

COMMISSION MEETING AGENDA BRIEFING

Meeting Date: August 21, 2026

Agenda Number: 12

Presenter: Paul Varela

Corroborator: Joseph Miano

Agenda Title: Approval of FY28 Budget Proposal

1. Summary of Agenda Item

The Department will present and discuss the proposed Fiscal Year (FY) 2028 Operating Budget Request for Commission review, approval and certification. The Department must seek final approval from the Commission for submission by the statutory deadline of September 1st, 2026.

2. Background Information

Department has sought Commission guidance on budget priorities, areas of emphasis, and desired changes in the this year's budget request. The Department incorporated the State Game Commission's guidance into the Fiscal Year 2028 Operating Budget request.

3. Strategic Plan References and Possible Impacts of Agenda Item

Submission of the Department's Operating Budget request is based on statutory requirements and is a component of the Department's Strategic Plan. The budget provides for the Department's annual operational capabilities for biological, law enforcement and a wide variety of other services in New Mexico that support a nearly \$1 billion annual economy in wildlife-associated recreation in New Mexico.

Objective 2 of the Administration Program portion of the Strategic Plan is to "Maintain financial and procurement accountability and integrity." This request is consistent with that strategy and objective and is also required by state statute and rule.

4. Considerations Regarding Duplications and/or Conflicts with Existing Rules or Statutes

None

5. Description and Summary of Public Involvement Process and Results

The Department prepares the annual Operating Budget request with consideration from Commission direction, executive branch guidance, legislative action and requests offered during previous Game Commission meetings within the past year.

6. Suggested Motion

The Department respectfully suggests the following motion unless Commission discretion indicates a different course of action:

"Move to approve the Department's Fiscal Year 2028 Operating Budget and allow Department staff to make technical adjustments and changes necessary to incorporate assessment rate changes provided to the Department and other executive agencies after this meeting, and prior to the statutory deadline."



NEW MEXICO DEPARTMENT OF WILDLIFE

Proposed Budget 2028





For more than 120 years, New Mexicans have depended on their state wildlife agency to conserve and protect the fish, wildlife and habitats that define the Land of Enchantment. That responsibility continues today as the New Mexico Department of Wildlife moves forward

under a new name while holding firmly to the same mission that has guided our work for generations.

Across the state, our biologists devote thousands of hours annually to monitoring wildlife populations and guiding science-based management. From aerial surveys of elk, deer and bighorn sheep to long-term research on native fish, birds, bats and reptiles, this work provides the foundation for decisions on hunting and fishing seasons, restoration efforts and habitat conservation.

Field-based science is supported by teams working behind the scenes in Administrative Services and Information Services. These staff manage budgets, federal grants, procurement and licensing systems that generate and distribute the funding that makes conservation possible. They also maintain the technology, data systems and public-facing tools that allow biologists, conservation officers and the public to access real-time information, purchase licenses and permits and support statewide wildlife management programs.

Our staff work with private landowners, tribes and state and federal partners to restore and manage hundreds of thousands of acres of habitat across the state. Education programs reach thousands of residents each year through hunter education, angling programs, archery, shooting sports, aquatic education and off-highway vehicle safety training, helping ensure safe and responsible access to the outdoors.

Conservation officers provide a critical public service by enforcing wildlife and off-highway vehicle laws, responding to human-wildlife conflicts, assisting with search-and-rescue operations and engaging directly with the communities they serve. Their work helps ensure that wildlife resources are protected and that outdoor recreation remains safe and sustainable.

From fish hatcheries producing and stocking hundreds of thousands of pounds of fish each year to habitat crews restoring wetlands, forests and rangelands, the Department of Wildlife's work spans every corner of New Mexico. Much of it is made possible by hunters, anglers and outdoor recreationists, whose purchases of licenses, stamps and equipment directly fund conservation efforts.

While our name has changed, our mission has not. We remain committed to conserving New Mexico's wildlife and wild places so they continue to thrive for generations to come.

**Michael B. Sloane, Director
New Mexico Department of Wildlife**

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About the Department

The New Mexico Department of Wildlife conserves, protects and enhances the state’s fish, wildlife and habitats while providing outdoor recreation, education and public-access opportunities for residents and visitors statewide.

These efforts generate a nearly \$1 billion annual contribution to the state’s economy, helping to boost rural communities throughout New Mexico.

Hunters and anglers enable us to conserve wildlife through more than \$30 million in license sales, representing the Department’s primary funding source. Additional funding is provided through the federal Sport Fish and Wildlife Restoration Program, which provides an additional \$15 million by matching the dollars we invest in conservation on a three-to-one basis. These funds allow the Department to manage programs and services that benefit wildlife, outdoor enthusiasts, landowners and communities across New Mexico.

Through science-based management, strategic partnerships and responsible stewardship of public resources, the Department works to ensure that New Mexico’s wildlife and wild spaces remain healthy and accessible for future generations to enjoy.

Our work extends far beyond licensing and law enforcement. It includes a broad range of conservation, education and public-service programs.

The combined support of hunters, anglers, outdoor recreationists, conservation partners and New Mexico citizens makes the programs and services that conserve New Mexico’s wildlife — and outdoor traditions — for future generations.

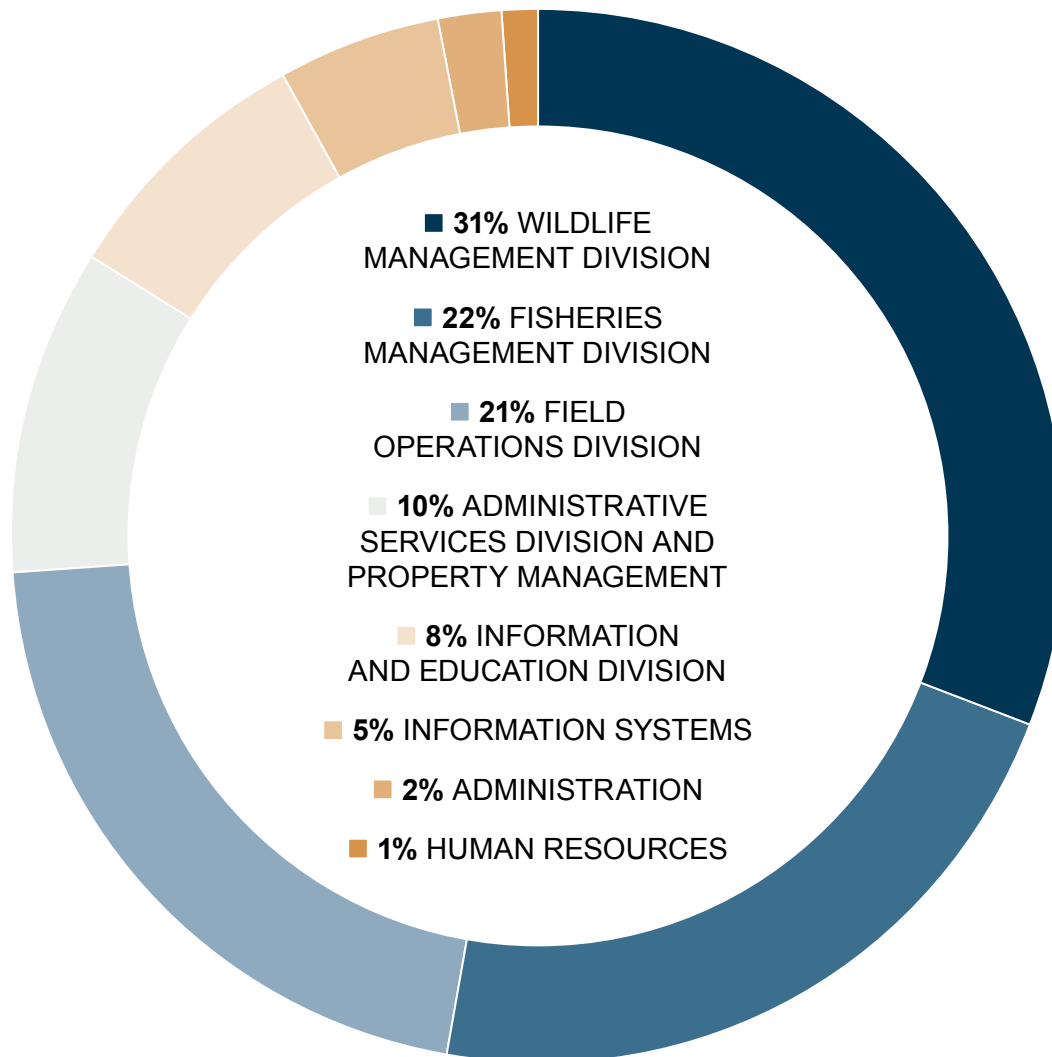
New Mexico Department of Wildlife

320 Total Employees	\$5,559,700
\$65,287,000 Total Budget	Contractual Services
\$33,740,500 Personnel Services	\$25,804,500 Other Costs
	\$182,300 Other Financing Cost

NMDOW Division Overview

Wildlife Management Division	\$18,270,600
Fisheries Management Division	\$12,006,000
Field Operations Division	\$14,063,500
Information & Education Division	\$5,469,200
Administration	\$1,120,000
Information Systems	\$3,229,200
Human Resources	\$454,600
Administrative Services Division & Property Management	\$6,425,400
Land of Enchantment Legacy Fund (split between Wildlife and Fisheries Management)	\$4,248,300

NEW MEXICO DEPARTMENT OF WILDLIFE BUDGET OVERVIEW



THE DEPARTMENT CONSERVES, PROTECTS AND ENHANCES WILDLIFE AND RECREATION

- Managing approximately 270,000 acres of Wildlife Management Areas and supporting habitat restoration projects across forests, grasslands, wetlands, rivers and riparian areas;
- Conducting wildlife and fisheries research, monitoring and restoration projects that guide management of game species, native wildlife and Species of Greatest Conservation Need;
- Operating six state fish hatcheries and stocking approximately 640,000 pounds of fish annually into about 150 streams, lakes and reservoirs to support recreational angling and native fish recovery;
- Providing professional wildlife law enforcement services through four regional offices, including conservation officer patrols, human-wildlife conflict response, search-and-rescue support and wildlife protection efforts;
- Administering the Off-Highway Vehicle Program through safety education, grant funding, public outreach and enforcement activities that promote responsible recreation and resource protection;
- Delivering hunter education, shooting sports, archery, fishing and conservation education programs that reach tens of thousands of youth and adults annually;
- Supporting public-access opportunities through partnerships with private landowners, including programs that provide access to more than 190,000 acres for hunting, fishing and outdoor recreation; and
- Communicating with the public through websites, publications, newsletters, social media, podcasts and customer service programs that generate millions of annual interactions.



Funding Source Overview for the Department

Sikes (Habitat Stamp)	\$424,500
OHV (Trail Safety Fund)	\$931,100
Game Protection	\$57,285,400
Share With Wildlife	\$250,000
Habitat Management Fund	\$500,000
Depredation	\$595,000
Big Game Enhancement	\$1,052,700
Land of Enchantment Legacy Fund	\$4,248,300

Adjustments to Base for the Department

FY27 OP BUD/base	\$62,559,200
Game Protection Fund	\$2,727,800
FY28 Budget Request	\$65,287,000

INCREASE TO GAME PROTECTION FUND ENSURES DEPARTMENT'S ABILITY TO SERVE THE MISSION

- The primary difference between the FY27 and FY28 operating budget is a 5% increase to the Game Protection Fund, totaling approximately \$2.73 million.
- This increase is made possible by the hunting and fishing license fee adjustments that became effective during FY26, providing additional recurring revenue to support the Department's core mission.
- The additional funding helps address increasing operating costs while maintaining wildlife conservation, habitat management, law enforcement, hatchery operations and customer services throughout the state.
- The total FY28 base operating budget increased from \$62.6 million in FY27 to \$65.3 million in FY28, ensuring the Department can continue delivering essential programs and services for wildlife protection and management.

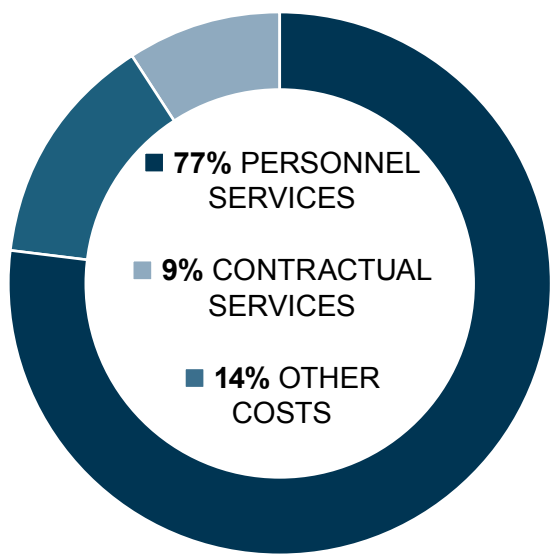




The Director's Office

Guiding the Department in its mission

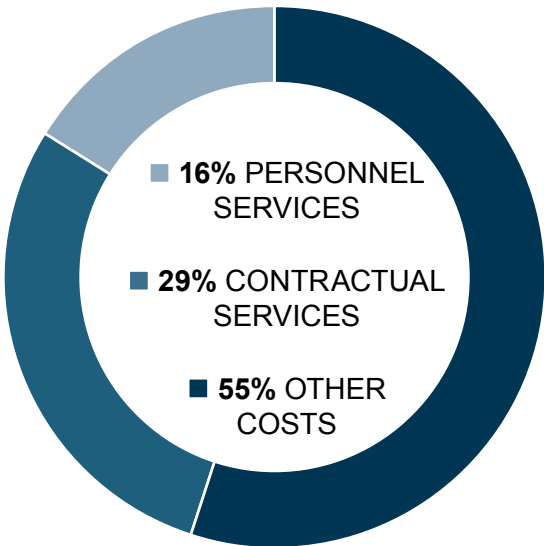
The Director's Office at the New Mexico Department of Wildlife provides overall strategic direction and administration of the agency. This includes managing a large staff and a substantial budget to conserve, regulate and protect the state's wildlife and fish resources. The Director serves as the secretary to the State Wildlife Commission, and ensures effective communication and coordination with the executive and legislative branches of state government.



The Director's Office
6 Total Employees
\$1,120,000 Total Budget
\$862,600 Personnel Services
\$96,800 Contractual Services
\$160,600 Other Costs

Land of Enchantment Legacy Fund

Fund established to support Species of Greatest Conservation Need



The Land of Enchantment Legacy Fund (LOELF) was established during the 2023 Regular Session of the New Mexico State Legislature, alongside the Conservation Legacy Permanent Fund, to support long-term conservation efforts across the state. In fiscal year 2025, \$300 million was appropriated from the General Fund to the Conservation Legacy Permanent Fund. More than \$3.3 million was allocated from the Land of Enchantment Legacy Fund in fiscal year 2026 to the New Mexico Department of Wildlife to support programs focused on the protection and propagation of wildlife. LOELF funding is directed toward conserving Species of Greatest Conservation Need (SGCN), expanding the Share with Wildlife program and supporting research, education and habitat projects. The fund also supports development of tools such as a conservation action tracker and the State Wildlife Action Plan (SWAP) website, as well as spatial data collection and species distribution modeling to inform wildlife impact mitigation through the New Mexico Environmental Review Tool (NMERT).

- Conduct statewide herpetological surveys for salamanders, frogs, toads, turtles, snakes and Gila monsters, including species such as Jemez and Sacramento Mountains salamanders, several leopard frogs (Chiricahua, lowland, plains, northern), bull frogs, Arizona toad, turtles (Big Bend slider), Gila Monster, watersnakes, and western massasauga, to monitor population trends, delineate distribution, inform management and recovery actions, develop survey techniques and identify preferred habitat characteristics.
- Conduct research on the potential use of YY bullfrogs as a biological control tool for invasive bullfrog populations.
- Test amphibians for chytrid fungus to assess distribution, prevalence and species-level impacts across New Mexico.
- Implement Chiricahua leopard frog restoration activities, including habitat identification, translocations and surveys for population monitoring.
- Conduct surveys for narrow-headed and Mexican garter snakes to inform translocation planning and other restoration efforts.
- Receive boreal toad tadpoles from Colorado Parks and Wildlife, release them in ponds in northern New Mexico and monitor survival and reproduction.
- Conduct small mammal surveys for species such as least shrew and Arizona montane vole, and evaluate the use of environmental DNA (eDNA) as a supplemental survey tool to better understand distribution and habitat needs.
- Support black-footed ferret recovery efforts by identifying suitable transplant locations and coordinating with private landowners.
- Conduct bat monitoring and develop survey techniques to better understand species distribution, population status and habitat needs.
- Estimate Pacific marten density in northern New Mexico.
- Conduct Gunnison’s prairie dog surveys as part of an ongoing dataset to track population trends and distribution.
- Conduct nongame bird surveys statewide, including Wildlife Management Area surveys, Breeding

Land of Enchantment Legacy Fund
\$4,248,300
Total Budget
\$696,200
Personnel Services
\$1,238,900
Contractual Services
\$2,313,200
Other Costs

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Bird Survey participation and targeted surveys for species such as Mexican spotted owl, willow flycatcher, yellow-billed cuckoo, curlews, double-crested cormorants and pinyon jays to monitor species population trends, elucidate habitat needs and identify important areas for conservation.

- Investigate Whiskered Screech Owl and other owl species' occupancy and distribution in the Booteel region using Audio Recording Units.
- Conduct Virginia's warbler research to assess the population and identify habitat needs to inform habitat improvement project planning.
- Conduct fall and winter nongame bird surveys in eastern and southern New Mexico to identify seasonally important areas.
- Assemble and deploy Motus tracking stations and capture and tag birds in eastern and southern New Mexico to monitor migration timing and movement patterns.
- Support a partner biologist in eastern New Mexico in collaboration with Bird Conservancy of the Rockies. This position reaches out to landowners to provide information, guidance and secure funding for habitat restoration and wildlife-friendly ranching/agricultural practices in northeastern New Mexico.
- Conduct lesser prairie chicken population and habitat surveys and assessments to evaluate population trends and the effects of restoration activities.
- Capture and fit lesser prairie chickens with transmitters to study movement, habitat selection and life history traits, and translocate individuals to the recently acquired Pipkin Prairie Chicken Area to bolster the small population in that area.
- Participate in the Interstate Working Group and other collaborative organizations for lesser prairie chicken

conservation across the species' range.

- Engage in Mexican gray wolf recovery efforts, including population monitoring, cross-fostering, surveys and density estimates. Work with private landowners to haze wolves and use other non-lethal means for protecting livestock.
- Monitor the translocated ptarmigan population in the Pecos Wilderness and identify habitat needs and limiting factors.
- Conduct playa lake and associated grassland restoration in eastern New Mexico, including sediment removal, pit filling and channel remediation, resulting in playas holding more water more often.
- Evaluate and implement habitat improvements for aquatic Species of Greatest Conservation Need (SGCN), including native fish and aquatic invertebrates such as Chihuahua chub, Rio Grande sucker, Gila trout, Rio Grande cutthroat trout, roundtail chub, Pecos springsnail, Alamosa springsnail and others.
- Lead or participate in SGCN conservation programs and recovery teams, notably the Pecos Pupfish Conservation Team, White Sands Pupfish Conservation Team, Spikedace and Loach Minnow Recovery Team, Rio Grande Chub and Sucker Conservation Team, and Three Species (flannelmouth sucker, bluehead sucker and roundtail chub) Conservation Team.
- Implement restoration plans to return SGCN fishes to fire-affected watersheds such as the Calf Canyon/Hermits Peak, Black, and Cerro Pelado, Blue, South Fork, Salt and other fire burn scars.
- Conduct Gila trout restoration activities in Cow Creek on the Gila National Forest.
- Stock Rio Grande chub and Rio Grande sucker into the

Rio Costilla and other restoration areas.

- Translocate Pecos pupfish to habitats where the species has been extirpated.
- Conduct research on wetland ponds in the San Juan River basin to evaluate suitability as roundtail chub broodstock sources.
- Investigate flow-recruitment relationships for peppered chub in the Canadian River below Ute Lake.
- Participate in San Juan River Basin Recovery Implementation and Gila River Basin Native Fish Conservation programs.
- Monitor population expansion and genetic diversity of Gila trout in the Whitewater Creek drainage.
- Implement repatriation efforts for roundtail chub in the San Juan and Gila River basins.
- Conduct more than 50 surveys for fish and other aquatic SGCN.
- Continue research evaluating YY brook trout and develop YY brown trout for use in native trout restoration, including field trials.
- Lead or participate in management and surveys for aquatic invertebrate SGCN including Socorro isopod, Texas hornshell, Chupadera springsnail, Alamosa springsnail and others.
- Maintain a climate change adaptation plan for managing New Mexico aquatic resources and SGCN fishes.
- Assess habitat for blue sucker repatriation in the lower Pecos drainage.
- Construct wetland habitat for razorback sucker.
- Conduct genetic monitoring of aquatic invertebrates, including Socorro isopod, Alamosa springsnail and Pecos springsnail.
- Use new genetic tools to evaluate Rio Grande cutthroat trout genetic diversity.
 - Work with the Museum of Southwest Biology to accession historic aquatic invertebrate data and associated field records.
 - Provide funding for the Albuquerque BioPark to maintain refuge populations of aquatic invertebrates.
 - Develop eDNA methods for additional rare aquatic species to augment monitoring efforts.

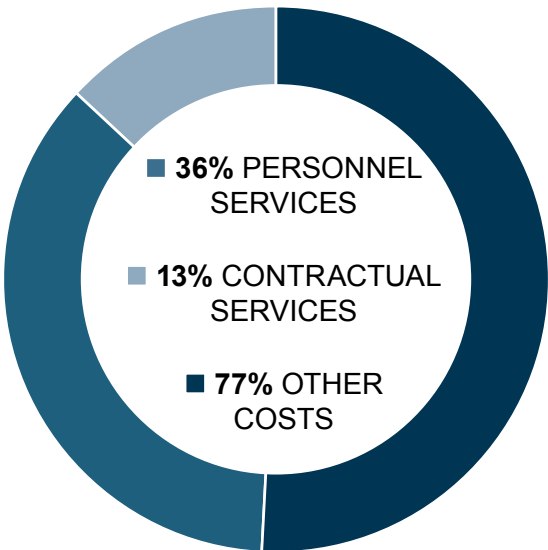




Wildlife Management Division

WMD offers stewardship and conservation of New Mexico's wildlife

The Wildlife Management Division (WMD) provides statewide leadership in wildlife conservation, habitat management and species restoration through four sections focused Wildlife Management Areas, lands and statewide habitat restoration; wildlife research, management and restoration; private lands and depredation, nuisance and abatement programs; and technical guidance, planning and donation-based conservation. In addition, the Department pays for hunter and angler access to approximately 7 million acres of State Trust Lands.



WMD Overview	
64.5	Total Employees
\$18,270,600	Total Budget
\$6,613,300	Personnel Services
\$2,290,700	Contractual Services
\$9,366,600	Other Costs

WILDLIFE MANAGEMENT OVERVIEW

WMD Overview	Wildlife Management Game Protection Fund	58.5 Total Employees \$14,710,800 Total Budget \$5,902,600 Personnel Services	\$1,234,000 Contractual Services \$7,574,200 Other Costs
	Big Game Enhancement	1 Total Employees \$1,052,700 Total Budget \$112,700 Personnel Services	\$430,000 Contractual Services \$510,000 Other Costs
	Share With Wildlife Fund	\$250,000 Total Budget N/A Personnel Services	\$250,000 Contractual Services N/A Other Costs
	Habitat Management and Access Validation	\$500,000 Total Budget N/A Personnel Services	\$150,000 Contractual Services \$350,000 Other Costs
	Sikes Fund	1 Total Employees \$424,500 Total Budget \$139,300 Personnel Services	N/A Contractual Services \$285,200 Other Costs
	Depredation Game Protection Fund	\$595,000 Total Budget N/A Personnel Services	\$95,000 Contractual Services \$500,000 Other Costs
	Big Game Depredation Fund	4 Total Employees \$737,600 Total Budget \$458,700 Personnel Services	\$131,700 Contractual Services \$147,200 Other Costs

WILDLIFE MANAGEMENT SECTION

The Wildlife Management Section conducts statewide wildlife research, monitoring and conservation work that supports science-based management of New Mexico's wildlife populations and habitats. The section conducts aerial surveys, field studies, telemetry tracking, genetic analysis and disease monitoring to assess population trends, habitat use and species distribution for both game and non-game species. That information feeds directly into harvest management decisions, population objectives and broader conservation strategies while also guiding species restoration, reintroduction and habitat improvement efforts across the state. The section works closely with federal, state, tribal and academic partners on research projects, interagency coordination, rule development and conservation initiatives aimed at maintaining healthy and sustainable wildlife populations statewide.

- Conduct helicopter and fixed-wing airplane surveys for deer, elk, pronghorn, bighorn, oryx and ibex, to monitor population trends and dynamics. This is used in setting harvest limits and other aspects of the hunting seasons.
- To radio-collar cougars and place cameras in the field to estimate cougar density and habitat use in select mountain ranges in the state. Data will be used in an Integrated Population Model and in setting harvest limits.
- Use hair-snares and cameras to estimate bear density in select mountain ranges in the state. Data will be used in setting harvest limits.
- Laboratory analysis of bear and cougar teeth to determine age of hunter-harvested animals. Data is used to monitor population structure and set appropriate harvest limits.
- Trap and transplant ungulates from areas of high densities to suitable habitat that is vacant or has low numbers. Pronghorn and bighorn sheep are potential species for transplants.
- Conduct a genetic analysis of desert bighorn sheep to assist managers in strategizing which herds to use as source herds when transplanting to a given population.
- Create a GIS platform for recording data during surveys which will assist in data





analysis.

- Maintain captive desert bighorn facility at Red Rock. This population serves as a primary source herd for desert bighorn sheep transplants to vacant or low density.
- Cooperate with New Mexico ranch properties for joint management of the desert bighorn sheep herd on the 100% privately owned Fra Cristobal Mountains. This contributes to surveys, monitoring and other.
- Provide support for the NMSU Cooperative Research Unit. These funds are used on research projects of interest to the Department, and for staff time for consulting on statistics and other technical issues.
- Collect biological samples from hunter-harvested cervids and test them for chronic wasting disease (CWD). This information is used in monitoring the prevalence and spread of the disease, and to inform hunters if their harvested deer or elk is positive.
- Investigate disease outbreaks to determine cause and treatment if possible.
- Participate in rule development. This includes data analysis, internal discussion, public meetings and meeting the requirements of the rulemaking process.
- Participate in interagency collaboration with Bureau of Land Management, U.S. Forest Service, U.S. Fish and Wildlife Service, State Land Office, New Mexico Environmental Department, Department of Defense, Bureau of Reclamation, New Mexico State Parks and other agencies. Interactions include reviewing proposals and environmental assessments, developing and implementing joint research and management actions, and coordinating on-the-ground efforts.
- Participate in technical committees and attend professional meetings. These meetings provide educational opportunities for staff and allow them to engage in management on a regional or national level.
- Analyze hunter harvest data. These metrics are used to help set harvest seasons that will meet population management goals.
 - Conduct a movement study on previously GPS radio-collared big-game species.
 - Study elk movement and behavior in conjunction with the Mescalero Apache by capturing and monitoring elk and fitting them with transmitters in the Sacramento Mountains.
 - Study deer migration patterns and timing in northwest New Mexico in conjunction with Colorado Parks and Wildlife.
- Survey streams for beavers and assess beaver habitat to identify potential reintroduction sites. This will allow for non-lethal beaver control options and contribute to riparian restoration.
- Band mourning doves to estimate annual harvest and survival rates, provide information on distribution and movement and estimate population size. This is used to monitor populations and help set harvest regulations.
- Conduct mandatory hunter check stations in the Middle Rio Grande to ensure that we do not exceed our harvest

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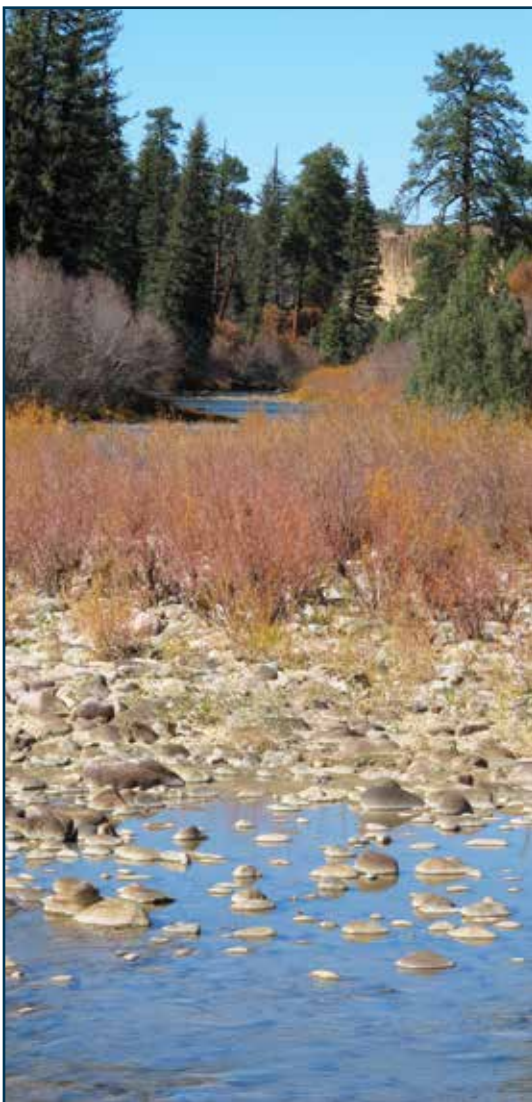


limit of the Lesser Sandhill crane.

- Survey upland game (quail, dusky grouse) to monitor population trends and investigate the potential of using Autonomous Recording Units to assist in surveys. These data are used to inform management including setting hunting seasons.
- Engage in Gould's turkey recovery efforts. These include trapping birds and fitting them with transmitters, conducting surveys to obtain minimum and estimated population size, GPS data analysis, assessing habitat use, distribution, nesting success and survival rates.
- Capture and transmitter turkey populations in the state to better understand life history parameters. These data will be used to inform the hunting season structure.
- Create a new SGCN branch within the Wildlife Section consisting of four new positions: a supervisor and three SGCN biologists, to carry out these projects and expand the work to implement additional projects.
- Explore the use of an infrared (FLIR) camera mounted on a fixed-wing airplane to conduct surveys.
- Monitor wolves. Engage in the interagency team including captures, translocations, pup cross-fostering, diversionary feeding and hazing.
- Reintroduce boreal toad tadpoles reared in Colorado to reintroduction sites in Rio Arriba County, New Mexico, or other sites in the county if sites have been identified and tadpoles are available.
- Conduct surveys for priority reptile and amphibian species to understand distribution, occupancy and habitat needs.
- Research study with Utah State University to develop YY chromosome bullfrogs and model effective use in eradicating this invasive species at site-specific locations.
- Conduct surveys and/or baseline bird inventories. Locations will include Wildlife Management Areas (WMAs), or other priority locations, to contribute to statewide, range-wide, west-wide, nationwide and continental data collection efforts. Some focal species include pinyon jay, long billed curlew, mountain plover and Virginia's warbler.
- Capture and apply Motus tags or other marking devices to priority bird species.
- Initiate a pilot project to better document status, distribution and habitat requirements of the Least Shrew in eastern New Mexico, employing the use of eDNA sampling of soil and water from areas where it is known or likely to occur. The project will be carried out to test the efficacy of using eDNA in lieu of trapping surveys to more effectively conduct monitoring of this state-threatened species.
- Implement acoustic monitoring efforts for SGCN bats.
- Conduct a study in the Sangre de Cristo Mountains to better determine marten distribution in this part of the species' range and potentially provide estimates of occupancy and population demographics.
- Conduct surveys for small mammals, with a focus on SGCN, in various locations throughout the state to determine population status, range and other life history information.
- Perform a diet analysis of Organ Mountains Colorado Chipmunk and Oscura Mountains Colorado Chipmunk via DNA metabarcoding.
- Conduct monitoring of the Peñasco Least Chipmunk via remote camera deployment and assessment of habitat condition to continue to document population persistence, habitat use and potential impacts of recent wildfires and possible habitat restoration techniques.
- Work with partners and outside collaborators on a pilot project to collect, propagate and plant *Ribes montigenum* to restore Peñasco Least Chipmunk habitat.
- Identify suitable locations for beaver reintroductions. Visit watersheds across the state to assess the distribution of beaver, the presence/absence of suitable habitat and the potential for successful reintroductions. Assess relocation potential via GIS resources and modeling.
- Coordinate with public land managers and private landowners to identify locations in New Mexico with suitable prairie dog colonies for potential Blackfooted Ferret (*Mustela nigripes*; BFF) releases.
- Restore playa lakes in eastern New Mexico.
- Reduce mesquite encroachment in the eastern grasslands to benefit prairie chickens and other native grassland species.
- Assess feasibility of using a new FLIR camera mounted on an airplane for a variety of species.



ECOLOGICAL AND ENVIRONMENTAL PLANNING SECTION



The Ecological and Environmental Planning (EEP) Section provides statewide technical guidance to support conservation planning and environmental review for projects across New Mexico. The section leads the review and revision of the State Wildlife Action Plan (SWAP) and maintains ongoing coordination with the SWAP core team to guide implementation and updates. It also administers the Share with Wildlife program and supports a suite of planning and review tools, including the Biota Information System of New Mexico (BISON-M), the New Mexico Environmental Review Tool (NMERT), the New Mexico Riparian Habitat Map (NMRipMap) and related conservation datasets. In addition, the section is developing the New Mexico Terrestrial Habitat Map (NMHabMap) and a Conservation Activities Tracker (CAT) to further enhance data-driven conservation planning and decision-making statewide.

BISON-M/Share with Wildlife

- Enter data from over 100 documents annually into BISON-M to update hundreds of species accounts and maintain information on over 7,000 species statewide. Support ongoing public access to the database, which was used by nearly 6,000 individuals in 2025.
- Administer the Share with Wildlife Program and fund approximately 10 projects annually with its \$250,000 budget to support Species of Greatest Conservation Need (SGCN) as identified in the State Wildlife Action Plan. Select and manage projects focused on education, habitat, rehabilitation

and research. New projects will be selected in July 2026 for funding beginning Feb. 15, 2027. Typically, at least 65% of the budget goes to research projects; the remainder primarily supports education and rehabilitation projects.

Technical Guidance and Planning

- Represent the New Mexico Department of Wildlife on national, regional, statewide and localized groups and state-federal collaborations, including the Association of Fish and Wildlife Agencies' Wildlife Diversity Program Managers working group, the Western Association

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- of Fish and Wildlife Agencies' Western Monarch and Native Insect Pollinator working group, the Climate Adaptation and Resilience Interagency Working Group, the New Mexico Wildlife Safe Passage Coalition and the Middle Rio Grande Endangered Species Collaborative Program (MRGESCP). Participate in the development and revisions to the Climate Adaptation and Resilience Plan for New Mexico and the westwide bumble bee conservation plan.
- Review and respond to project proposals submitted through the New Mexico Environmental Review Tool (NMERT), including the preparation of custom recommendations, review project submissions and development of best management practices to minimize impacts on wildlife and habitat.
 - Direct the design, enhancement and implementation of publicly accessible information systems and datasets, including BISON-M, the SWAP portal, NMERT, the NMRipMap and the NMHabMap and CAT, which are currently under development.
 - Review terrestrial habitat-related planning documents, including military Integrated Natural Resource Management Plans and Bureau of Land Management Resource Management Plans and associated annual reports. Support implementation of the Wildlife Corridors Action Plan in conjunction with the New Mexico Department of Transportation, review Wildfire Risk Reduction grant proposals and other terrestrial habitat-related project proposals and update and develop guidance for upland habitat and species management. Assist Wildlife Section staff with field surveys as needed. Review documents issued in the federal register that pertain to wildlife and technical guidance activities and coordinate joint responses with sister state agencies.
 - Review mining and energy-related permit applications and modifications, plans, reports and environmental assessments and increasing numbers of new renewable energy development projects. Conduct 20 or more site visits annually to mining and energy development project sites to inform project reviews.
 - Monitor large transmission and energy development projects and oversee required mediation activities at priority sites, including the Terrero Mine and El Molino mill sites, as well as water quality monitoring and remediation at the Lisboa Springs Fish Hatchery.
 - Lead the Congressionally mandated 10-year review and revision of the SWAP, including coordination with partners to develop Riparian Conservation Opportunity Areas, assess climate vulnerability of Species of Greatest Conservation Need and with the SWAP core team to track implementation of the 2025 SWAP, which was formally approved in November 2025.
 - Collaborate with the U.S. Fish and Wildlife Service on threatened, endangered and proposed species management, including participation in recovery plan reviews and providing of scientific data to support listing decisions, particularly for insect species.



HABITAT AND LANDS SECTION

The Habitat and Lands section provides statewide leadership in habitat restoration, Wildlife Management Area operations and public access improvements on Department-owned lands and partner properties. The section manages wildlife habitat projects, infrastructure maintenance and recreational access across approximately 270,000 acres of State Wildlife Commission-owned lands while supporting agricultural, wetland, riparian, forest, grassland and shrubland habitat conservation. This section also administers and implements large-scale restoration projects through partnerships with federal, state, tribal and local organizations. Much of this work to improve habitat conditions and ecological function across New Mexico is supported by the use of capital outlay funds, with additional funding coming from Public Land User Stamp sales and other funding sources. Approximately \$10 million of federal and state funding is earmarked for habitat restoration and WMA management projects. Additionally, the section supports hunter and angler access, wildlife-friendly infrastructure improvements and long-term stewardship of Department lands and conservation easements statewide.

Annual Operations and Maintenance Activities on Ladd S. Gordon, William S. Huey, Marquez/ LBar, Mimbres River, and Jackson Lake Wildlife Management Areas:

- Produce approximately 900 acres of agricultural crops annually to provide forage and habitat for wintering waterfowl and other wildlife while improving soil health through the use of various cover crops and grain crops.
- Maintain approximately 1,250 acres of wetland habitat and 4 miles of riparian habitat along the

Pecos River to support wildlife populations and ecosystem function.

- Maintain four diversion structures, several miles of irrigation infrastructure, seven wildlife water solar wells and over 90 acres of irrigated pasture on the newly acquired Mimbres River WMA.
- Operate and maintain irrigation and wetland infrastructure including miles of concrete irrigation ditch, two pivots and six water wells.
- Manage public access and recreation infrastructure, including tour routes,

Continued on page 18

blinds, roads, trails, signs and information kiosks.

- Maintain and operate approximately 30 pieces of agricultural machinery and heavy equipment used to support habitat management and land stewardship activities.

Wildlife Management Areas (approximately 270,000 acres throughout New Mexico separated into 97 independently managed land parcels):

- Maintain roads, signs, gates and other public-access infrastructure on WMAs across the state.
- Conduct approximately 30 miles of road maintenance on WMAs.
- Replace and standardize entrance and boundary signage on WMAs to improve public information.
- Restore ecological function on Chamita and Nabor creeks within Sargent WMA.
- Plan and/or implement forest restoration and wildfire mitigation projects on Marquez/LBar, Sargent, Colin Neblett, Urraca and Rio Chama WMAs.
- Manage and maintain newly completed construction enhancements to wetland habitat and associated infrastructure on over 800 acres of wetlands on Bernardo WMA.
- Remove of mesquite to improve habitat on Lesser Prairie Chicken WMAs.
- Implement a statewide fence maintenance and replacement strategy to improve infrastructure and wildlife movement on WMAs, including projects on Marquez/LBar, Pipkin, Mimbres River, Bernardo, River Ranch and other WMAs.
- Abstract water rights across State Game Commission-owned WMAs.
- Support archeological surveys, cultural resource clearances and tribal consultation efforts for upcoming ground disturbing habitat and infrastructure projects to ensure compliance with state and federal laws.
- Improve roads, public access points, fencing, wildlife waters and habitat on the newly acquired LBar, Pipkin, Bartlett Mesa and Mimbres River WMAs.

Support collaborative forest, shrubland/grassland, and wetland habitat restoration across tens of thousands of acres within the following active restoration landscapes:

Carson National Forest

- Rio Tusas, Tio Gordito, Valle Vidal Northeast, Valle Vidal, Jarita Mesa/Alamosa, El Rito Canyon

Cibola National Forest

- Black Mesa, Bluewater, Baney, Thunderbird, Chato, David Canyon, Sulfer, Canadian River Corridor

Gila National Forest

- Slaughter Mesa, East Centerfire, Reserve, Salt Lick, Upper Moraga, Burro, Indian Peaks, Area 74, Burro Mountain, Signal Peak, Upper Mimbres

Lincoln National Forest

- Southern Sacramento Restoration Project, Jim Lewis

Santa Fe National Forest

- Ojitos Mesa, Mesitas, Moya, Rio Chama, Golondrino, Blanco, Chaparral, SW Jemez, Gallinas, Pacheco, Rowe Mesa, French Mesa

Bureau of Land Management

- Mesa Chivato, Mertz Ranch, El Malpais, Rio Puerco, SW Grasslands, SE Grasslands, Taos Plateau
- Collaborate with the U.S. Forest Service, Bureau of Land Management, the Citizens Advisory Committee and the Fisheries Management Division to implement landscape-scale terrestrial and aquatic habitat restoration projects through the Habitat Stamp Program.
- Prioritize projects that restore ecological function at large spatial scales as part of the Habitat Stamp Program.

On New Mexico State Land Office lands (associated with NMSLO/NMDOW Access Easement):

- Convert existing net-wire fence to wildlife-friendly design in the Macho and Taos Plateau landscapes to improve grassland habitat connectivity for pronghorn.
- Maintain and improve access infrastructure on State Land Office properties, including the road into the Luera Mountains and associated signage to support public access and safety.
- Plan and implement riparian and wetland restoration projects along the Canadian River in northeastern New Mexico and the Rio Puerco in central New Mexico.
- Conduct playa lake and associated grassland restoration in eastern New Mexico, including pit filling, sediment removal and channel remediation, which will result in playas holding more water more often.



PRIVATE LANDS, NUISANCE AND ABATEMENT SECTION

The Private Lands, Nuisance and Abatement Section administers programs that support wildlife management, public access and landowner partnerships across New Mexico. The section manages the Open Gate and Elk Private Lands Use System (EPLUS) programs, which provide hunting, fishing and trapping access while encouraging cooperative wildlife management on private lands. The section also coordinates nuisance wildlife and depredation response efforts, works with landowners to reduce wildlife conflicts and supports wildlife damage prevention and abatement activities statewide. In addition, the section manages the Department's geographic information systems (GIS) program, providing mapping, spatial analysis, data management and web-based applications that support wildlife management, conservation planning, public access and Department operations.

PRIVATE LAND PROGRAMS

Open Gate Program

- Administer the Open Gate Program in partnership with private landowners to provide public hunting, fishing and trapping access on private and public lands throughout New Mexico.
- Manage access agreements that provide public access to approximately 28,000 acres of private land, 165,000 acres of public land, 20 miles of private shoreline and 1,200 private surface acres.
- Maintain and expand public access opportunities through new and renewed agreements, including access to popular fishing and hunting areas statewide. In FY26, Open Gate re-secured an agreement for a popular fishing area in Northern New Mexico, OG.152 Rio Costilla, which includes access to both Special Trout Waters and Regular Trout Waters.
- In FY27, additional access for Sandhill Crane and Dove will be obtained.
- Coordinate with state and regional partners to identify and develop new public access opportunities on private and public lands. The Open Gate Program is cooperating with Arizona Game and Fish to explore public access options into a primitive mountain range along the Arizona/New Mexico border, the Peloncillo Mountains.

Elk Private Lands Use System (EPLUS) Program

- Administer the Elk Private Lands Use System (EPLUS) program to support cooperative elk management and hunting opportunities on private lands. The program was created in recognition of the important benefits that private lands make to elk populations and hunting opportunities in New Mexico. Manage more than 4,000 ranch agreements encompassing approximately 10 million acres of private land statewide.

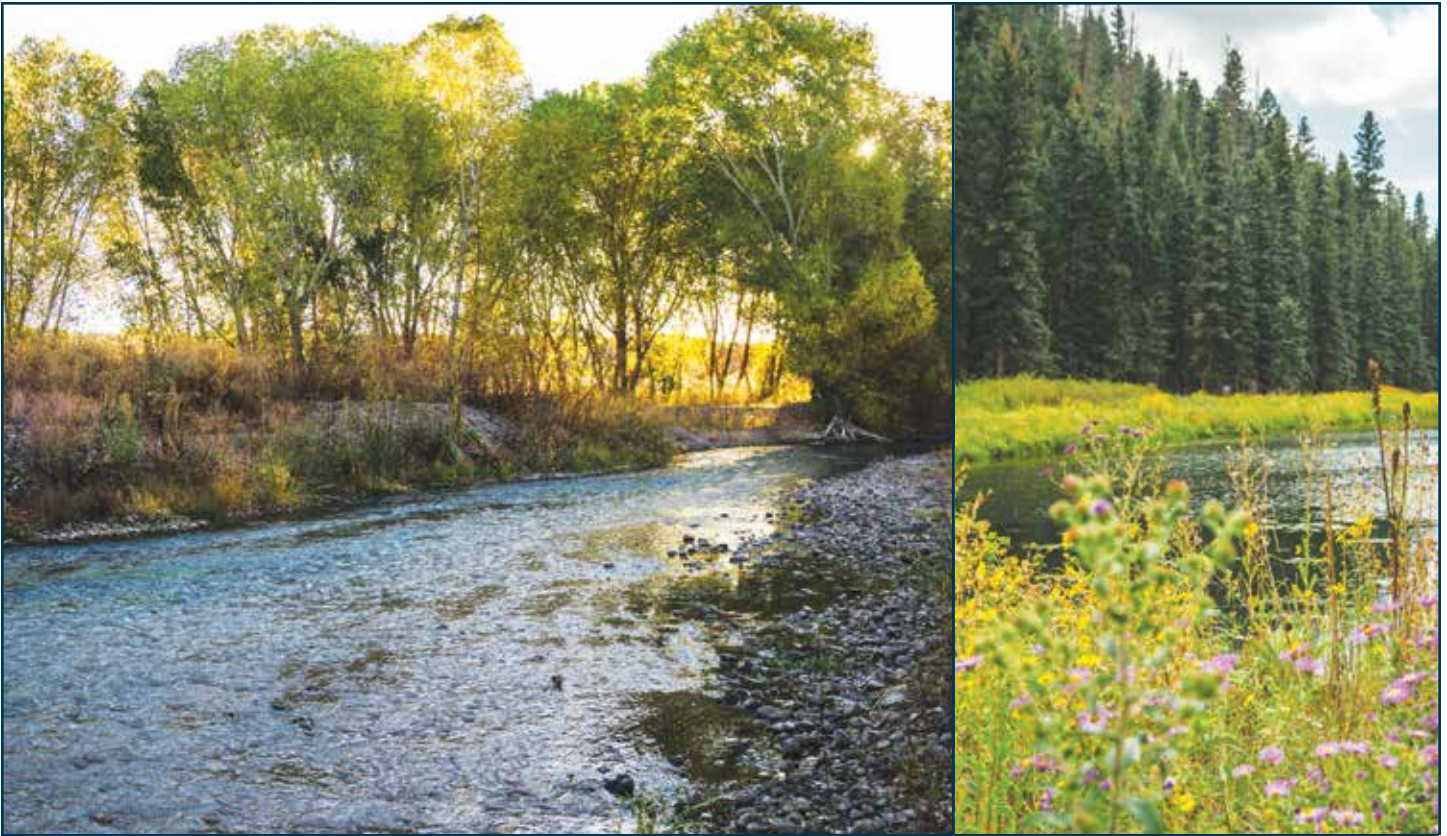


- Support public hunting access through approximately 1,350 unit-wide ranch agreements that provide access to more than 600,000 acres of private land.
- Maintain mapping resources and public information tools to assist hunters in locating participating properties and accessing program information. Outside providers like OnX utilize the Department's unit-wide data layer for their hunting app.

Nuisance Abatement Programs

- Coordinate with USDA Wildlife Services to prevent the establishment and spread of invasive feral hog populations in New Mexico.
- Assist landowners in addressing wildlife depredation and predation issues through conflict prevention, response and mitigation programs.
- Support wolf-livestock conflict reduction efforts through the use of range riders and other management strategies. • Maintain contracts for raccoon control in the Albuquerque area.
- Work with landowners to purchase wildlife fencing materials to prevent wildlife depredation on agricultural resources.
- Procure and maintain supplies for depredation and nuisance abatement including bear traps, rubber bullets, immobilization drugs and delivery systems, pepper balls, etc.

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GIS PROGRAM

- Manage and administer the Department's ArcGIS Pro desktop software, ArcGIS Online Organization site and the ArcGIS Enterprise systems, providing file-based, database, field-based and web-based GIS capabilities to staff and access to spatial data and maps to the public and collaborative partners.
 - Plan and manage the transition of ArcGIS licensing to ESRI's named-user model. Survey Department GIS users to gather metrics on GIS use. Communicate changes and train staff on GIS data access and resources through the ArcGIS web-based Portals as part of an ongoing effort.
 - Maintain the ArcGIS Enterprise infrastructure on the NMDOW servers, including updates and troubleshooting problems.
- Develop field-based data collection apps using ArcGIS Field Maps and Survey123 and reporting tools in ArcGIS Enterprise in collaboration with Wildlife Management Division private lands, big-game program and avian SGCN staff, as well as Fisheries Management Division staff. Verify and map EPLUS habitat incentives.
 - Improve existing big-game aerial survey maps and forms and support development of a custom aerial survey data collection and reporting application for bighorn sheep and other species.
 - Develop field surveys for Bendire's thrasher and mountain plover.
 - Design mapping, monitoring and data reporting tools for whirling disease sampling sites.
- Work with Lands, Habitat and Cultural Resources staff to maintain spatial data, map new property boundaries and support data collection activities on the Department's Wildlife Management Areas.
- Support Private Lands GIS needs.
 - Manage and support EPLUS mapping, including maintenance of master databases, quality assurance of mapped properties and updates to public-facing mapping applications. Support Open Gate field data collection, prospective ranch habitat analysis and updates to the public facing web mapping application.
 - Maintain pronghorn ranch-wide mapping and a web map application.
- Design and implement database and web application for tracking SGCN conservation activities.
- Develop and support a web application for locating and contacting conservation officers by district for use by staff and the public in collaboration with the Field Operations Division. Support the mapping of permitted high fences and shooting parks and map special agreement ranches and unitization agreements.
- Design and deploy updated Game Management Unit web-mapping applications with updated PDF maps. Provide one-time and special-request spatial analysis and mapping projects for Department programs, special projects and management initiatives across the state.



Fisheries Management Division

FMD's habitat restoration protects New Mexico's aquatic resources

FMD Overview

Game Protection Fund

67.5 Total Employees

\$12,006,000 Total Budget

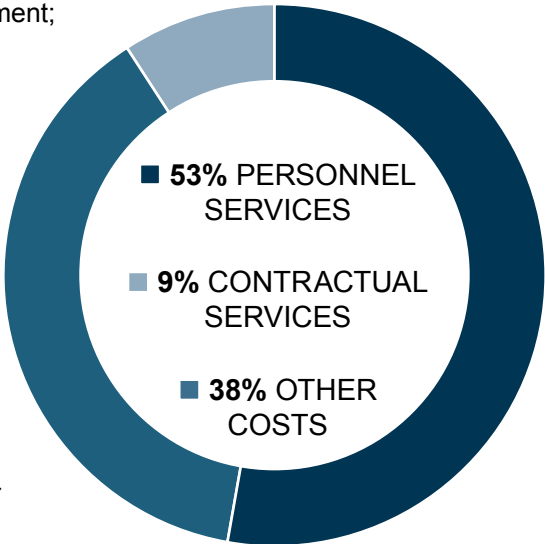
\$6,309,200 Personnel Services

\$1,071,500 Contractual Services

\$4,443,200 Other Costs

\$182,300 Other Financing Costs

The Fisheries Management Division (FMD) has three sections that oversee angler satisfaction; federal grants; research and management; and hatchery operations. The division provides statewide leadership in the management, conservation and enhancement of New Mexico's aquatic resources and sport fisheries. It conducts fisheries research and population monitoring, supports habitat restoration and manages fish stocking programs across streams, lakes and reservoirs statewide. It also operates and maintains state hatcheries to produce a variety of native and sportfish species, including trout, bass, catfish and other warmwater and coldwater species, to support recreational angling opportunities and conservation goals. In addition, the division coordinates aquatic habitat protection, invasive species prevention, regulatory compliance and interagency partnerships to ensure the long-term sustainability of New Mexico's fisheries resources.



RESEARCH AND MANAGEMENT SECTION

The Research and Management Section conducts statewide fisheries research, monitoring and management activities to support science-based decision-making for New Mexico's aquatic resources. The section evaluates sportfish populations, species composition and ecosystem dynamics across rivers, lakes and reservoirs, including targeted studies of trout, bass, walleye, catfish and kokanee. It supports restoration efforts for native and recreational fisheries, including Rio Grande cutthroat stocking and the rehabilitation of fire-affected watershed. The section also conducts applied research on stocked fish performance, genetic structure and population dynamics, while developing long-term strategies such as climate adaptation planning to guide sustainable fisheries management statewide.

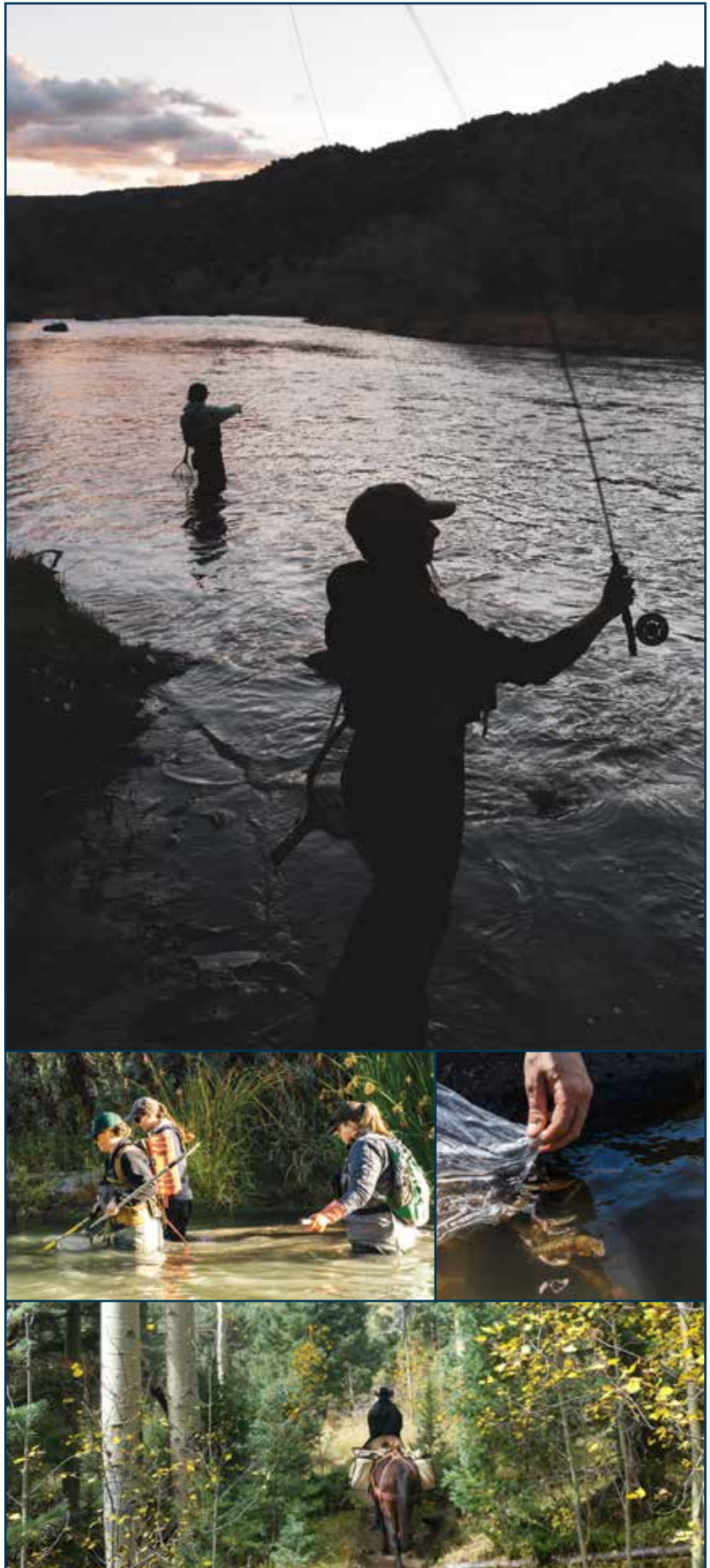
- Maintain a contract to house statewide fisheries and aquatic data and support a public-facing data portal for information access and reporting.
- Conduct research and monitoring of the San Juan River tailwater trout fishery to evaluate species composition, abundance and predation dynamics.
- Stock Rio Grande cutthroat trout as part of native trout restoration activities in Cow Creek (Pecos).
- Stock Rio Grande cutthroat trout into the Rio Costilla and other designates restoration areas.
- Implement restoration plans to return sport fisheries to fire-affected watersheds, including the Calf Canyon/Hermits Peak, Black and Cerro Pelado, Blue, South Fork, Salt and other fire burn scars.
- Conduct applied research on stocked largemouth bass to evaluate contribution in New Mexico waters.
- Partner with New Mexico State University to evaluate the genetic structure of largemouth bass populations, search for evidence of native bass populations and improve broodstock statewide.
- Conduct statewide population monitoring activities of sportfish species including trout, walleye, bass, catfish and kokanee.
- Develop a climate adaptation plan to guide long-term management of New Mexico's sportfish populations and aquatic resources.
- Stock striped bass/white bass hybrids in Caballo and Elephant Butte reservoirs and evaluate population performance and fishery outcomes.



AQUATIC HABITAT AND COMPLIANCE SECTION

The Aquatic Habitat and Compliance Section leads efforts to protect, enhance and restore aquatic and riparian habitats while ensuring compliance with fish health, environmental review and water resource standards. The section coordinates habitat improvement and access projects on lakes, rivers and streams in partnership with state, federal and academic entities, while also supporting the design and implementation of boating access improvements and fish passage infrastructure. In addition, the section conducts aquatic invasive species inspections and decontaminations, maintains fish health certifications for state hatcheries and wild populations, and provides technical review through the New Mexico Environmental Review Tool (NMERT). The section also evaluates project effectiveness to ensure aquatic habitat restoration efforts achieve long-term ecological and recreational objectives.

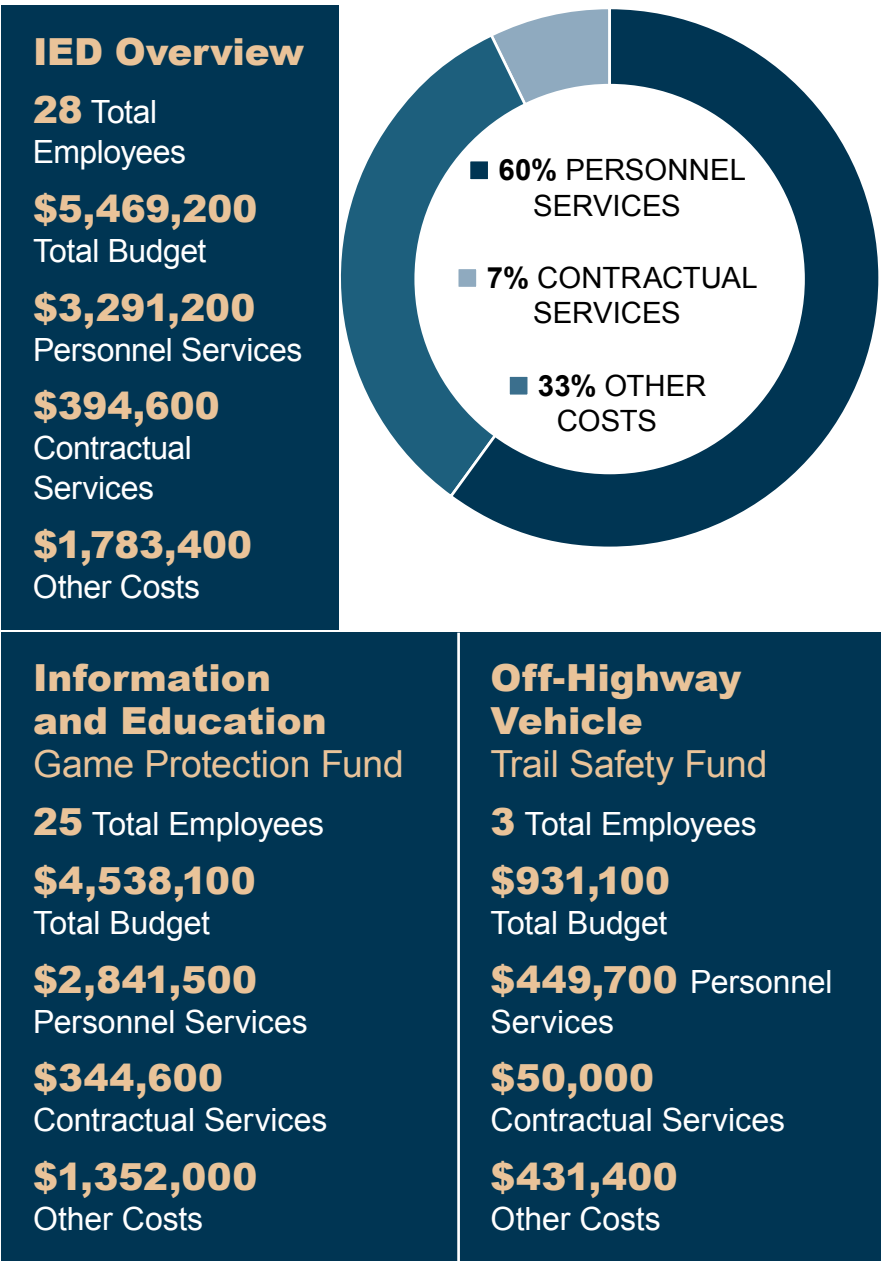
- Coordinate habitat improvement projects on the Rio Bonito, Ponil Creek and Fawn Lakes.
- Partner with New Mexico State University to support renovation and improvement of Alumni Pond.
 - Coordinate boat ramp and boating access improvements with New Mexico State Parks and other landowners.
- Complete design work for aquatic habitat and boating access improvement projects at Clayton Lake and Bear Canyon Lake.
- Design and support improvements to the fish barriers on Rio Cebolla, Policarpio Creek and other priority waters.
- Conduct approximately 40,000 aquatic invasive species inspections and 150 decontaminations of high-risk watercraft to prevent the spread of invasive organisms.
- Maintain fish health certification for six state fish hatcheries and four wild fish populations to ensure compliance with aquatic health standards.
- Provide technical review and responses for projects with aquatic and riparian components submitted through the New Mexico Environmental Review Tool (NMERT).
- Review riparian and/or aquatic habitat-related projects and update relevant development and restoration project guidelines and best management practices.
- Monitor and evaluate the effectiveness of aquatic and riparian habitat improvement projects to ensure alignment with project objectives.



The Department's public outreach is this division's multifaceted mission



The Information and Education Division (IED) has two sections that oversee the Department's marketing, advertising, media relations, Information Center and education programs. Education programs include Conservation Education, Aquatic Resource and Sportfish Education, Hunter Education and Youth Shooting Sports programs, as well as the separately funded Off-Highway Motor Vehicle (OHV) program.





INFORMATION SECTION

The Department's communications and outreach programs provide broad public engagement and information services across print, digital and in-person channels. Publications, website content and newsletters deliver consistent updates on regulations, programs and wildlife-related information to the public in both English and Spanish. The Department maintains a strong digital presence through its website, social media platforms and podcast programming, which collectively expand access to educational content and agency updates for diverse audiences. Additional outreach efforts, including fishing challenge programs and customer support services, further connect the public with Department resources, provide assistance with licensing and regulatory questions and support participation in conservation-related activities statewide.

Publications

- Produce an average of 230 press releases and public announcements annually to communicate Department news and program updates.
- Distribute weekly fishing and stocking reports to over 180,000 subscribers; monthly events e-blasts to 128,540 subscribers; and monthly newsletters to 300,000 subscribers.
- Publish hunting and fishing Rules and Information booklets in both English and Spanish. The Spanish edition has been produced each year since the 2022-2023 license year
- Produce more than 1.25 million annual print publications and digital downloads/unique opens, including

newsletters, digital magazines and rule booklets.

Website

- Maintain and operate a modernized agency website at wildlife.dgf.nm.gov with improved usability and accessibility following its migration from the previous wildlife.state.nm.us URL. Continue ongoing efforts toward Section 508 compliance.
- Support more than 10 million annual page visits across the Department's primary website.
- Provide access to more than 1.2 million annual PDF downloads, including regulations, reports and informational materials.

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Social Media

- Engage diverse audiences across multiple platforms, with a primary focus on Facebook, Instagram and YouTube. The Department also has accounts on Nextdoor, Reddit and LinkedIn, and is currently monitoring X/Twitter and Threads.
- Reach more than 2.5 million people annually through social media content and outreach.
- Evaluate and adjust platform use regularly to keep pace with evolving social media trends and best practices, ensuring effective communication and audience engagement. With social media constantly changing, the Department regularly evaluates the platforms used and adjusts focus as needed.

New Mexico Wildlife Podcast

- Provide long-form programming focused on Department initiatives, programs and projects as well as how-to and educational content.
- Publish episodes averaging one hour in length, including both video podcasts and audio-only episodes.
- Distribute content across more than 30 podcast platforms, including Google Podcasts, Spotify, Apple Podcasts, Pandora, iHeartRadio and SoundCloud.

New Mexico Wildlife E-Newsletters

- Deliver regular updates to constituents on Department projects, regulatory changes and staff and project highlights.
- Produce in-house content featuring photography and articles in both English and Spanish.
- Distribute e-newsletters to more than 300,000 subscribers nationwide.

New Mexico Fishing Challenges

- Administer the Trout Challenge, Bass Challenge and Master Angler programs to encourage angler participation statewide.
- Track participation through annual program entries and challenge completions tied to program objectives. Goals are 300 program entries and 150 challenge completions annually.

Information Center

- Provide phone and email support to the Department's customer base.
- Assist customers with general information, rules and regulations, draw applications and harvest reports, account updates and password resets, urban wildlife calls, license sales and payment processing.
- Respond to more than 35,000 calls and 15,000 emails annually, investing over 6,600 hours of staff time.
- Vend more than 5,000 licenses; more than 1,500 tags, forms and other documents; and process roughly \$1 million in sales and payments annually.

EDUCATION SECTION

The Education Section provides statewide wildlife, hunting, fishing and conservation education programs designed to promote safe, ethical and responsible participation in outdoor recreation activities. The section delivers instruction through hunter education, shooting sports, archery education and aquatic resource programs, using a combination of in-person courses, camps, school-based programming and online learning platforms. It also supports hands-on training in firearms safety, archery skills, angling techniques and aquatic biology while expanding access to public shooting ranges and competitive events. In addition, the section provides conservation education resources for schools and communities and manages a statewide volunteer program that supports Department education and outreach efforts.

Hunter Education Program

- Provide instruction in the safe handling of firearms to new and existing hunters through education programs focused on safety, ethics and responsible hunting practices. • Deliver Hunter Education courses, Advanced Hunter Education camps, Bowhunter Education courses and camps and the Mentored-Youth Hunting Program.
- Offer in-person and online learning platforms, after-school programs, youth incentive hunts for Hunter Education graduates and skills-based training opportunities, such as camps.
- Serve approximately 4,000 Hunter and Bowhunter Education students annually.
- Register approximately 250 youth annually through the Mentored Youth Hunting Program.

Shooting Sports Program

- Provides shooting sports opportunities, including skills-based camps and events, throughout New Mexico.
- Support development, enhancement and maintenance of public shooting ranges statewide. • Reach several hundred youth and adults annually through program activities.
- Develop and host the Youth Hunter Education Challenge (YHEC), the state's largest shooting competition, with more than 120 attendees annually competing in disciplines including shotgun, muzzleloader, .22 rifle and archery.
- Manage the Tres Piedras Shooting Range and the Stephen M. Bush Memorial Shooting Range in Clayton.

Archery Education Program

- Promote and increase in the number of safe, ethical and responsible youth archers statewide through the National Archery in the Schools Program (NASP) and the Department's 3D Archery Program.
- Implement NASP as an in-school target archery program for students in fourth to 12th grades, supporting more than 300 coaches from 130 schools and more than 12,000 student participants annually.
- Host the NASP State Championship, Basic Archery



Instructor Workshops and provide support for league, city and regional NASP Championships.

Aquatic Resource and Sportfish Education Program

- Increase awareness of sport-fishing resources and aquatic ecosystems in New Mexico through hands-on instruction in angling skills and aquatic and fisheries biology.
- Deliver more than 90 classes annually to more than 20,000 youth and adults statewide.
- Partner with NM Trout Unlimited to implement the Trout in the Classroom Program, serving more than 1,500 students annually.

Conservation Education Program

- Provide wildlife education materials, including presentations, lesson plans, education trunks, coloring books, wildlife notes and digital resources for teachers and students.
- Deliver more than 70 wildlife presentations annually at schools and public venues, reaching more than 10,000 participants.
- Maintain and distribute wildlife education trunks for staff and instructor use statewide.

Wildlife Conservation Volunteer Program

- Manage a statewide network of more than 300 certified Department volunteers.
- Ensure volunteers complete background checks and ChildSafe training prior to participation.
- Assign volunteers to support Division programs, including Hunter Education, Shooting Sports, Archery Education, Fishing/Conservation Education and the Off-Highway Vehicle programs.



OFF-HIGHWAY VEHICLE SECTION

The New Mexico Department of Wildlife's Off-Highway Vehicle (OHV) Program provides statewide leadership in OHV recreation through safety education, conservation initiatives and law enforcement support. The program promotes safe and responsible OHV use, coordinates efforts to protect natural and cultural resources and works to balance recreational activities with resource conservation. The program serves a large and diverse user base, with approximately 28,000 resident OHV registrations issued annually by the New Mexico Motor Vehicle Division and approximately 3,500 nonresident user fee registrations issued annually by the Department.

- Administer grants from the Trail Safety Fund, providing approximately \$250,000 annually. OHV-LE grants pay overtime to officers of any law enforcement agency enforcing OHV laws in the state. Non-LE grants pay entities that want to restore or maintain OHV trails, build or close OHV trails, build OHV training areas or provide OHV public outreach or training.
- Support more than 6,200 hours of off-highway vehicle law enforcement activities annually conducted by approximately 120 law enforcement officers statewide. Coordinate more than 750 off-highway vehicle patrols annually to promote safe and lawful recreational use of public lands.
- Deliver public outreach and safety education programs at community events and schools statewide through
 - ATV simulator displays, static OHV displays and educational resources such as Safety Sam/Sara animatronic robots.
- Provide hands-on OHV safety training for the public and state, county, and municipal agencies, with OHVs and safety equipment provided by the Department.
- Maintain a fleet of 50-60 OHVs, including all-terrain vehicles, dirt motorcycles and snowmobiles, to support hands-on safety training, law enforcement operations and search-and-rescue activities.
- Provide OHV Act classroom trainings to any law enforcement agency who requests it. Most of these trainings are provided at the different law enforcement academies throughout the state.

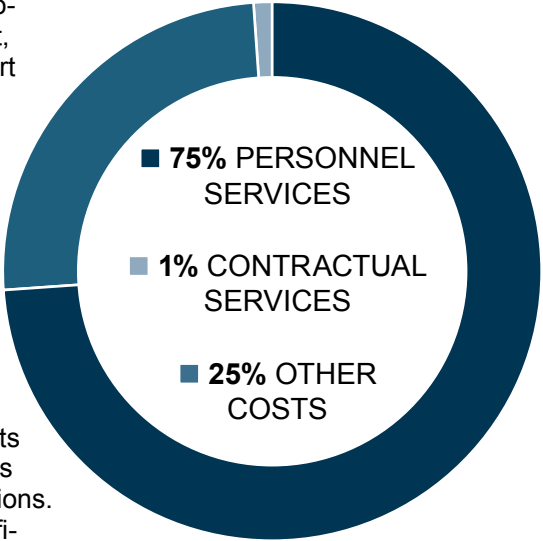


Field Operations Division

FOD supports conservation through wildlife law enforcement, public safety

Field Operations
 Game Protection Fund
100 Total Employees
\$14,063,500 Total Budget
\$10,487,800 Personnel Services
\$98,700 Contractual Services
\$3,477,000 Other Costs

The Field Operations Division (FOD) provides statewide wildlife law enforcement, public safety and field services in support of the Department's conservation mission. The division enforces wildlife and off-highway vehicle laws, investigates wildlife-related crimes, coordinates special enforcement operations and works with state, federal and local partners to promote compliance with wildlife regulations. Through its Santa Fe headquarters and regional offices in Albuquerque, Raton, Roswell and Las Cruces, FOD staff also manages human-wildlife conflicts, administers permits and registrations for outfitters and guides and supports search-and-rescue operations. In addition, Department conservation officers participate in wildlife, fisheries and habitat projects and provide public outreach and education to promote responsible outdoor recreation and stewardship of New Mexico's wildlife resources.





HEADQUARTERS

- Oversee statewide Field Operations Division programs, personnel, budget administration and regional operations.
- Administer the Operation Game Thief Program, including program funding, investigations and reward payments.
- Promote the Conservation Officer concept by encouraging officers to collaborate with biologists on wildlife, fisheries, and habitat projects and to conduct public outreach activities.
- Maintain a professional and effective law enforcement presence throughout the state.
- Administer the Revocation Program for repeat and egregious wildlife law violators.
- Recruit, hire, and train new Conservation Officers and ensure compliance with state Peace Officer certification and continuing education requirements.
- Coordinate wildlife law enforcement efforts with other state, federal, and local law enforcement agencies to promote a team approach.
- Enforce off-highway vehicle laws, rules, and regulations statewide.
- Manage day-to-day operations of the Department's area offices in Roswell, Las Cruces, Albuquerque and Raton.
- Respond to and assist in resolving human-wildlife conflicts throughout the state.
- Administer registration and permitting programs for outfitters, guides, wildlife rehabilitators and other special permit holders.
- Conduct special law enforcement operations to deter and detect wildlife-related violations.
- Provide public outreach and conservation education through community events, presentations and stakeholder engagement activities.
- Support search-and-rescue operations and other public safety efforts as needed.

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FIELD OPERATIONS HQ

14 Total Employees

\$5,191,200 Total Budget

\$2,325,500

Personnel Services

\$98,700 Contractual Services

\$2,767,000 Other Costs

SOUTHEAST AREA

21 Total Employees

\$2,094,300 Total Budget

\$1,944,300 Personnel Services

\$150,000 Other Costs

SOUTHWEST AREA

21 Total Employees

\$2,457,200 Total Budget

\$2,202,200 Personnel Services

\$255,000 Other Costs

NORTHEAST AREA

21 Total Employees

\$2,110,600 Total Budget

\$1,965,600 Personnel Services

\$145,000 Other Costs

NORTHWEST AREA

23 Total Employees

\$2,210,200 Total Budget

\$2,050,200 Personnel Services

\$160,000 Other Costs



DEPREDATION COMPLAINTS

- Total Complaints: **369**
- Southeast Region Complaints: **93**
- Southwest Region Complaints: **89**
- Northeast Region Complaints: **97**
- Northwest Region Complaints: **90**

OUTFITTERS AND GUIDES

- Registered Outfitters: **273**
- Registered Guides: **2,304**

PERMITS

- Wildlife Rehabbers: **10**
- SCI + EDU permittees: **215**
- Gamebird Propagation: **36**
- Falconry: **96**
- Wildlife Importation: **83**
- Aquaculture: **6**
- Use of Artificial Light: **2**
- Call Pen: **1**
- Class A Lakes: **31**
- Class A Parks: **29**
- Commercial Collecting: **3**
- Field Trial: **1**
- Shooting Preserve: **15**

OTHER (STATEWIDE)

- OHV Citations: **246**
- OHV Hours: **1107**
- OHV Contacts: **1967**
- Special Operations (Artificial Wildlife Operation, Roadblocks, Plain Clothes Patrols, etc.): **294**
- Education and Outreach Events (Conservation Education, Fairs, Expos, etc.): **267 event / 1970.5 hours**

SOUTHEAST REGION

LAW ENFORCEMENT

- Total citations issued: **865**
- Total hours per citation: **8.99**
- Total contacts per citation: **13.6**
- Total field contacts: **11768**
- Total hours: **7775**
- Total search warrants: **4**
- Total arrest warrants: **22**

STATE LAND PATROL

- Total citations issued: **7**
- Total hours per citation: **5.29**
- Total contacts per citation: **6.71**
- Total field contacts: **47**
- Total hours: **37**

SOUTHWEST REGION

LAW ENFORCEMENT

- Total citations issued: **1221**
- Total hours per citation: **8.74**
- Total contacts per citation: **10.93**
- Total field contacts: **13342**
- Total hours: **10667**
- Total search warrants: **6**
- Total arrest warrants: **7**

STATE LAND PATROL

- Total citations issued: **180**
- Total hours per citation: **4.89**
- Total contacts per citation: **2.64**
- Total field contacts: **476**
- Total hours: **881**

NORTHWEST REGION

LAW ENFORCEMENT

- Total citations issued: **1081**
- Total hours per citation: **9.39**
- Total contacts per citation: **15.27**
- Total field contacts: **16507**
- Total hours: **10151**
- Total search warrants: **3**
- Total arrest warrants: **4**

STATE LAND PATROL

- Total citations issued: **31**
- Total hours per citation: **5.48**
- Total contacts per citation: **3.42**
- Total field contacts: **106**
- Total hours: **170**

NORTHEAST REGION

LAW ENFORCEMENT

- Total citations issued: **1261**
- Total hours per citation: **6.45**
- Total contacts per citation: **12.99**
- Total field contacts: **16377**
- Total hours: **8133**
- Total search warrants: **33**
- Total arrest warrants: **8**

STATE LAND PATROL

- Total citations issued: **126**
- Total hours per citation: **8.63**
- Total contacts per citation: **6.03**
- Total field contacts: **760**
- Total hours: **1087**



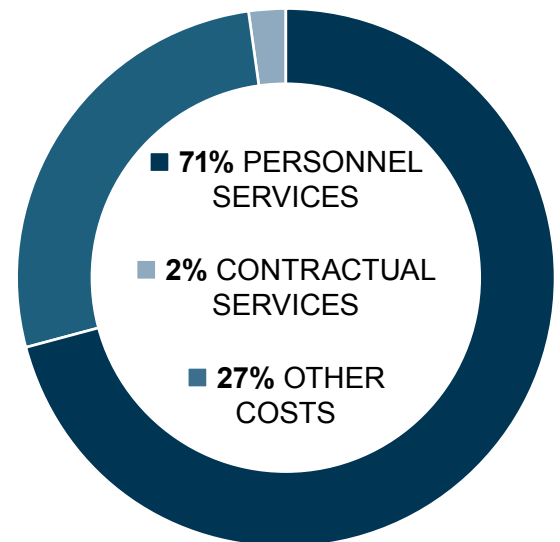
Information Services Division

ISD provides technical support for licensing, wildlife management and web-based systems

The Information Services Division (ISD) provides statewide information technology support for Department operations, including end-user support, network infrastructure, data storage and mobile field technology. The division develops and maintains mission-critical applications that support licensing, law enforcement, wildlife management and administrative functions, while also providing technical support for web-based systems and digital services. In addition, the division manages information security and Payment Card Industry (PCI) compliance, serves as the Department's liaison to the New Mexico Department of Information Technology (DoIT) and develops policies and standards to ensure secure, reliable and effective technology operations across the agency.

- Provide technical support for approximately 350 Windows workstations and associated technology systems used by Department staff statewide.
- Maintain ruggedized mobile computing equipment and technology resources used by conservation officers in the field.
- Administer network infrastructure, wireless connectivity, data storage systems and related technology services supporting Department operations.
- Develop, maintain and support mission-critical business applications, including online license sales, vendor point-of-sale systems and applications supporting law enforcement, wildlife management, licensing, federal aid, hunter education, off-highway vehicle and fisheries programs.
- Provide technical support, main-

- tenance and enhancements for Department web applications and online services.
- Implement software updates, resolve application issues and develop new features to support operational needs and State Wildlife Commission-directed initiatives.
- Serve as the Department's liaison to the New Mexico Department of Information Technology on statewide technology initiatives, standards and compliance requirements.
- Maintain information security and Payment Card Industry (PCI) compliance programs under the direction of the Information Security Officer.
- Develop, implement and maintain information technology policies, procedures and best practices to support secure and effective Department operations.



Information Services Game Protection Fund

16 Total Employees

\$3,229,200 Total Budget

\$2,291,300 Personnel
Services

\$80,000 Contractual
Services

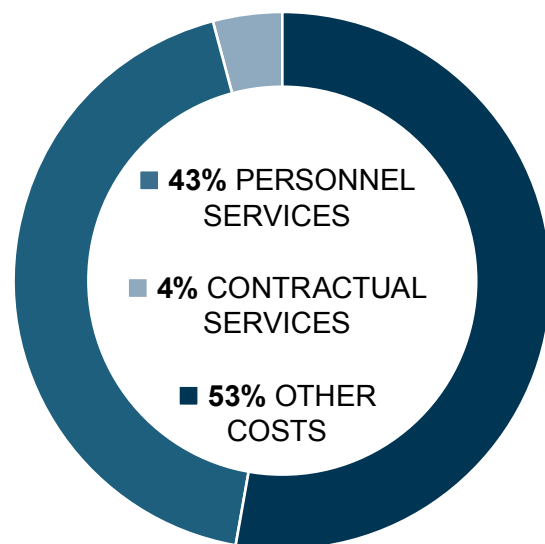
\$857,900 Other Costs

Administrative Services Division

ASD supports the Department through fiscal management, revenue administration

The Administrative Services Division (ASD) provides centralized financial, procurement, licensing, facilities and administrative support services for the Department. ASD ensures compliance with state and federal laws, regulations and accounting standards while supporting the Department's mission through sound fiscal management, revenue administration, procurement oversight, infrastructure management, license administration and customer service.

ASD develops and manages the Department's budget and financial reporting functions. It administers federal grants, oversees procurement and contracting activities. The division manages accounts payable and receivable operations and administers licensing programs. It maintains capital asset accountability and coordinates facilities maintenance and fleet management. ASD also manages the Department's annual financial audit.



ASD Overview Game Protection Fund

26 Total Employees

\$6,425,400 Total Budget

\$2,734,300 Personnel Services

\$288,500 Contractual Services

\$3,402,600 Other Costs

BUDGET SECTION

- Develop, monitor and analyze the Department's annual operating and capital budgets, including management of an approximately \$58.3 million FY27 operating budget and development of the FY27 budget request, subject to the approval of the State Wildlife Commission and New Mexico State Legislature.
- Prepare budget projections, financial forecasts and budget recommendations to support Department operations and strategic priorities.
- Conduct payroll analysis and audits to ensure accurate budget planning and financial accountability.
- Process operating and capital budget adjustments and monitor expenditures to ensure compliance with approved budgets and funding requirements.
- Develop and maintain the Infrastructure Capital Improvement Plan (ICIP) and prepare required capital project reports.
- Coordinate and manage the Department's annual financial and compliance audit.
- Prepare financial reports and provide budget and financial analysis to support decision-making by Department executive leadership and the State Wildlife Commission.

FEDERAL AID SECTION

- Administer approximately 60 active federal grants supporting wildlife, fisheries, conservation and infrastructure programs throughout the Department.
- Manage approximately \$24.3 million in federal grant funding and collect approximately \$23.1 million annually in federal reimbursement revenue.
- Ensure compliance with federal grant requirements, cost principles, reporting standards and reimbursement procedures.
- Provide financial support and oversight for federally funded Department programs and projects.

LICENSING SECTION

- Administer the sale and issuance of hunting and fishing licenses, permits and related products through the Department's licensing system.
- Support approximately 123,000 customers and process more than 291,000 license applications annually.
- Provide customer service through Department offices in Santa Fe, Albuquerque, Raton, Roswell and Las Cruces, as well as online licensing platforms and a statewide network of approximately 140 license vendors.

PROCUREMENT SECTION

- Administer competitive solicitations, requests for proposals, contract management and purchase order approvals in compliance with state and federal procurement requirements.
- Provide procurement policy guidance, vendor management and procurement support for Department programs and operations.
- Oversee fleet acquisition and management, purchasing card administration, uniform allotments and disposition of public property.
- Coordinate loss control and prevention activities and provide statewide procurement guidance and support.
- Manage millions of dollars in annual procurements and professional service contracts.

ACCOUNTS PAYABLE AND RECEIVABLE SECTION

- Audit and process approximately 10,500 payment vouchers annually to ensure compliance with state laws, procurement requirements, accounting standards and Department policies.
- Administer accounts payable post-audit functions, utility payments and accounts receivable activities.
- Manage cash receipting, daily deposits, petty cash administration and gross receipts tax transactions.
- Coordinate mail operations and provide customer support related to financial transactions.
- Maintain fiscal controls that safeguard public funds and ensure accurate financial records and reporting.

HUMAN RESOURCES SECTION

- Manage personnel matters, including new hires, promotions, terminations, etc.

FACILITIES AND PROPERTY MANAGEMENT SECTION

- Maintain, repair and manage Department-owned facilities, infrastructure and properties throughout the state.
- Oversee the operation of three Department-owned area offices, 11 dams, hatchery infrastructure and numerous other Department assets.
- Coordinate facility maintenance, repairs and capital improvement projects to support Department operations.
- Administer property management activities and infrastructure support services.
- Ensure Department facilities remain safe, functional and compliant with applicable regulations and standards.