- Support for *voluntary* APRs was higher for both groups.

White-tailed Deer

Frequency Distribution of Yearling and Adult Antler Points



White-tailed Deer



Comments:

- Lots of discussion, pro and con.
- Real concern that won't have any real effect – too few hunters shoot 3 bucks (~??%).
- Discussed need for more education on benefits of QDM.
- Questions on what is the goal of this change?
- Some objection to the state deciding what bucks may be taken.
- Support from Western MD groups if combined with reduction in antlerless bag limit.
- Like to take this to a wider audience.

AND. . .

White-tailed Deer



NEW Concept: To add an antler point restriction (APR) for two of the four antlered deer that may be taken in Region B.

- Would use the same language for the Statewide Antlered Deer bag limit.
- ...no more than two antlered deer may have less than 3 points on one side.
- Define and use terms such as 'Hunter's Choice' buck (antlered buck less than 3 points per side) and 'Quality' buck (at least 3 points on one side).
- Alternative: require the bonus buck to meet an APR.
 - This would require different language for the two Regions.
- Can keep Proposals separate to allow original Region A change to occur without Region B.

White-tailed Deer

Concept: Reduce the bag limit on antlerless deer in Region A to two per year, but no more than one in any weapon season.



- Needed to compensate for increased pressure on antlerless deer due to possible antler point restrictions in Region A.
- Would allow for a slight growth in herd size in Region A over time.
- Harvest in Region A has been stable or declining since 2004.
- Current limit of two antlerless deer on DNR lands would no longer be needed.

White-tailed Deer

Concept: Reduce the bag limit on antlerless deer in Region A to two per year, but no more than one in any weapon season.



Comments:

- Lots of discussion.
- General support.

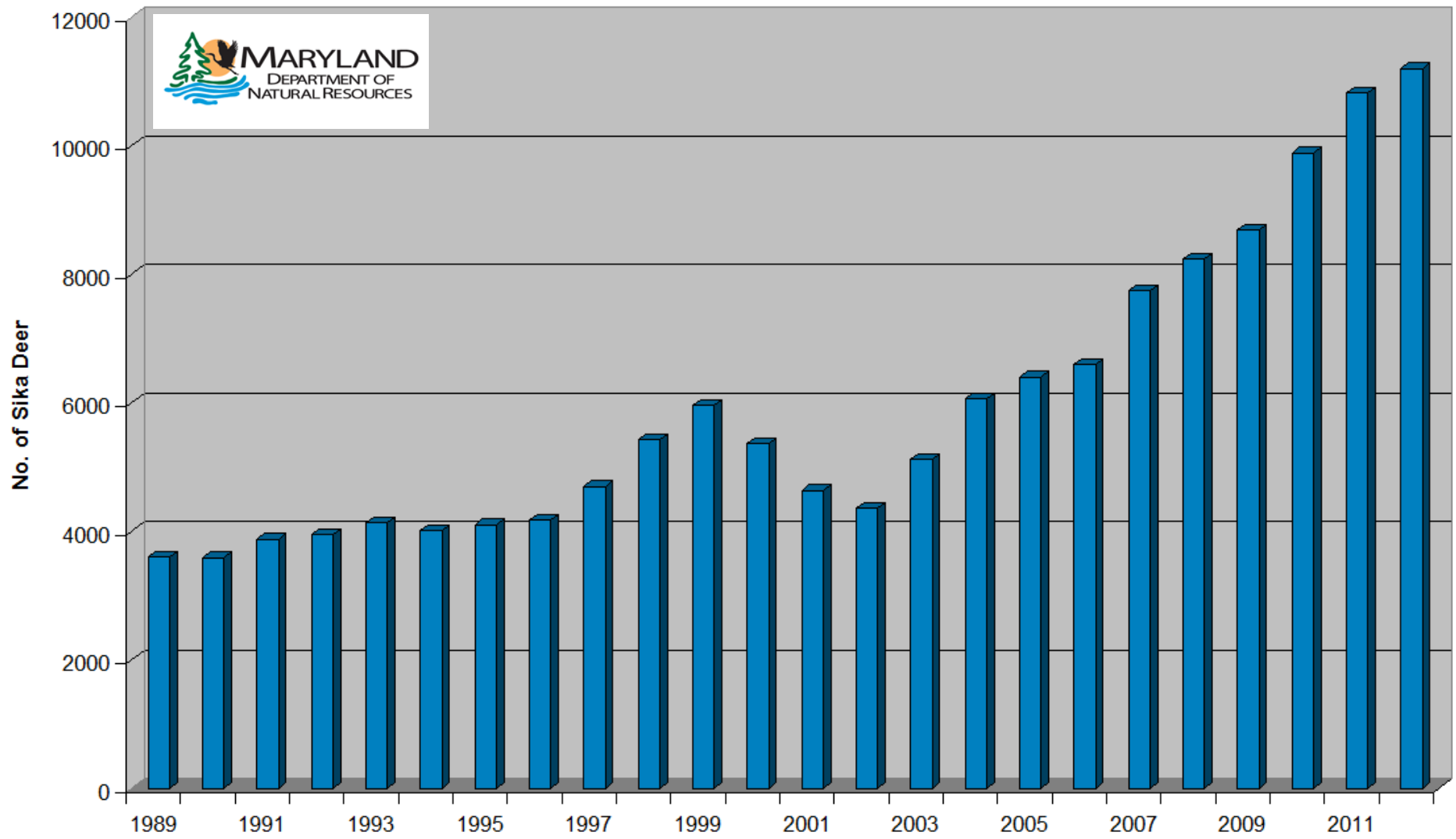
Sika Deer

Concept: Change the sika deer bag limit to three deer per weapon season with no more than one antlered.

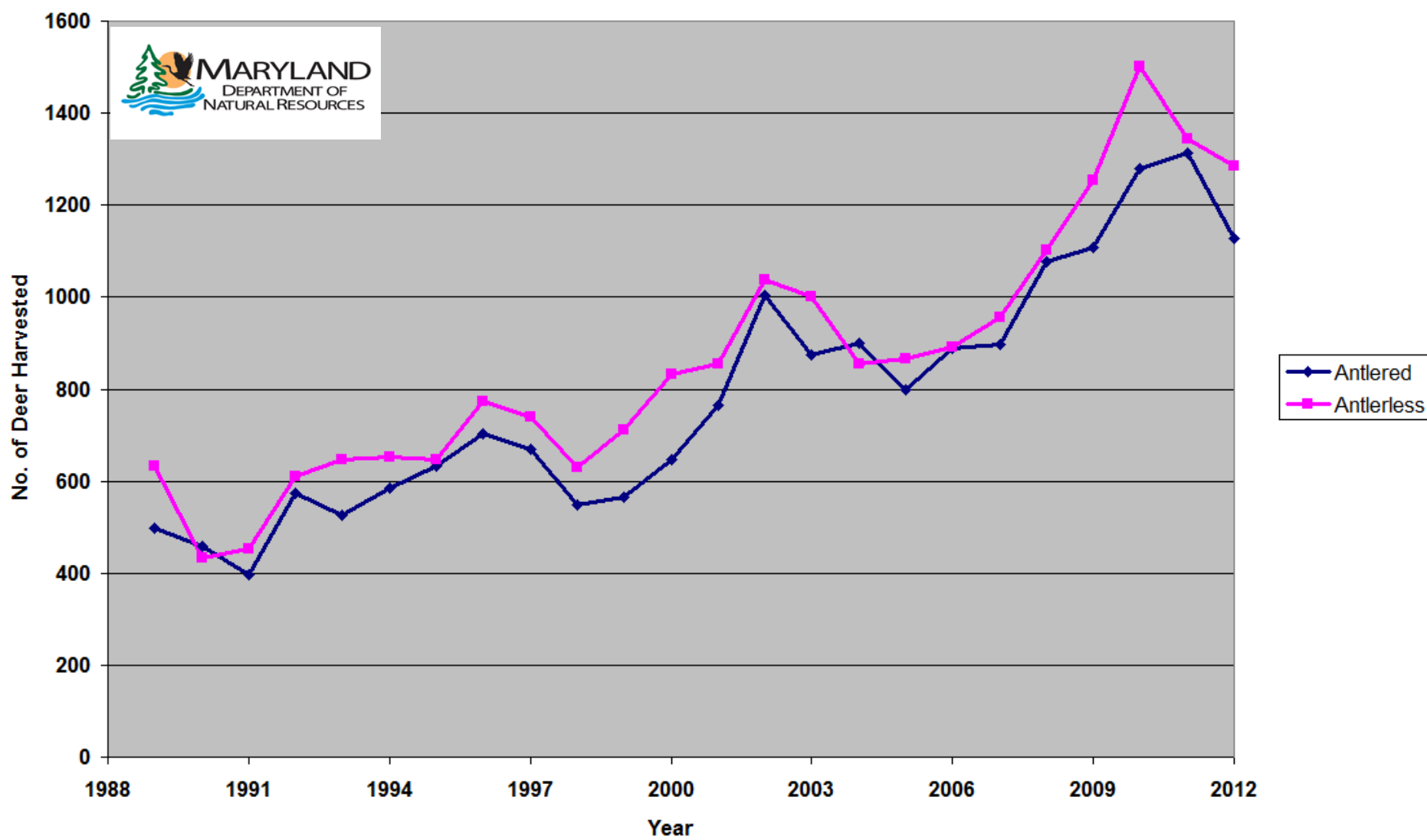
- Sika deer population is increasing and expanding its range resulting in increasing crop damage complaints.
- Proposed action would increase the harvest of antlerless sika deer and aid with population management.
- Proposed change would not be detrimental to the population.



Maryland Sika Deer Population Trend, 1989 - 2012
-3 Year Running Average



Maryland Sika Deer Annual Harvest, 1989 - 2012



Sika Deer



- Comments:
 - Lots of discussion on:
 - High value of this species to hunters – in state and out of state.
 - Need to learn more about this species.
 - Concerns over impacts of coyote predation on future population.
 - Need for a sika deer management plan.
 - Ag losses should be addressed via crop damage permits, not larger bag limits.
 - No support at meeting.
 - Feel we need to at least halt population growth, if not decrease population somewhat.
 - Want to move this to a Proposal to get more diverse feedback.

Sika Deer

Concept: Allow hunters to fill their muzzleloader bag limit for sika deer anytime during the early or late muzzleloader season.

- Sika deer population is increasing and expanding its range resulting in increasing crop damage complaints.
- Proposed action would increase the harvest of antlerless sika deer and aid with population management.
- Proposed change would not be detrimental to the population.
- Hunters have requested this change. Those that travel to the Eastern Shore to hunt sika deer would like to maximize their efforts while they are there.



Sika Deer



- Comments:
 - Little support at meeting.
 - Still want to move this forward, due to input from hunters in past.

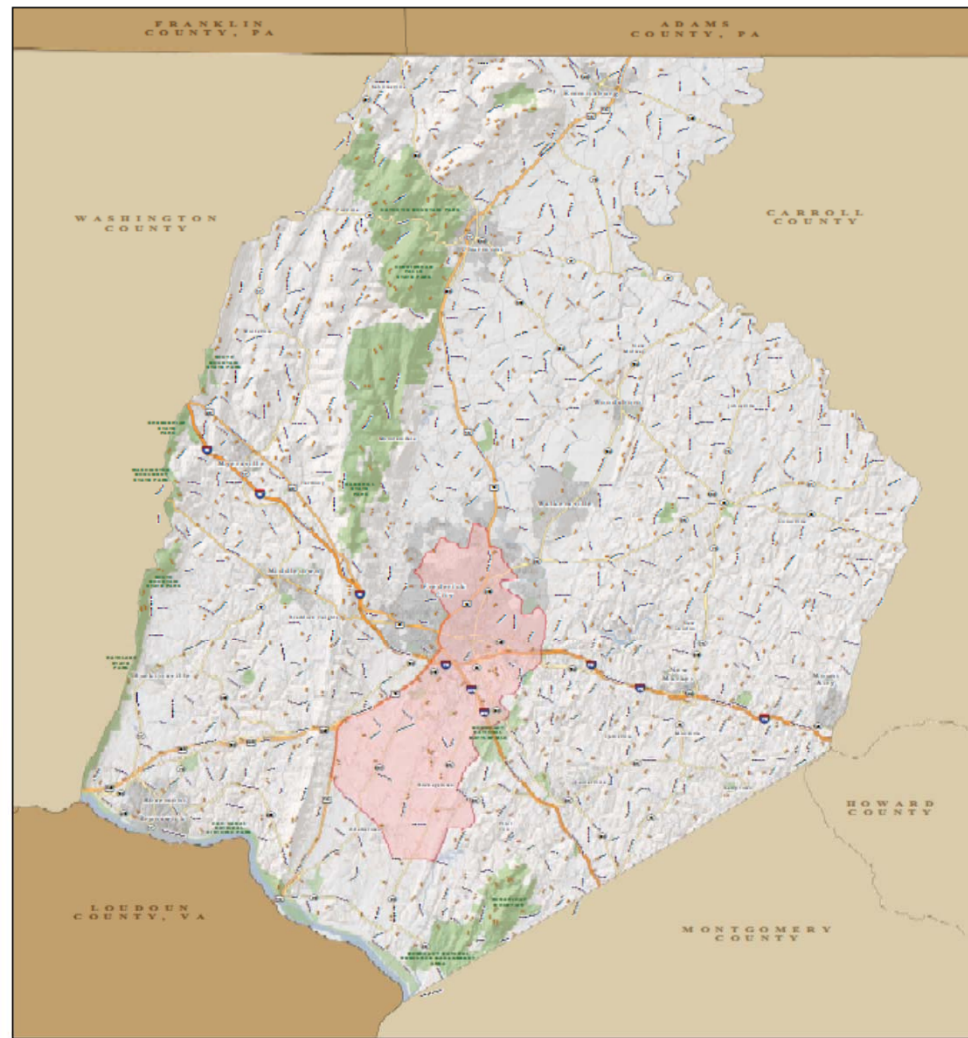
Frederick County Shotgun Zone



Concept: Modify the shotgun only zone for deer hunting in Frederick County.

- Requested by Frederick County officials and Frederick County Farm Bureau.
- Adjust zone to include more of Frederick City and suburbs and less of rural areas in southern portion of county.
- Current zone is approximately all of the county south of Rt 70.

Frederick County Shotgun Zone



Proposed Shotgun-Only Zone Topo
Frederick County, Maryland
Board of County Commissioners

Major Roads
Interstate
US Highway
US Alternate
Business Route
Maryland

Proposed Shotgun-Only Zone
Municipalities
Rivers and Lakes
Parks
Major Index Contours

0 2 4 8
Miles

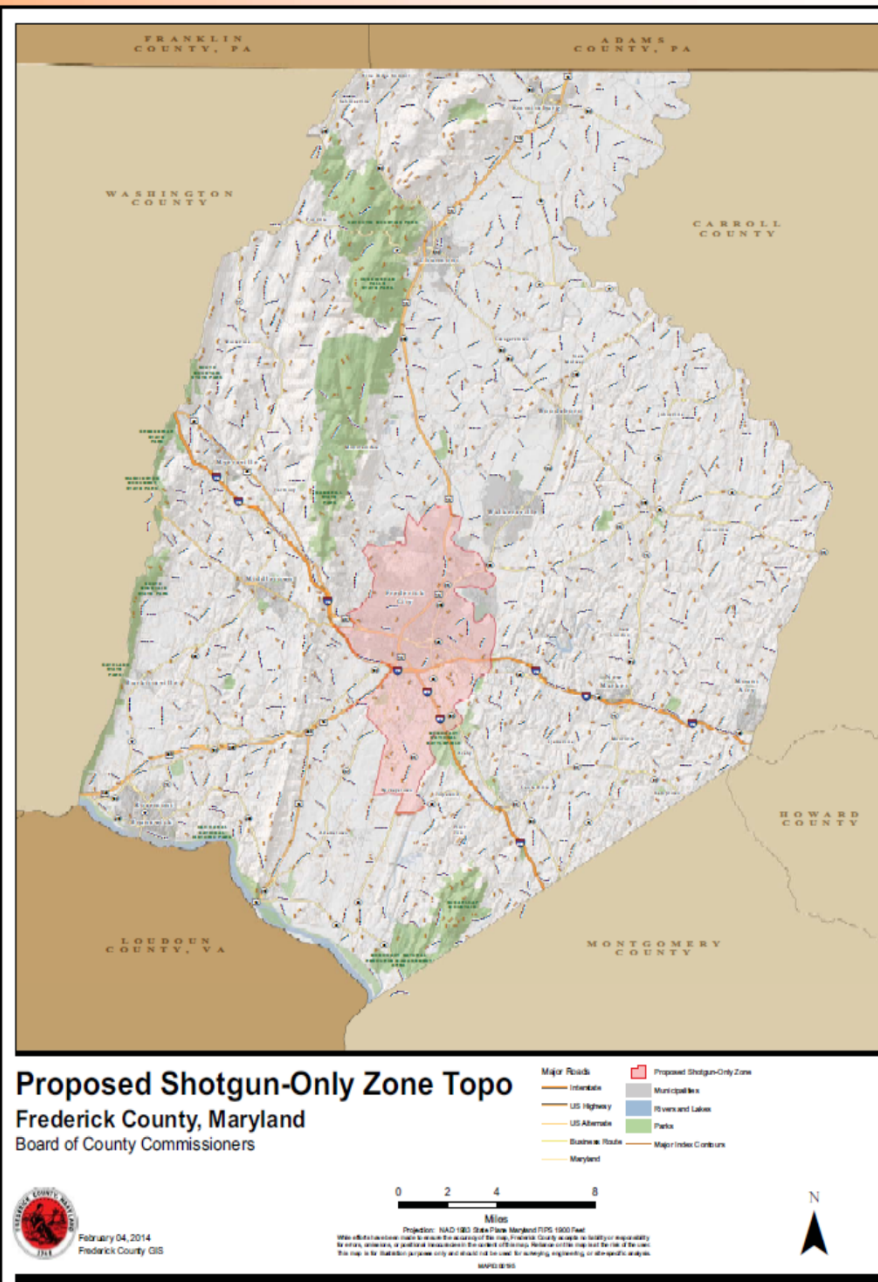
Projection: NAD 1983 StatePlane Maryland FIPS 1600 Feet
This map is for informational purposes only and should not be used for engineering, planning, or other specific analysis.
20150130

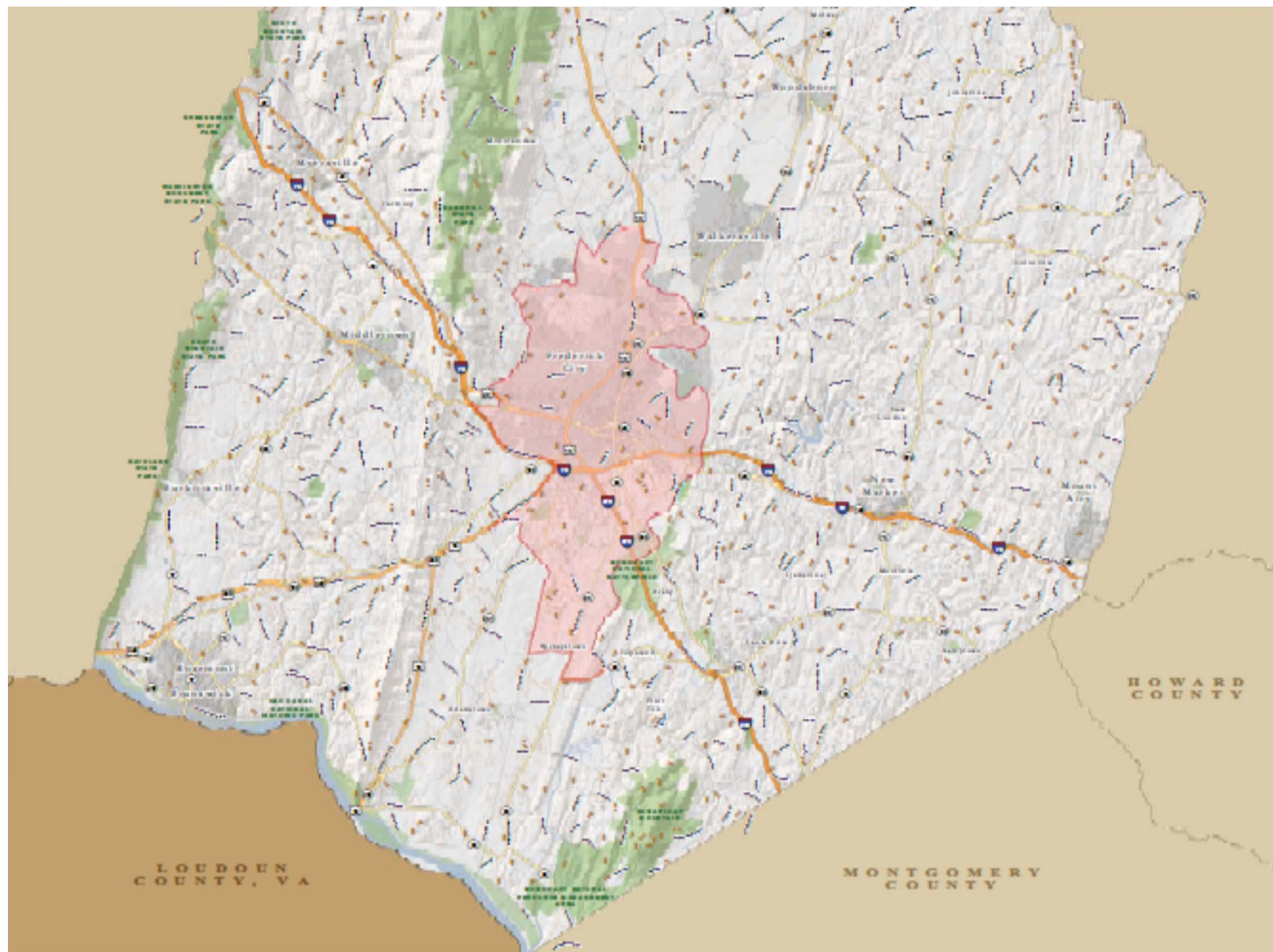


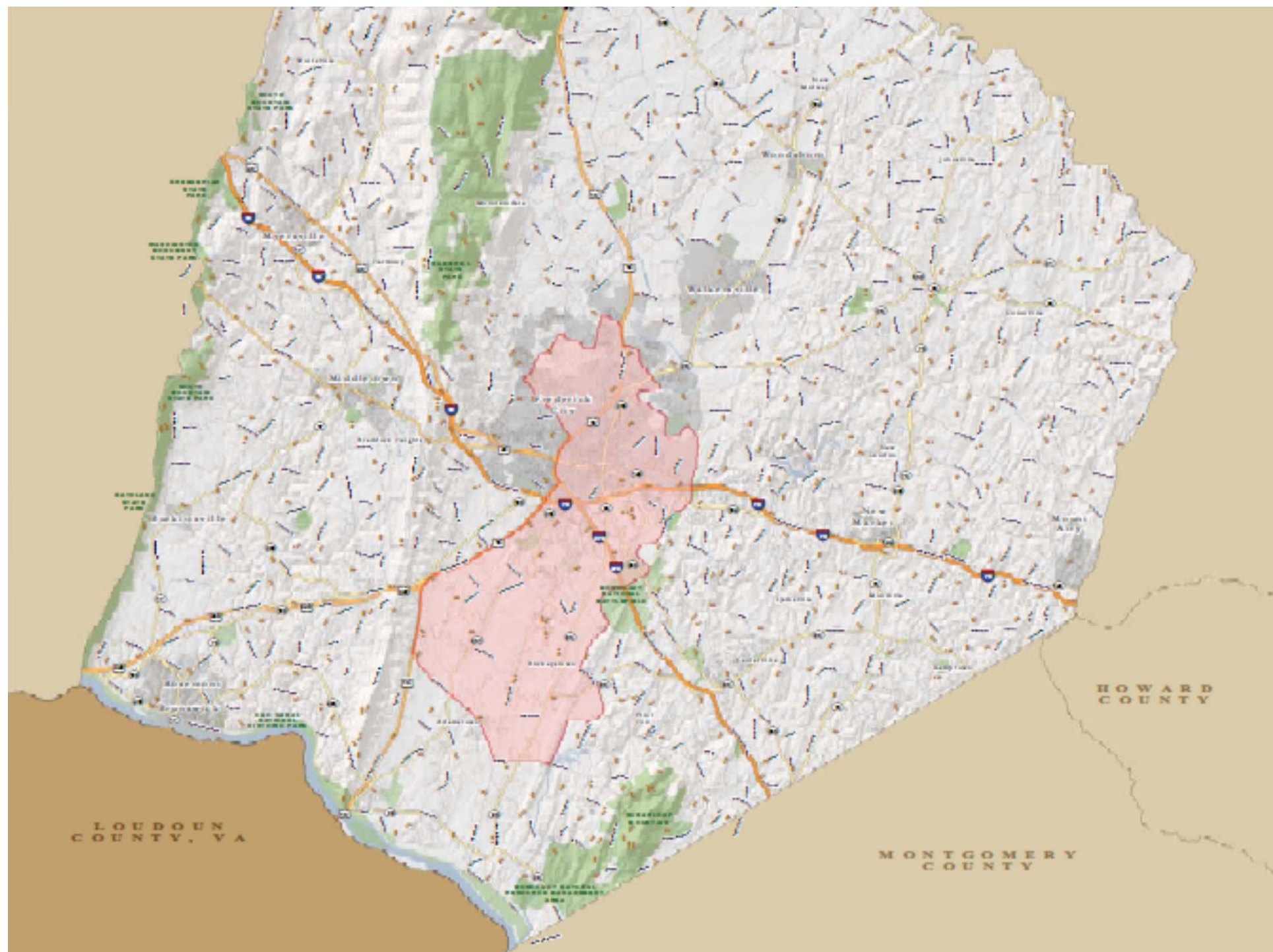
January 30, 2014
Frederick County GIS



Frederick County Shotgun Zone







Frederick County Shotgun Zone



Concept: Modify the shotgun only zone for deer hunting in Frederick County.

Comments:

- No support from Frederick County Sportsman's Council.
- We plan to work more closely with this group to find common ground.

Hunting Privilege Suspension



Concept: To develop a process and establish guidelines for the suspension of hunting and trapping privileges for hunting/trapping related convictions.

- DNR may suspend the hunting and trapping privileges of a person convicted of an applicable violation.
- Periods of suspension are tiered and reflect the nature of the offense.
- One-year suspensions are reserved for violations of general game laws or regulations.
- Three years for acting in a manner that could endanger people or property.
- Five years for causing harm to people or property, or repeat offenders.
- Maximum suspension by law is five years.
- A process will be available for persons to appeal the revocation of their hunting/trapping privileges.

Hunting Privilege Suspension



Concept: To develop a process and establish guidelines for the suspension of hunting and trapping privileges for hunting/trapping related convictions.

Comments:

- Lots of questions, lots of discussions.
- Difficult to summarize.
- My take was general support to penalize violators but allow for the 'honest mistake' to be addressed more leniently.



United States Department of the Interior

FISH AND WILDLIFE SERVICE
 Chesapeake Marshlands NWR Complex
 2145 Key Wallace Drive
 Cambridge, Maryland 21613
 410-228-2692
 Fax: 410-228-3261



February 18, 2014

Karina Stonesifer,
 Acting Director,
 DNR Wildlife and Heritage Service,
 Tawes State Office Building E-1,
 Annapolis, MD, 21401

Dear Ms. Stonesifer;

I am writing to express support for the proposed increase in the sika bag limit and modification to the early muzzleloader season being proposed by Maryland Department of Natural Resources (DNR). The Blackwater National Wildlife Refuge (NWR) currently considers sika populations problematic and directly interfering with the established purpose as a migratory bird refuge. A significant part of the refuge management program for migratory birds includes planting corn and other crops as a food resource for wintering waterfowl. These agricultural fields provide important habitat for migratory birds and other priority species.

The depredation on the refuge corn crops has risen to the point that we are considering abandoning certain fields and have recently experimented with installing deer exclusion fencing in some areas. A near total loss of corn has been seen in some fields. Recent observations, after the end of the hunting season, have reported seeing over 75 sika in the fields along the Key Wallace Drive corridor within the refuge. Depredation levels seen in the last few years are unacceptable. Neighboring farmers adjacent to the refuge have also expressed similar frustrations.

Considering the impacts documented on refuge corn plantings, there is also concern about what possible impact sika may be having on oak regeneration in adjacent forest habitats on refuge lands. Oak species, and the mast they produce, are a very important component of Maryland's forests and an important food resource for wildlife, including the Delmarva Peninsula fox squirrel. There is concern with the potential impacts the high numbers of sika may be having on the future forests of Dorchester County.

The proposed increase in the sika bag limit would give the refuge the ability to better manage sika populations on refuge lands. This recommendation also supports DNR's sika management goal to maintain this exotic species at current levels so that hunting opportunities are balance with agricultural depredation. With the population expansion and agricultural depredation increasing, an increase in the harvest recommendation will help support the sika management goal as well as wildlife management goals for Blackwater NWR.

Tudor Farms

3675 DECOURSEY BRIDGE ROAD

CAMBRIDGE, MARYLAND 21613

(410) 228-8290

SUPPORT FOR INCREASING THE SIKA DEER HARVEST


Harvesting a trophy Sika stag is a challenge and rewarding experience or eating the sweet meat of the animal is a true delight. I do not want to take anything away from that, but we are facing a problem with the Sika population and need to make some choices. It is evident to everyone that the Sika deer population is both on the rise and its range is expanding and that is or should be a concern to everyone. Here at Tudor Farms we have witnessed the expansion of range from the traditional deep marsh areas to the upland areas occupied by the Whitetail and they have displaced the Whitetail.


There are several reasons for this; Sika deer occupy the same habitat as the Whitetail and compete directly for that space and food. Adding to that, Sika deer are much more aggressive than Whitetail deer, especially when defending food and space. Where the Whitetail deer can be found in herds, the Sika deer herd can be described as more of a mob that takes over a space or food supply.

Here at Tudor Farms we are faced with Sika populations of 200 deer per square mile in some areas and the total loss of Whitetail deer in those areas. During the past three years we have been trying to reduce that population by specifically targeting those areas and killing adult Hinds and having limited success. With the cameras we have discovered that we have Sika deer in places that we were unaware of and in number much higher than we estimated by day time observation. Because of this strong nocturnal tendency, harvesting or population control of Sika deer is much more difficult.

The reproductive potential for Sika deer is much higher than that of Whitetail deer. Here at Tudor Farms we have been recording the number of Hinds that are pregnant during the winter management hunt and have found that 98% of the adult Hinds were pregnant in the previous two years and 85% so far this year. Sika deer have only one young per year but we now know from past tracking studies here that they live 18+ years. I do not have numbers on the survival of young but it appears to be high compared to Whitetail. Whitetail recruitment here is about 45% as indicated by lactating adult does in the fall harvest.

In conclusion, because of the reproductive potential, nocturnal tendencies, survival of young and aggressive nature it would be difficult to over harvest these animals. We should, in my opinion, make every attempt to control their expansion or face the displacement of the Whitetail deer as they expand their range. The Regulation change is asking for an increase to two or three Hinds, but to be honest, a bag limit similar to Whitetail would not be unreasonable; it is unlikely that many people would kill more than three in a season given their nocturnal nature.

Alan R. Jolicoeur 
Assist. Mgr. / Wildlife Biologist
Tudor Farms, Inc.

Kevin Compton 
President
Tudor Farms, Inc.

**WILDLIFE ADVISORY COMMISSION
2014 – AGENDA CHART**

JANUARY 2014 – NO MEETING SCHEDULED

FEBRUARY 19, 2014

- 2014-2016 Hunting Seasons Regulation Concepts (Pete Jayne)
- 2014 Legislative Session Update (Glenn Therres)

MARCH 19, 2014

- 2014-2016 Hunting Seasons Regulation Proposals (Pete Jayne)
- 2014 Legislative Session Update (Karina Stonesifer and Glenn Therres)
- 2014 Working Agenda – WAC Review and Approval

APRIL 16, 2014

- Nuisance Wildlife Control (Guest Speaker: Mr. John Griffin)
- 2014 Legislative Session Outcome (Karina Stonesifer and Glenn Therres)

MAY 21, 2014 - NO MEETING SCHEDULED

JUNE 18, 2014

- Natural Heritage Program Update (Jonathan McKnight)
- Wildlife Diversity Advisory Committee (Jonathan McKnight and Committee Chairperson)
- WAC Legislative Concepts Finalized (Group Discussion)
- Wildlife and Heritage Service FY14 and FY15 Budget Update (Glenn Therres)
- WHS Administration Update (Glenn Therres)

JULY 30, 2014

- Migratory Game Bird Advisory Committee Report (Migratory Game Bird Committee and Larry Hindman)
- 2014 – 2015 Waterfowl Season Proposals (Larry Hindman)

AUGUST 20, 2014

- Finalize Selections of 2014-2015 Waterfowl Hunting Seasons (Larry Hindman and Migratory Game Bird Advisory Committee)

SEPTEMBER 2014 – NO MEETING SCHEDULED

OCTOBER 15, 2014

- WHS Regional Operations Program Update (Karina Stonesifer)
- WHS Information and Education Program Update (Patricia Handy)

NOVEMBER 19, 2014

- Presentation of 2013 Conservationist of the Year Award (Paul Peditto)
- WHS Game Program Update (Pete Jayne and staff)

DECEMBER 2014 – NO MEETING SCHEDULED

**Summary of 2013 Proposed Legislation
Wildlife and Heritage Service
(as of February 18, 2014)**

HB0138 (SB0309)	Montgomery County - Archery Hunting - Safety Zone MC 5-14	Montgomery County Delegation	In the House - First Reading Environmental Matters	Environmental Matters
HB0196 (SB0192)	Anne Arundel County - Turkey Hunting - Fall Season	Delegate Costa	In the House - Unfavorable Report by Environmental Matters; Withdrawn	Environmental Matters 1/29/2014 - 2:00 p.m.
HB0197 (SB0191)	Anne Arundel County - Deer Hunting - Sundays	Delegate Costa	In the House - Hearing 1/29 at 2:00 p.m.	Environmental Matters 1/29/2014 - 2:00 p.m.
HB0262 (SB0231)	Bow Hunting - Possession of Handguns for Protection	Delegate Beitzel	In the House - Hearing 3/04 at 1:00 p.m.	Judiciary 3/4/2014 - 1:00 p.m.
HB0296 (SB0336)	Natural Resources - Wildlands - Designation of New Wildlands	Speaker	In the House - Special Order until 2/20 (Delegate McDermott) Adopted	Environmental Matters 2/5/2014 - 2:00 p.m.
HB0406 (SB0472)	Allegany County, Garrett County, and Washington County - Sunday Hunting	Delegate Beitzel	In the House - First Reading Environmental Matters	Environmental Matters
HB0420 (SB0471)	Sideling Hill and Sideling Hill Wildlife Management Area - Off-Road and Off-Highway Recreational Vehicles - Prohibition	Delegate Myers	In the House - Hearing 2/12 at 2:00 p.m.	Environmental Matters 2/12/2014 - 2:00 p.m.
HB0432 (SB0473)	Allegany County, Garrett County, and Washington County - Deer Hunting - Sundays	Delegate Beitzel	In the House - First Reading Environmental Matters	Environmental Matters
HB0669	Harford County - Deer Muzzle Loader Season - January Days	Delegate Glass	In the House - First Reading Environmental Matters	Environmental Matters
HB0670	Archery Hunting - Safety Zone	Delegate Glass	In the House - Hearing 2/12 at 2:00 p.m.	Environmental Matters 2/12/2014 - 2:00 p.m.
HB0671	Sunday Hunting - Deer Bow Hunting Season	Delegate Glass	In the House - Hearing 2/12 at 2:00 p.m.	Environmental Matters 2/12/2014 - 2:00 p.m.
HB0672	Harford County - Sunday Hunting - Deer Bow Hunting Season	Delegate Glass	In the House - First Reading Environmental Matters	Environmental Matters

HB0673	Harford County - Archery Hunting - Safety Zone	Delegate Glass	In the House - First Reading Environmental Matters	Environmental Matters
HB0675	Recreational Hunting or Fishing License Applications - Disclosure of Information	Delegate Glass	In the House - Hearing 2/12 at 2:00 p.m.	Environmental Matters 2/12/2014 - 2:00 p.m.
HB0759	Calvert County - Deer Hunting - Sundays	Calvert County Delegation	In the House - First Reading Environmental Matters	Environmental Matters
HB0769	Recreational Hunting or Fishing License Applications - Disclosure of Information	Delegate O'Donnell	In the House - Hearing 2/14 at 1:00 p.m.	Environmental Matters 2/14/2014 - 1:00 p.m.
HB0860	Natural Resources - Baiting Deer - Restrictions	Delegate Fraser-Hidalgo	In the House - Hearing 2/19 at 1:00 p.m.	Environmental Matters 2/19/2014 - 1:00 p.m.
HB0890	Natural Resources - Deer Hunting - Sundays	Delegate O'Donnell	In the House - Hearing 2/19 at 1:00 p.m.	Environmental Matters 2/19/2014 - 1:00 p.m.
HB0899 (SB0983)	Creation of a State Debt - Montgomery County - Second Chance Wildlife Center	Delegate Kramer	In the House - First Reading Appropriations	Appropriations
HB1124	Criminal Law - Possession of Dangerous and Wild Animals	Delegate Luedtke	In the House - Hearing 2/26 at 1:00 p.m.	Environmental Matters 2/26/2014 - 1:00 p.m.
HB1133	St. Mary's County - Archery Hunting - Safety Zone	Delegate O'Donnell	In the House - Hearing 2/28 at 1:00 p.m.	Environmental Matters 2/28/2014 - 1:00 p.m.
HB1174	Recreational Hunting or Fishing Licenses - Denial, Suspension, and Required Disclosure	Delegate Dumais	In the House - Hearing 3/05 at 1:00 p.m.	Environmental Matters 3/5/2014 - 1:00 p.m.
HB1356	Bow Hunting - Possession of Handguns for Protection	Delegate Glass	In the House - Hearing 3/04 at 1:00 p.m.	Judiciary 3/4/2014 - 1:00 p.m.

SB0044	Agriculture - Noxious Weeds - Reed Grass	Senator Colburn	In the Senate - Unfavorable	Report by Education, Health, and Environmental Affairs; Withdrawn
SB0093	Natural Resources - Recreational Incentives Pilot Program	Chair, Education, Health, and Environmental Affairs Committee	In the House - First Reading Environmental Matters	Education, Health, and Environmental Affairs 1/14/2014 - 3:00 p.m.
SB0191 (HB0197)	Anne Arundel County - Deer Hunting - Sundays	Senator Reilly	In the Senate - Hearing 3/04 at 1:00 p.m.	Education, Health, and Environmental Affairs 3/4/2014 - 1:00 p.m.
SB0192 (HB0196)	Anne Arundel County - Turkey Hunting - Fall Season	Senator Reilly	In the Senate - Unfavorable	Report by Education, Health, and Environmental Affairs; Withdrawn
SB0231 (HB0262)	Bow Hunting - Possession of Handguns for Protection	Senator Edwards	In the House - First Reading Judiciary	Education, Health, and Environmental Affairs 1/28/2014 - 1:45 p.m.
SB0309 (HB0138)	Montgomery County - Archery Hunting - Safety Zone	Montgomery County Senators	In the Senate - Hearing 2/18 at 1:00 p.m.	Education, Health, and Environmental Affairs 2/18/2014 - 1:00 p.m.
SB0336 (HB0296)	Natural Resources - Wildlands - Designation of New Wildlands	President	In the House - First Reading Environmental Matters	Education, Health, and Environmental Affairs 2/4/2014 - 1:00 p.m.
SB0471 (HB0420)	Sideling Hill and Sideling Hill Wildlife Management Area - Off-Road and Off-Highway Recreational Vehicles - Prohibition	Senator Edwards	In the Senate - Hearing 2/12 at 1:00 p.m.	Judicial Proceedings 2/12/2014 - 1:00 p.m.
SB0472 (HB0406)	Allegany County, Garrett County, and Washington County - Sunday Hunting	Senator Edwards	In the Senate - Hearing 2/11 at 1:00 p.m.	Education, Health, and Environmental Affairs 2/11/2014 - 1:00 p.m.
SB0473 (HB0432)	Allegany County, Garrett County, and Washington County - Deer Hunting - Sundays	Senator Edwards	In the Senate - Hearing 2/11 at 1:00 p.m.	Education, Health, and Environmental Affairs 2/11/2014 - 1:00 p.m.
SB0673	Calvert County - Discharge of a Firearm Near Buildings	Calvert County Senators	In the Senate - Hearing cancelled	Judicial Proceedings
SB0827	Criminal Law - Possession of Dangerous or Wild Animals	Senator Pugh	In the Senate - Hearing 3/04 at 1:00 p.m.	Judicial Proceedings 3/4/2014 - 1:00 p.m.
SB0966	Calvert County, Charles County, and St. Mary's County - Deer Hunting	Senator Dyson	In the Senate - First Reading Senate Rules	Rules

Spencer, Tracey

From: [REDACTED]
Sent: Wednesday, January 22, 2014 5:26 PM
To: Wildlife Advisory Commission
Subject: Hunting W/O Written Permission Law

Dear Wildlife Advisory Commission Members,

My name is Ed Schaubert and I am a retired Natural Resources Police Officer who worked primarily in the old Inland Division in the Eastern Region of the state. I retired in 2000 and spent plenty of time working illegal hunting complaints in that region. I have heard rumors that the law requiring written permission from a landowner is being applied incorrectly and thus this letter. The law that requires written permission from the landowner was originally used to charge trespassing hunters in cases where the landowner was absent and/or did not want to get involved in the Article 27 Trespass process. It was a payable offense but with a higher fine than the hunting w/o permission charge. We used that charge when there was an actual trespass but I am told that this is not the case today. Those rumors I mentioned earlier are that hunters who have verbal permission to hunt are being charged with Hunting W/O Written Permission because they do not have that permission in writing. There are many landowners who will give verbal permission but not written permission and that is their choice. I personally have verbal permission to hunt several properties but no written permission. I think that the law requiring written permission is a useful tool to combat illegal hunting but believe that if the lack of possession of a signed piece of paper overrules the landowner's verbal permission there is a problem. I am fully behind NRP charging violators with this law but am against making violators out of honest hunters. Please consider addressing the potential misapplication of this law.

Thank you,

Ed Schaubert
[REDACTED]

Spencer, Tracey

From: [REDACTED]
Sent: Wednesday, January 22, 2014 5:26 PM
To: Wildlife Advisory Commission
Subject: Hunting W/O Written Permission Law

Dear Wildlife Advisory Commission Members,

My name is Ed Schaubert and I am a retired Natural Resources Police Officer who worked primarily in the old Inland Division in the Eastern Region of the state. I retired in 2000 and spent plenty of time working illegal hunting complaints in that region. I have heard rumors that the law requiring written permission from a landowner is being applied incorrectly and thus this letter. The law that requires written permission from the landowner was originally used to charge trespassing hunters in cases where the landowner was absent and/or did not want to get involved in the Article 27 Trespass process. It was a payable offense but with a higher fine than the hunting w/o permission charge. We used that charge when there was an actual trespass but I am told that this is not the case today. Those rumors I mentioned earlier are that hunters who have verbal permission to hunt are being charged with Hunting W/O Written Permission because they do not have that permission in writing. There are many landowners who will give verbal permission but not written permission and that is their choice. I personally have verbal permission to hunt several properties but no written permission. I think that the law requiring written permission is a useful tool to combat illegal hunting but believe that if the lack of possession of a signed piece of paper overrules the landowner's verbal permission there is a problem. I am fully behind NRP charging violators with this law but am against making violators out of honest hunters. Please consider addressing the potential misapplication of this law.

Thank you,

Ed Schaubert
[REDACTED]

Fiscal Year 2015-2019



Strategic Plan



Conserve and Protect





Table of Contents

Superintendent's Message	2
Maryland Natural Resources Police – Leadership Team	3
Introductory Statement	4
Background Statement / History	6
Our Mission	7
Our Creed	7
Our Values	8
Leadership and Staff Organization	9
Natural Resources Police Organizational Chart	11
Current Situation / Challenges	12
Workload Analysis	13
Summary of Workload Analysis	13
Number of Officers to Meet Year-Round Patrol Workload	15
Number of Officers to Meet Peak Season Patrol Workload in State Parks	15
Special Operations Division	16
Internal Affairs Unit	16
Civilian Workforce	16
Bottom line	17
NRP Strategic Goals	18
NRP Goals & Strategy Tracking Tool	26



Superintendent's Message

It is with pleasure that I present to you the Strategic Plan for the Maryland Natural Resources Police for FY 2015 through FY2019. This Plan represents the collaborative effort and shared vision of the NRP Strategic Planning Team and I want to thank everyone for their participation in its development.

The Natural Resources Police traces its heritage back to 1868, when the Oyster Police was created. Fast forward more than 145 years, after several mergers and name changes, you will still find dedicated men and women of the Natural Resources Police protecting our State's precious and varied natural resources. The NRP is unique among Maryland's law enforcement agencies, both in its mission and its work platform. At this very minute, NRP Officers are patrolling both the land and waterways, from the mountains of western Maryland to offshore Ocean City.

The sustainability of Maryland's natural resources is of paramount importance to all of us and without responsible enforcement that sustainability is at risk. This plan outlines what is needed for the NRP to meet the challenges of fulfilling our role and responsibility to the citizens and visitors we serve. Specific goals and strategies have been identified for implementation to meet the increasing demands placed on the NRP.

I invite you to join me in our quest to grow, to be more effective, and to adapt to meet the changing needs of our great State!

If you or someone you know is interested in a unique and rewarding law enforcement career, please visit our web page: <http://www.dnr.maryland.gov/nrp/>

Thank you,
Colonel George F. Johnson IV
Superintendent



Strategic Plan FY 2015 – FY 2019

Maryland Natural Resources Police – Leadership Team

Colonel George F. Johnson IV – Superintendent

Lieutenant Colonel Alphonso Hawkins - Deputy Superintendent

Major Wayne Jones - Special Services Bureau

Major Charles Santerre - Support Services Bureau

Major Michael G. Sewell -Field Operation – Region 1

Major Jerry Kirkwood –Field Operations Region 2

Mrs. Kathy Lantz – Director - Administrative Services

►Strategic Planning Team◄

**Secretary Joe Gill
Superintendent George Johnson
Assistant Secretary Wilson Parran
Major Charles Santerre
Major Jerry Kirkwood
Rich Norling**

**Deputy Secretary Frank Dawson
Lt. Colonel Alphonso Hawkins
Major Wayne Jones
Major Michael G. Sewell
Kathy Lantz**

►Strategic Plan Technology Support◄

Jonathan Manley



Introductory Statement

The Maryland Natural Resources Police (NRP) is the enforcement arm of the Department of Natural Resources (DNR). With an authorized strength of 239 officers and a dedicated staff of civilian and volunteer personnel, the NRP provides a variety of services, in addition to conservation and boating law enforcement duties throughout the State of Maryland. These services include maritime homeland security, search and rescue, boating and hunting safety education, and 24/7 information and communications services. The NRP is the only police force, aside from the Maryland State Police, that has statewide jurisdiction. This strategic plan has been developed by the Maryland Natural Resources Police to provide a disciplined approach to the management of services over the next five years, that can be adjusted based on resources.

The foundation of the plan is the December 2012 Maryland “Natural Resource Police Level of Service Standards” report submitted to the General Assembly. During the development of this plan, open and honest discussions about the NRP’s future revealed substantial diversity of thinking – perhaps even deep seated philosophical disagreements. Ultimately, such discussions are very productive: honest dialogue that represents a useful mechanism for gradually celebrating diversity, while also aligning everyone’s thinking to ultimately promote leadership buy-in and organization unity.

The Maryland Natural Resources Police Strategic Plan is built on a hierarchy of increasing detail, from long-term goals and objectives to shorter-term strategies and projects that implement those goals. The plan documents the NRP mission, priorities and commitment to its long-term goals, which helps to guide decisions and focus Department efforts to achieve desired results.

In the spring of 2012, the Governor proposed and the General Assembly adopted a FY 2013 Supplemental Budget item to fund the hiring of eight additional officers and to reinstate the NRP Cadet program. Those actions are now being implemented. Yet, while increasing the number of patrol officers is essential to achieving the desired levels of service, other means of increasing patrol effectiveness and efficiency are equally important. For example, improvements to

management and enforcement procedures, reducing officers' non-patrol workload, and civilianizing support functions will help offset the escalating number of calls for service and additional law enforcement responsibilities.

Implementation of this strategic plan will be tracked and reviewed quarterly. The leadership team will evaluate progress and modify actions as necessary, to ensure the desired results.

Revisions to the objectives and strategies can be expected based on the work accomplished and the lessons learned. Changes to the action plan are an indication of successful implementation.





Background Statement / History

The Maryland Natural Resources Police is a descendant of both the State Oyster Police, created in 1868, and the Office of the State Game Warden, created in 1896. In 2005, law enforcement duties on DNR public lands were transferred from the State Forest and Park Service to the Natural Resources Police. A total of 91 former law enforcement Rangers were added to the ranks of the NRP, bringing the total sworn force to 244.

Maryland law makes the NRP responsible for the following:

- Enforcement of natural resource and conservation laws (NR 1-204);
- Maritime and rural search and rescue (NR 1-201.1(b)(1));
- Public education in hunting, boating and water safety (NR 1-201.1(b)(2));
- Primary law enforcement for State parks, State forests, wildlife management areas, and public lands owned and managed by DNR (NR 1-201.1(b)(3));
- Maritime homeland security on State waterways, serving as the lead state agency (NR 1-201.1(b)(4)).

Numerous memorandums of understanding (MOUs), grants, and joint agreements with federal, state, regional, county and municipal agencies, including mutual aid or reciprocal enforcement agreements, assign additional duties to the NRP. For example, in order to comply with Maryland's obligations under U.S. Food and Drug Administration rules, an MOU with Maryland's Department of Health and Mental Hygiene requires the NRP to "conduct adequate patrol activities so as to prevent the harvesting of shellfish from other than approved areas" and to be "responsible for the apprehension and prosecution of persons violating the restrictions on harvesting shellfish." The FDA rules require a specific number of patrols each month, year round throughout the Bay and its tributaries depending upon the health risk of illegal harvesting of shellfish in 172 restricted areas. Failure to meet these requirements would place Maryland's interstate shellfish shipping at risk for closure.

As the lead agency for homeland security on waterways, the NRP conducts frequent checks of designated critical infrastructure from water and land. The checks include 18 critical infrastructure sites designated by the U.S. Department of Homeland Security and an additional nine sites identified by the State of Maryland.



Our Mission

The Mission of the Maryland Natural Resources Police is to protect Maryland's natural resources, public lands, waterways and people through proactive and responsive law enforcement services with courtesy, integrity, dedication, and professionalism.

Our Creed

As a Natural Resources Police Officer, I will:

- *Assist the public in their times of need; routine and emergency.*
- *Educate the inadvertent violator by taking the appropriate level of enforcement action.*
- *Relentlessly pursue deliberate offenders.*
- *Respect and inform rather than lecture or reprimand.*
- *Maintain the highest level of professional standards, integrity and conduct.*

Our Values

NRP personnel will be committed to the following core values to guide their conduct:

❖ **INTEGRITY** - Employees shall:

- Uphold the public trust by being honest.
- Maintain the highest standards of ethical and moral character.
- Obey all laws.

❖ **COURTESY** - Employees shall:

- Treat everyone with respect and dignity and in an unbiased manner.
- Refrain from responses of uncontrolled anger when dealing with a citizen, an NRP employee, or others.
- Protect constitutional rights through impartial enforcement of the law.

❖ **DEDICATION** - Employees shall:

- Provide dedicated and compassionate assistance to citizens.
- Promote leadership, cooperation and assistance to the NRP and its employees.
- Aspire to improve service, the quality of life and partnership with the community.
- Obey the NRP rules, regulations and procedures.

❖ **PROFESSIONALISM** - Employees shall:

- Present a neat, clean and professional appearance.
- Perform duties in an accurate and timely manner.
- Utilize appropriate and respectful language when dealing with citizens, NRP employees, or others.
- Never use unnecessary force or violence.
- Furnish name, identification number and duty assignment to any person properly entitled to this information.
- Obey all lawful orders.

Leadership and Staff Organization

As of October 1, 2013, the NRP has 239 authorized law enforcement positions and 222 of these positions are filled. Exhibit I presents a summary of NRP's organization based on filled positions within the Areas and Special Divisions.

The current authorized strength of NRP is 239 Law Enforcement Officers, 13 Cadets, and 54 Civilians for a total of 306 classified personnel.

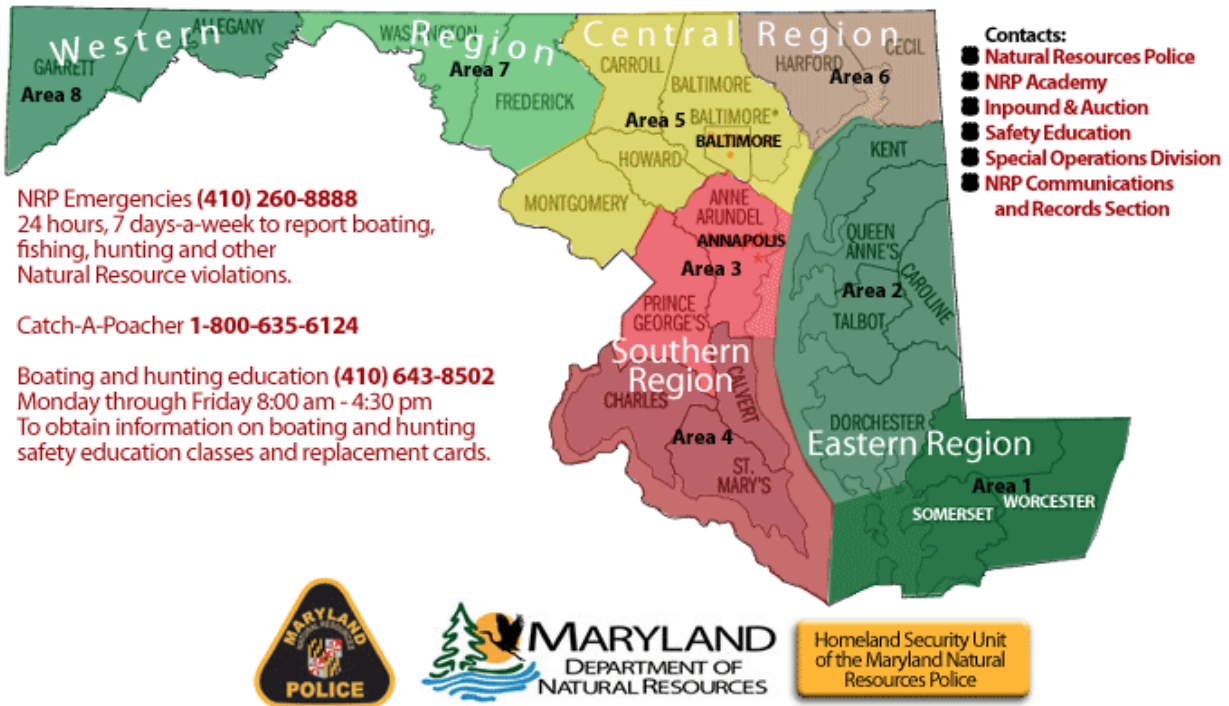
Exhibit I

NRP Filled Positions as of June 30, 2013										
	Headquarters	East	South	Central	West	Special Ops	Communications & Rec Planning	Academy/MAT/ Technical Services	Total	Authorized PINs
Colonel	1	0	0	0	0	0	0	0	1	
Lt. Colonel	1	0	0	0	0	0	0	0	1	
Major	3	0	0	0	0	0	0	0	3	
Captain	1	1	1	1	1	1	1	1	8	
Lieutenant	1	2	2	2	1	1	1	2	12	
Sergeant	0	6	5	4	3	3	3	2	27	
Corporal	0	15	14	14	13	13	1	2	72	
Sen. Ofc/Ofc/Ofc Cand.	1	22	21	18	17	1	0	19	99	
Total Officers	8	46	43	39	35	19	6	26	222	239
Contractual Officers	0	3	1	0	0	0	0	0	4	
Contractual Reserve Officers Coordinator	0	0	0	0	1	0	0	0	1	
Civilian	8	2	2	1	1	0	24	13	51	54
NRP Cadets	0	0	0	0	0	0	0	13	13	13
Subtotal									64	67
Grand Total										306

Patrol activities are conducted in four “regions” (See Exhibit II) of the state, which are further divided into eight “Areas” (multiple counties) and 26 “districts” (individual counties or parts of counties). Each region has a captain, each area a lieutenant, and each district a sergeant and between one and three corporals and one and five officers. Patrol officers are deployed from seven field offices within the eight areas. A total of 175 officers are assigned to field offices, with 163 dedicated to patrol activities. In addition, 32 officers provide service as investigators, special operations, communications and planning (C & P), and technical services (TS) which includes the NRP Academy/Training and maintenance units. Nine law enforcement officers in headquarters oversee statewide operations.

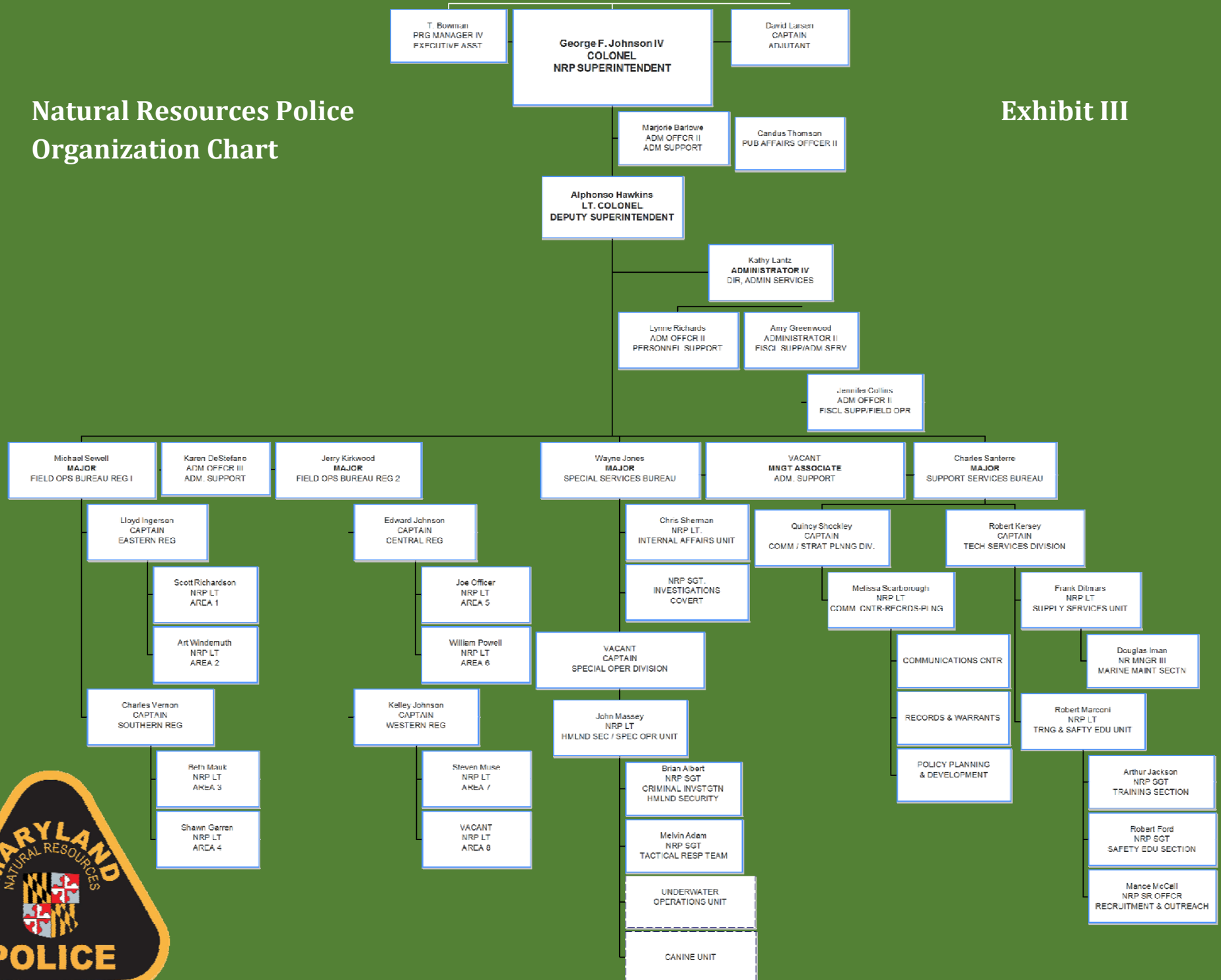
Exhibit II

NRP Regions Districts and Areas



Natural Resources Police Organization Chart

Exhibit III



Current Situation / Challenges

The NRP patrols more than 470,000 acres of public lands, the Maryland portion of the Chesapeake Bay and its tributaries, coastal bays off Ocean City and Assateague, three miles off the Atlantic coast, and more than 9,000 miles of freshwater streams. In 2012, Maryland had 126,267 licensed hunters, 387,653 licensed sport fishermen, 6,010 licensed watermen, and 190,175 registered vessels.

A significant number of officers are expected to retire during the next five years. NRP officers participate in the Law Enforcement Officers' Pension System (LEOPS) and are eligible to retire when they reach 25 years of service or 50 years of age. As of December 1, 2012, 88 (41%) of the then 216 NRP officers were eligible to retire.

Number of NRP Officers Becoming Eligible to Retire, by Year – Exhibit IV

	2012	2013	2014	2015	2016	2017	Total
Eligible to Retire	88	12	12	8	12	6	138

Officers who are eligible to retire have an option to enter the Deferred Retirement Option Program (DROP), which enables them to keep working as officers for up to five years beyond formal retirement. As of December 1, 2012, 47 officers (22% of officers at that time) were participating in the DROP, with required retirement dates between 2012 and 2017.

Number of NRP Officers Who Must Retire, by Year – Exhibit V

	2012	2013	2014	2015	2016	2017	Total
Must Retire (DROP)	1	7	6	3	7	24	48

From 2000 to 2011, 152 NRP officers retired – an average of 14 per year. This number of annual retirements is expected to continue, or increase slightly, because of the high numbers of officers eligible to retire and already in the DROP.

To maintain the existing number of officers the NRP will need to hire and train enough recruits to replace a minimum of 14 officers during each of the next five years.

On average, current NRP patrol officers are available for duty 32.5 hours per 40-hour week, for a total of 1,694 on-duty hours per year. Newly hired officers are estimated to have an additional 45 hours of availability (less leave), for a total of 1,739 on-duty hours per year. Officers hired on contract without benefits would not be entitled to paid leave and would be available for duty 40 hours per week.

The amount of time an on-duty NRP officer spends on non-patrol, administrative activities is slightly less than 30%. This level is in line with the International Association of Chiefs of Police (IACP) guideline of one-third of patrol officers' time.

Workload Analysis

The NRP recently completed a data collection and analysis effort that identified challenges and recommended opportunities to ensure it can accomplish its mission now and in the future. This strategic plan focuses on those opportunities over the next five years. The following information is a summary of the data collected and analyzed in the NRP Level of Service Standards Report:

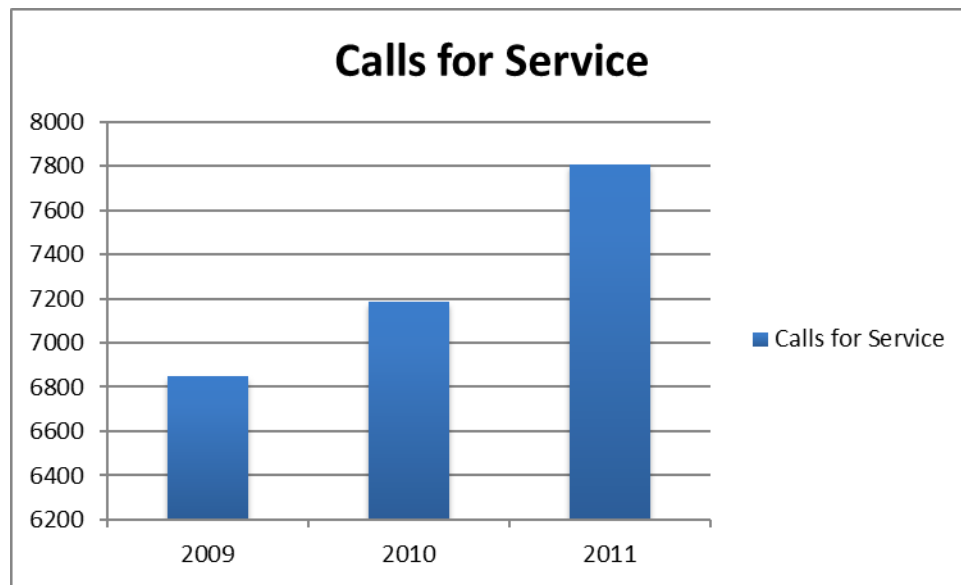
Summary of Workload Analysis

The key findings of the workload analysis are:

- ❖ There are no universally applicable standards for assessing the adequacy of natural resource policing;
- ❖ Patrol staffing and deployment requirements are best established by careful analysis of all available data;
- ❖ Statewide patrol hours for boating safety have decreased 20% since 2004;
- ❖ Conservation patrols have decreased by 16% in the Eastern Region, where the largest amount of commercial fishing and crabbing activity takes place;
- ❖ Not including public lands, total annual NRP patrol hours have decreased statewide by 6.5% since 2004;
- ❖ Maintaining a patrol presence in the Maryland Park Service system, with 66 parks handling more than 10 million visitors annually, presents significant law enforcement demands since the 2005 merger;
- ❖ Law enforcement demands on public lands and public waterways are seasonal, peaking in the June to September time frame;
- ❖ Calls for service from the public and other police agencies have increased over the past three years; (Exhibit VI)
- ❖ The median time for responding to urgent calls for service for a Priority 1 call – the time to arrive on the scene – is 20 minutes; for Priority 2 calls, the median time is 28 minutes.

The IACP approach urges police agencies to “consciously choose” a policing style. Here, it is evident that the reduction in staffing has tilted the NRP more toward responding to calls for service, than increasing proactive patrols to help prevent illegal activity. It is also evident that more hours of officer-initiated patrols are needed to identify and deter natural resource violations.

Exhibit VI



Significant increase in Calls for Service

Examination of the data and discussions with officers confirm that the nature of the patrol workload varies both by calendar month and patrol area. In order to calculate the number of additional hours needed for patrol, the analysis proceeded as follows.

1. For each month of recent years (2009-2011) patrol hours reported by officers within each of the eight patrol areas were grouped into the following seven categories:

- Boating,
- Game/wildlife,
- Crabs,
- Non-tidal fisheries,
- Tidal fisheries,
- Public lands, and
- Other patrol.



The data includes all hours of patrol, whether during regular shift hours or on overtime.

2. The maximum patrol hours spent for each of the seven categories in each of the eight patrol areas and month of recent years was identified, and they were summed to give the hours of workload demand for each month of the year (See Exhibit VII).

Exhibit VII

Patrol Workload Hours by Activity and Month												
						Peak Months						
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Boating	1852.5	2308.5	2798	3466.5	4748	7235.5	7157	4825.5	4822	2447.5	1677.5	1692.5
Game/Wildlife	8532	3674.5	2989	4275.5	1655.5	1509	1394.5	1963	6365.5	9582	12307.5	13016.5
Crabs	33	67	263	660	1432.5	2740.5	2500	2614	2330.5	773.5	292.5	62
Nontidal Fisher	801.5	2157	4813.5	3872	2963	2523.5	1961.5	1573	992.5	619	326.5	325.5
Tidal Fisheries	3144.5	6932	6370	4835.5	4580.5	4663	3907.5	3432.5	3878	3241.5	3675.5	4208
Public Lands	4522	5080.5	5145	5298.5	6172	6996	7112.5	5757.5	6119.5	4106	3546.5	4078.5
Other Patrol	1686.5	2478	1739.5	1676	1503	1558	1496.5	3987.5	2338	1427	2118	1645
Total	20572	22698	24118	24084	23055	27226	25530	24153	26846	22197	23944	25028

As seen from Exhibit VII, the season of highest overall patrol demand is June through September. Patrol demand for the other months, October through May, was averaged to arrive at a consistent need for 23,212 officer patrol hours per month to meet year-round workload. June has the highest demand of 27,226 patrol hours, so an additional 4,014 patrol hours are needed to meet this peak demand during the summer months.

Number of Officers to Meet Year-Round Patrol Workload

As noted above, the existing 163 patrol officers can meet 16,171 hours (70%) of the monthly patrol needs, leaving 7,041 (23,212 – 16,171) hours per month to be covered by newly hired patrol officers. Since each new patrol officer will have 101 hours available for patrol each month, 70 additional patrol officers will be able to meet the year-round patrol demand without relying on overtime.

Number of Officers to Meet Peak Season Patrol Workload in State Parks

The June through September busy season has a peak month demand for 27,226 patrol hours, 4,014 hours more than the year-round demand. An additional 40 full-time officers would be needed to meet the seasonal demand. However, staffing the NRP with enough full time year-round officers to meet the need in the busiest summer months would result in having more patrol officers available than absolutely needed in the slower winter months.

This leads to the possibility of hiring contractual officers for just the busy summer months. The fact that the greatest need for law enforcement in state parks occurs in the summer months opens an opportunity to meet that seasonal demand by hiring short-term officers on contract – at a significant savings over the cost of hiring permanent, year-round officers. Thirty three contractual officers could perform the same number of patrol hours as 40 permanent officers.

The contractual officers could either be retired NRP officers hired under a program similar to the “DROP-back” program of the Maryland State Police, or freshly trained young adults similar to those hired each summer season by the Ocean City Police Department.

Hiring contractual patrol officers to handle at least part of the peak summer load will provide a considerable cost savings compared to the cost of hiring permanent officers to handle the peak load.

Special Operations Division

The workload of some of the NRP’s support units varies directly with the number of officers on patrol in the field. Investigators in the Special Operations Division follow up on leads and events generated by patrol officers, particularly in investigations of crimes and deaths on public lands, reconstruction of boating accidents, and in-depth conservation law enforcement. They also perform background investigations of prospective personnel. Along with the increase in the number of patrol officers, an increase of three specially trained investigators in the Special Operations Division is warranted.

Internal Affairs Unit

A small Internal Affairs Unit (IAU) is responsible for investigating the discharge of agency weapons, maintaining all records pertaining to administrative investigations and alleged traffic violations, investigating allegations of serious misconduct or criminal activity, and reviewing the disposition of all disciplinary actions taken against NRP employees. The IAU also conducts inspections of NRP facilities to maintain compliance with required evidence handling procedures and the overall integrity of the agency. A significant increase in patrol officers will generate enough workload for two additional Law Enforcement Officers (LEOs) in the Internal Affairs Unit.

Civilian Workforce

Adding patrol officers will increase the workload for dispatchers who communicate with those officers and maintain knowledge of all ongoing situations in the region. Adding call takers (three civilians) to do triage and screen calls during the busiest shifts at the communications center will free dispatchers to focus on monitoring the Maritime Law Enforcement Information Network (MLEIN) and deploying and communicating with the increased number of patrol officers. A civilian staff person will be added to support In-Service Training and a fifth civilian will provide administrative support (fiscal, procurement, grant management) to the entire agency.

The total number of new support positions recommended by the workload analysis is five LEO positions and five civilian positions.

Bottom line

The data examined and analyzed in the workload analysis indicates that 233 full-time patrol officers (163 current plus 70 new), supplemented by 33 contractual officers in state parks during the peak summer season, could handle the current patrol workload. Five additional officers and five civilians added to the existing staff would provide adequate support for the patrol.

Exhibit VIII

NRP Strategic Plan		2015	2016	2017	2018	2019	2020	2021
Officer Candidate	personnel	15	15	15	15	15	0	0
	cost est	\$1,116,482	\$2,273,366	\$2,287,079	\$2,300,792	\$2,314,505	\$1,207,998	\$0
Officer	personnel	0	15	15	15	15	15	0
	cost est	\$0	\$396,056	\$1,565,011	\$1,579,547	\$1,594,082	\$1,608,618	\$1,212,562
Officer 1st Class	personnel	0	0	15	15	45	60	75
	cost est	\$0	\$0	\$478,629	\$3,300,402	\$4,884,940	\$6,858,164	\$10,180,277
Civilians	personnel	5	5	5	5	5	Strategic Plan Years	
	cost est	\$198,442	\$303,042	\$315,285	\$337,834	\$340,689	General Funds	
Contractuals - Officer First Class	personnel	5	12	19	26	33	Special Funds	
	cost est	\$155,354	\$356,225	\$550,446	\$754,667	\$952,888		
	GF Total	\$1,314,924	\$3,150,577	\$4,921,227	\$7,895,908	\$9,610,660	\$9,674,780	\$11,392,839
	SF Total	\$155,354	\$178,113	\$275,223	\$377,334	\$476,444		
	Total Cost	\$1,470,279	\$3,328,690	\$5,196,450	\$8,273,242	\$10,087,104	Outyear Costs	
NRP Additional Personnel	LEO - PINs	15	30	45	45	75		
	LEO - Contract	5	12	19	26	33		
	Civilian - PINs	5	5	5	5	5		
	Total	25	47	69	76	113		

Assumptions of the Model

- Over 5 years, NRP will add 75 LEO's + 5 Civilians + 33 Contractual LEO's
- NRP will add 15 new Officer Candidates each year starting April 1, 2015
- Contractual LEO's will be phased in (5) in Year 1, (12) in Y2, and (19) in Y3, (26) in Y4, and (33) in Y5; Y1 SF included in Parks FY15 Base Budget Request
- All civilian staff added in Year 1, to start January 1, 2015
- Non Competitive reclasses applied to LEO's and Civilians
- General Funds (GF) breakdown includes all costs not covered by special funds
- Special Funds (SF) breakdown includes full year 1 contractals and 50% of contractals in Y2-5; this breakdown is subject to change based on special fund attainment
- Total Cost includes salary, equipment, vehicle and overtime.



Exhibit VIII shows the need for additional patrol officers as well as civilians. It also shows the plan to transition to the required resources over the next 5 years.

NOTE:

The Personnel Needs represent essential additional positions, which the Maryland Natural Resources Police should pursue in order to fulfill its ever-expanding mission. These needs are based on the assumption that the agency will be allowed to fill civilian vacancies as they occur and at least once annually hire new LEO recruits to fill vacancies as turnover will allow.

NRP Strategic Goals

The NRP Strategic Plan focuses on five goals that support the organization's Mission and facilitates the realization of its motto: "Conserve and Protect."

1. Provide Public Safety and Natural Resources Protection that enhances the outdoor experience and quality of life of our customers.
2. Provide Professional Excellence and Quality Service through a dedicated, well-trained, specialized and diversified workforce.
3. Improve the efficiency and effectiveness of the NRP by providing and managing the optimal infrastructure (Technology & Processes) solutions.
4. Enhance Natural Resources Law Enforcement efforts and services by fostering Inter-unit and interagency communications, cooperation, and partnerships.
5. Provide efficiency in emergency responses to critical incidents through Interagency Mutual Aid and cooperation with our Local, State and Federal Partners.

Assumptions

Achieving our goals and objectives are based on the following assumptions:

1. Over five years, NRP will add 75 LEO PINs + five civilian PINs + 33 contractual LEOs.
2. NRP will add 15 new officers each year.
3. Contractual LEOs will be phased in (5) in Year 1, (12) in Year 2, and (19) in Year 3, (26) in Year 4 and (33) in Year 5.
4. All five civilian staff added in Year 1.
5. Non-competitive reclasses applied to LEOs & civilians.
6. All new LEO PINs have 75% turnover in Year 1 + 3% in Year 2-5.
7. Turnover will be applied that will allow for filling 15 existing PIN vacancies within the agency annually.
8. The academy will train 30 officers each year.
9. Parks & NRP will determine together the assignment of contractual staff.
10. Parks will provide funding to support the contractual officers: 100% in year 1; years 2 through 5 will be paid by a 50/50 split of general and special funds (subject to special fund attainment).

GOAL 1. Provide Public Safety and Natural Resources Protection that enhances the outdoor experience and quality of life of our customers.

Objective 1.A. Contractual Officers –
Recruit and hire 33 Contractual officers by the end of Fiscal Year 2019



FY 2015 - Strategies:

Recruit, hire and equip five Contractual Officers by the end of FY 2015

1. Identify the source of funds required to hire five officers
2. Plan where to allocate the officers
3. Develop Position Descriptions
4. Create Job Announcement
5. Recruit
6. Hire

FY 2016 - Strategies

Identify fund source, recruit, hire, train and assign 12 contractual officers by the end of FY 2016

FY 2017 - Strategies

Identify fund source, recruit, hire, train and assign 19 contractual officers by the end of FY 2017

FY 2018 - Strategies

Identify fund source, recruit, hire, train and assign 26 contractual officers by the end of FY 2018

FY 2019 - Strategies

Identify fund source, recruit, hire, train and assign 33 contractual officers by the end of FY 2019

GOAL 1. Provide Public Safety and Natural Resources Protection that enhances the outdoor experience and quality of life of our customers.	
Objective 1.B. Fulltime Officers – Recruit, hire and equip 75 full-time officers by the end of FY 2020 	FY 2015 - Strategies Recruit and begin training 15 full-time officers by the end of FY 2015 <ol style="list-style-type: none"> 1. Identify the funds required 2. Plan where to allocate the officers 3. Review & Release Job Announcement 4. Recruit 5. Hire
	FY 2016 - Strategies Recruit and begin training 15 full-time officers by the end of FY 2016
	FY 2017 - Strategies Recruit and begin training 15 full-time officers by the end of FY 2017
	FY 2018 - Strategies Recruit and begin training 15 full-time officers by the end of FY 2018
	FY 2019 - Strategies Recruit and begin training 15 full-time officers by the end of FY 2019
Objective 1.C. Civilian Employees - By the end of FY 2015, augment the Civilian Workforce to complement increase in the Law Enforcement Workforce.	FY 2015 - Strategies Hire five full-time civilian employees by the end of FY 2015 <ol style="list-style-type: none"> 1. Identify the funds required 2. Develop position descriptions as necessary 3. Plan where to allocate the civilian employees (SOD, Academy, Communications) 4. Review & Release Job Announcement 5. Recruit 6. Hire

GOAL 2. Provide Professional Excellence and quality Service through a dedicated, well-trained, specialized and diversified workforce	
Objective 2.A. Background Investigations - By the end of FY 2015, enhance the Background Investigation process.	FY 2014 – Strategies – By the end of FY 2015, enhance the Background Investigation process. 1. Confirm the Background investigation requirements 2. Determine who will do it 3. Determine funding source 4. Execute the changes
Objective 2.B. Training Resources - By the end of FY 2015, DNR NRP will acquire / dedicate its In-Service and Academy Training resources.	
Objective 2.C. Employee Vessel Safety - By the end of FY 2015, to improve personnel safety, explore when and how to require a minimum of two employees on small vessels.	
Objective 2.D. Internal Affairs Unit - By the end of FY 2015, add two full-time officers to the Internal Affairs Unit.	
Objective 2.E. Special Ops Unit - By the end of FY 2017, add three full-time officers to Special Operations Unit.	
Objective 2.F. NRP Cadets - Sustain the NRP Cadet Program at a level of 13 Cadets from FY 2014 and beyond.	
Objective 2.G. Organizational Alignment - By the end of FY 2014, implement organizational structure changes to support future direction.	FY 2014 – Strategies 1. By the end of FY 2014, restructure and align the organization to the four Majors Model 2. By the end of 2014, explore and transfer the Boat Excise Tax Investigations Function to Boating Services

GOAL 3. Improve the efficiency and effectiveness of the NRP by providing and managing the optimal infrastructure (Technology & Processes) solutions.	
Objective 3.A. Electronic Ticketing - By the end of FY 2014, implement the NRP Electronic Ticketing process and system.	
Objective 3.B. By the end of CY 2013, develop and implement a plan to fund and source ongoing maintenance of the MLEIN.	
Objective 3.C. By the end of FY 2015 develop a plan for enhanced coverage with the MLEIN System.	
Objective 3.C.1 By the end of FY 2014, establish metrics to confirm that MLEIN met its requirements.	
Objective 3.D. By the end of CY 2013, identify facilities requirements as the resources increase.	
Objective 3.E. By the end of FY 2015, identify additional COMPASS Features and Functionality.	FY 2014 - Strategies: By the end of FY 2014, identify additional COMPASS Features and Functionality. 1. NRP Officers need access to Electronic Check-in.
Objective 3.F. Policy Review By the end of FY 2015, incrementally review NRP policies and NRP Forms to streamline and eliminate redundancy.	FY 2014 – Strategies 1. By the end of CY 2014, review NRP Forms (Current) and eliminate redundancy and obsolete forms (i.e. Equipment Inspections) 2. Incrementally review NRP policies with emphasis on streamlining and improving by the end of FY 2015.

GOAL 4. Enhance Natural Resources Law Enforcement efforts and services by fostering Inter-unit and interagency communications, cooperation, and partnerships.

Objective 4.A. Enhanced Communications, Cooperation and Partnerships




Ongoing Strategies

1. Beginning November 1, 2013, invite all Department of Natural Resources Units to monthly Command Staff Meetings. This will be a standing invitation.
2. Beginning November 1, 2013, Majors will provide a schedule of regional meetings to the DNR Unit Directors with an invitation to attend.
3. By November 1, 2013 the Natural Resources Police will provide an organization chart and contact list with numbers to all Department of Natural Resources Unit Directors.
4. By July 2014, create and approve the design package for certain NRP vehicles that will be “marked” to improve identity and increase awareness within the communities throughout the State.
5. By January 30, 2014, the new PIO will have begun to implement ways to better promote the agency through the website, public notices and other media platforms.
6. To enhance Community Awareness, reinstitute the citizen’s Police Academy for the Natural Resources Police by July 1, 2017.

Objective 4.B. Charge for Extra Demands -

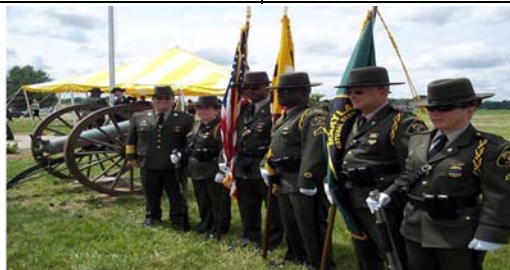
By July 1, 2014, implement a process / procedure to determine how extra duty assignments, such as private events on public lands, will be funded.

<p>Objective 4.C. Law Enforcement Foster relationships by making contacts with partners of local, State and Federal counterparts in each region by September 30, 2013.</p>	
<p>Objective 4.D. Land Resources – By the end of 2014, develop methods to enhance problem solving and issues resolutions among Land Resources Units.</p> 	<p>FY 2014 - Strategies: Land Resources</p> <ol style="list-style-type: none"> 1. Forestry <ul style="list-style-type: none"> • Meet with Forestry, by January 1, 2014, to explore the feasibility of developing an MOU to reactivate forest wardens with law enforcement authority for forestry inspections and violations. 2. Wildlife and Heritage <ul style="list-style-type: none"> • Meet with local jurisdictions and Wildlife and Heritage, by July 1, 2014, to explore an MOU / develop a response plan for animal control. • Meet with Wildlife and Heritage, by January 1, 2014, to explore the feasibility of WHS performing certain inspections now performed by Natural Resources Police. 3. Park Service – Plans for undeveloped lands 4. Engineering and Construction
<p>Objective 4.E. Aquatic Resources - By the end of 2014, develop methods to enhance problem solving and issues resolutions among Aquatic Resources Units.</p>	<p>FY 2014 - Strategies: Aquatic Resources</p> <ol style="list-style-type: none"> 1. Fisheries Service 2. Boating Services
<p>Objective 4.F. Mission Support - By the end of 2014, develop methods to enhance problem solving and issues resolutions among Mission Support Units.</p>	<p>FY 2014 - Strategies: Mission Support – By September 1, 2014, to work with all DNR Units to ensure alignment with the NRP Strategic Plan</p> <ol style="list-style-type: none"> 1. Finance and Administrative Services 2. Licensing and Registration Service

	3. Human Resources Service 4. Information Technology Service 5. Office of Fair Practices 6. Audit and Management Service
Objective 4.G. Streamline Legislation and Laws – By the end of FY 2016, review, align and streamline regulations and legislative actions to strengthen Conservation Law Enforcement in Maryland.	FY 2016 - Strategies: Align and streamline regulations and legislative actions to strengthen Conservation Law Enforcement in Maryland. 1. Simplify Fisheries regulations 2. Warrant Validation – explore with the Federal officials a more efficient approach to the Warrant Validation Process

GOAL 5. Provide efficiency in emergency responses to critical incidents through Interagency Mutual Aid and enhanced cooperation with our Local, State and Federal Partners.

Objective 5.A. CAD / RMS	
Objective 5.B. By July 1, 2014, establish a MEMA / Local EOC representative team 1. Align NRP position as team member (example Communications Captain, Central Region Captain)	
Objective 5.C. DNR Incident Management Teams	
Objective 5.D. TAC/STACK – Interoperability	
Objective 5.E. Homeland Security 1. US Coast Guard 2. MTOG – Maryland Tactical Operations Group	



NRP Goals & Strategy Tracking Tool



Strategy	Action Step	Person(s)	Year	Completion	Evaluation	Comment
First strategy here	Action steps need to achieve strategy	Who?	What Year?	When finished? How and by whom?		
Goal 2 Obj 2F Additional Workforce	<ol style="list-style-type: none"> 1. Recreate NRP Cadet Program 2. Update job specifications for DBM approval 3. Job Announcement Placed 4. Administer test & Perform Backgrounds 5. Hire 13 Cadets 6. Begin Mentoring Program 	NRP DNR HRS Unit DBM	FY13 & FY14	Cadets (13) hired September 18, 2013		
Goal 2 Obj 26 Organizational Alignment	<ol style="list-style-type: none"> 1. Produce new Org Chart & Justify Addt'l Major Position 2. Conduct Interviews 3. Transfer Boat tax Unit 	NRP DNR HRS Unit DBM	FY14	Position approved by DBM 7/16/13 Supt & Dept Supt conducted interviews; new major selected Unit transferred to Boating Services 7/3/13		
Goal 4A 5 Enhanced Communication	<ol style="list-style-type: none"> 1. Better Promote the Agency 	Capt Kirkwood & Candus Thomson	FY14	Established Facebook (7/13) & Twitter Accounts (9/13)		

*Table currently reflects accomplished actions as of October, 2013.

*Complete table being maintained within agency a tool to track NRP Strategic goals and strategies over the next five years.