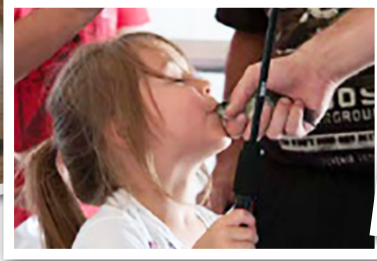


FY25 BUDGET PROPOSAL

NEW MEXICO DEPARTMENT OF GAME AND FISH



CONSERVATION, STEWARDSHIP, AND RECREATION

The New Mexico Department of Game and Fish brings nearly \$1 billion a year to the state's economy, often to rural areas where funds are needed most. We are funded by our customers — the hunters and anglers who enable us to conserve wildlife and provide recreational opportunities that benefit everyone.

License sales annually provide approximately \$30 million, our primary funding source. This is supplemented by the federal Sport Fish and Wildlife Restoration Program which provides an additional \$15 million by matching on a three-to-one basis the dollars we invest in conservation. With these funds from hunting and fishing we provide services that extend far beyond license sales or patrolling for poachers.

- Our highly qualified biologists use the best science available to manage the state's wildlife for New Mexicans, including more than 100,000 hunters and 800,000 outdoor enthusiasts to enjoy annually.
- Millions of trout, catfish, walleye and other fish are stocked each year for the enjoyment of more than 250,000 anglers who visit our state's lakes and streams.
- Partnerships with private landowners, land management agencies and conservation groups to improve habitat and allow healthy populations of wildlife to thrive.
- More than 100 skilled and professionally trained conservation officers patrol the state to protect wildlife from poaching and other illegal activities, respond to human-wildlife encounters, provide educational opportunities, and keep people, property and wildlife out of jeopardy.



- By managing the state's Off-Highway Vehicle Program, we help riders safely and responsibly enjoy the outdoors through safety training, permit requirements and enforcement.
- Each year, thousands of New Mexico's youngsters learn about their wildlife heritage and wildlife conservation through our hunter safety courses, fishing clinics, public school outreach and the National Archery in the Schools Program.

The combined support of hunters and anglers in the field makes possible the programs and services that steward some of New Mexico's most precious natural resources.



New Mexico Department of Game and Fish

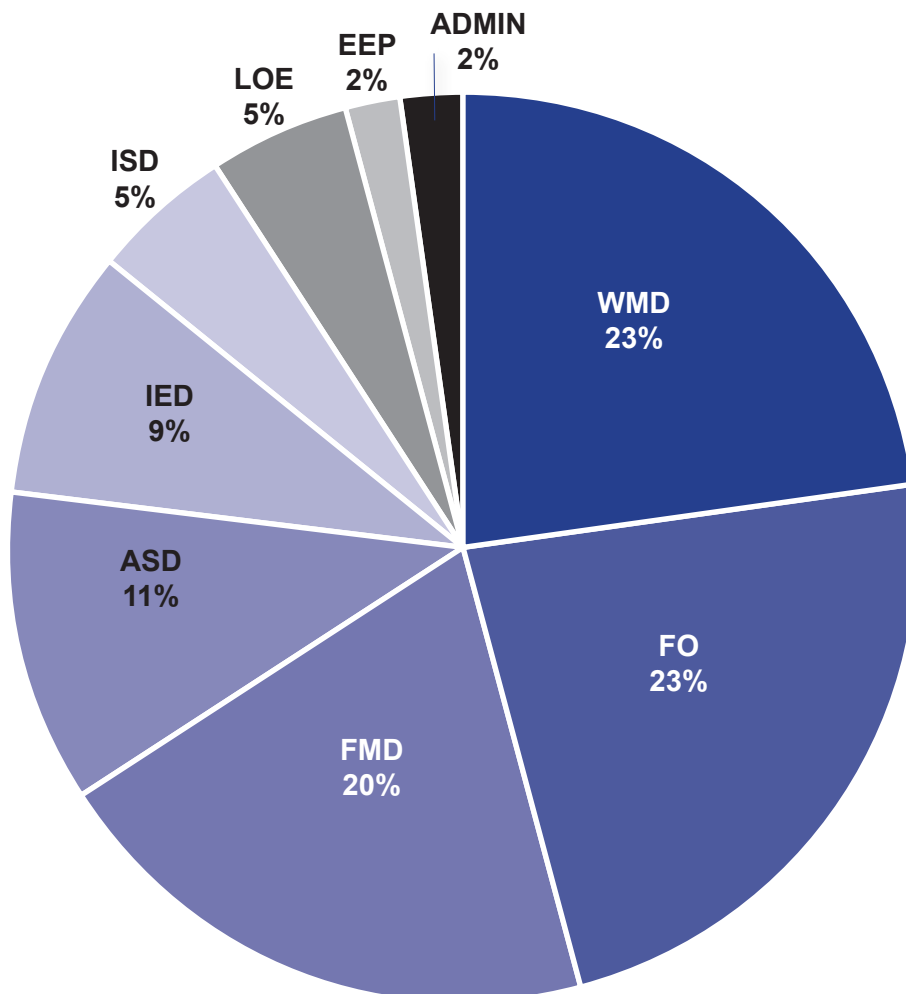
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Conserving New Mexico's Wildlife for Future Generations

FULL TIME EMPLOYEES	312
TOTAL BUDGET	\$52,829,600
PERSONNEL SERVICES	\$29,878,200
CONTRACTUAL SERVICES	\$4,780,700
OTHER COSTS	\$17,988,400
OTHER FINANCING COSTS	\$182,300

OVERVIEW

The New Mexico Department of Game and Fish is requesting \$52.8 million for fiscal year 2025 to provide objective and balanced conservation programs to benefit wildlife species and habitats statewide, to regulate and enforce wildlife laws, rules and regulations, to restore habitat and wildlife species statewide, provide outdoors skills-based education, and to promote New Mexico's wildlife-associated recreation including hunting and fishing.





DGF Fund Overview	
SIKES	\$411,500
OHV	\$931,100
GAME PROTECTION	\$46,459,300
SWW	\$200,000
HMAV	\$500,000
DEPREDATION	\$525,000
BIG GAME	\$1,052,700
LAND OF ENCHANTMENT	\$2,750,000

DGF Adjustments to Base	
FY24 OP BUD/BASE	\$49,779,600
LOE FUNDING	\$2,750,000
49400 INCREASE	\$100,000
77200 INCREASE	\$200,000
FY25 BUDGET REQUEST	\$52,829,600

HIGHLIGHTS

P716 *FIELD OPERATIONS*

- The FY25 Field Operations Program Appropriation Request remains flat compared to the FY24 Operating Budget.
- The Department request includes funding to continue reducing vacancies in the 200 category (Personal Services).

P717 *CONSERVATION SERVICES*

- The FY25 Conservation Services Program Appropriation Request increased \$3.05 million compared to the FY24 Operating Budget.
- During the FY23 Legislative Session, the Legislature approved \$2.75 million in additional funding from the Land of Enchantment Legacy Fund.
- The Big Game Enhancement Appropriation Request increased \$200 thousand from the FY24 Operating Budget.
- The Habitat Management Appropriation Request increased \$100 thousand from the FY24 Operating Budget.
- The Share with Wildlife Appropriation Request to remain flat for the FY24 Operating Budget.
- The Sikes Appropriation Request to remain flat for the FY24 Operating Budget.
- The Trail Safety (OHV) Appropriation Request to remain flat for the FY24 Operating Budget.
- The Department Request includes transferring \$300 thousand from the 300 category (Contractual Services) into the 400 category (Other Costs) to ensure funding for increasing overhead costs.

P718 *DEPREDATION*

- The FY25 Depredation Program Appropriation Request remains flat compared to the FY24 Operating Budget.

P719 *PROGRAM SUPPORT*

- The FY25 Program Support Appropriation Request remains flat compared to the FY24 Operating Budget.
- The Department Request includes transferring \$200 thousand from the 300 category (Contractual Services) into the 400 category (Other Costs) to ensure funding for increasing overhead costs.

LOE OVERVIEW

TOTAL EMPLOYEES	0
TOTAL BUDGET	\$2,750,000
PERSONNEL SERVICES	—
CONTRACTUAL SERVICES	\$1,000,000
OTHER COSTS	\$1,750,000
OTHER FINANCING COSTS	—

LAND OF ENCHANTMENT LEGACY FUND

- In the 2023 Regular Session of the New Mexico State Legislature the Conservation Legacy Permanent Fund and the Land of Enchantment Legacy Fund were created.
- Twenty-five million dollars (\$25,000,000) was appropriated from the General Fund to the Conservation Legacy Permanent Fund for the purposes of the fund.
- Fifty million dollars (\$50,000,000) was appropriated from the General Fund to the Land Of Enchantment Legacy Fund for distribution in fiscal year 2024 and subsequent fiscal years for the purposes of the fund.
- Twenty-two percent shall be distributed to the Department of Game and Fish to carry out projects and programs for the protection and propagation of game and fish.
- The money from the Land Of Enchantment Legacy fund will be used to further the conservation of Species of Greatest Conservation need.





Wildlife Management

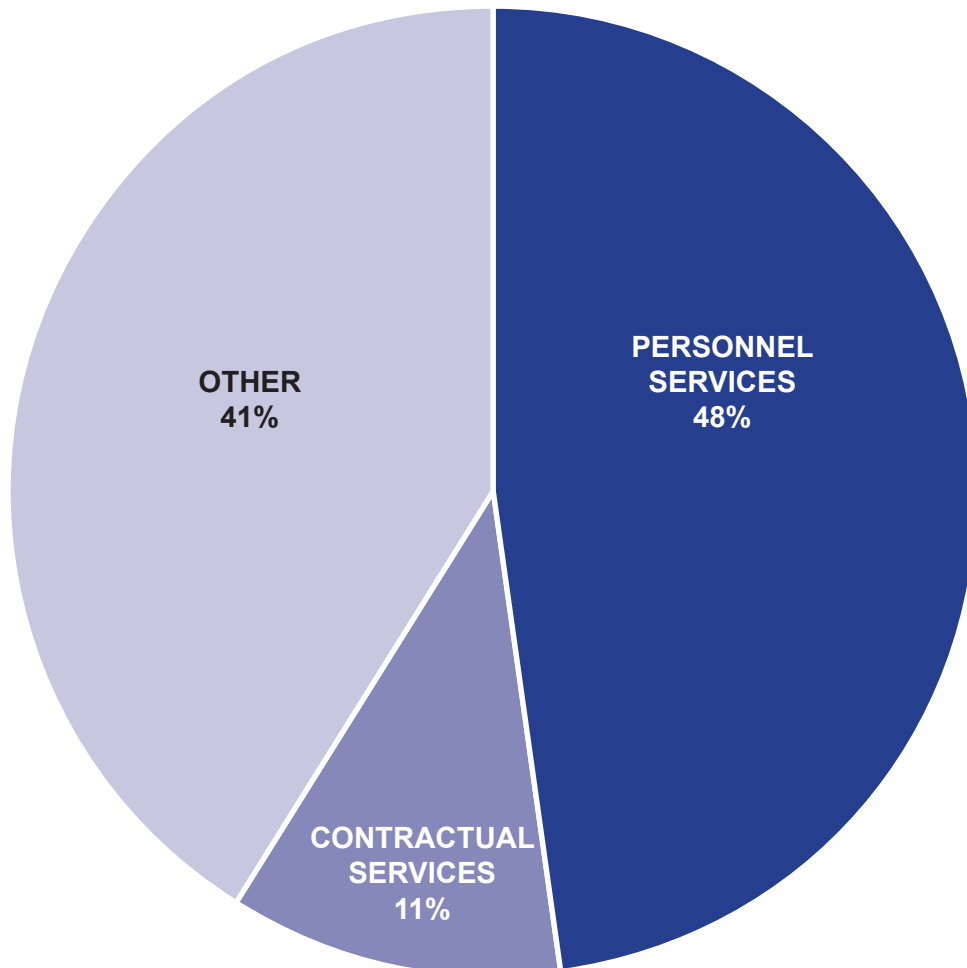
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Conserving New Mexico's Wildlife for Future Generations

FULL TIME EMPLOYEES	55.5
TOTAL BUDGET	\$11,208,700
PERSONNEL SERVICES	\$5,356,100
CONTRACTUAL SERVICES	\$1,194,900
OTHER COSTS	\$4,657,700

OVERVIEW

The Wildlife Management Division (WMD) has 3 Sections that oversee Wildlife Management Areas, lands, and statewide habitat restoration; wildlife research, management, and restoration; and private lands and depredation, nuisance, and abatement programs. In addition, the Department pays for hunter and angler access to approximately 7 million acres of State Trust Lands.



198-1100 WILDLIFE SECTION

FULL TIME EMPLOYEES	53.5
TOTAL BUDGET	\$9,244,500
PERSONNEL SERVICES	\$5,117,100
CONTRACTUAL SERVICES	\$614,900
OTHER COSTS	\$3,512,500

772-1108 BIG GAME ENHANCEMENT FUND

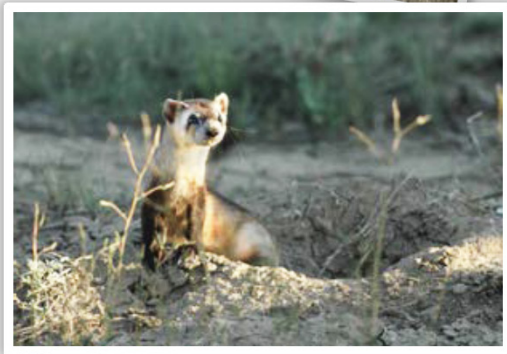
TOTAL EMPLOYEES	1
TOTAL BUDGET	\$1,052,700
PERSONNEL SERVICES	\$112,700
CONTRACTUAL SERVICES	\$430,000
OTHER COSTS	\$510,000

WILDLIFE SECTION

- Helicopter and fixed-wing airplane surveys for deer, elk, pronghorn, bighorn, oryx, ibex, and waterfowl to monitor population trends and dynamics. This is used in setting harvest limits and other aspects of the hunting seasons.
- 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.
- 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.
- Investigate opportunities to use drones to survey and monitor wildlife species.
- 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.
- 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 habitat..
- Cooperate with NM 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 management activities.
- Provide support for the NMSU Cooperative Research Unit. These funds are used on research projects of interest to NMDGF, 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 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 rule making process.



- Participate in interagency collaboration with BLM, USFS, USFWS, SLO, NMED, DOD, BOR, 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.
- Collaborate with the USFWS on threatened, endangered, and proposed species management. This includes participating in Species Status Assessment development, recovery plan writing, commenting on proposals, and providing data to help inform listing decisions.
- Analyze hunter harvest data. These metrics are used to help set harvest seasons that will meet population management goals.
- Conduct herpetological surveys (including Jemez and Sacramento Mountains salamanders, several leopard frogs (Chiricahua, lowland, plains, northern), bull frogs, turtles (Big Bend slider), Gila Monster, watersnakes, and western massasauga. Data is used to monitor population trends, delineate geographic extent, develop recovery plans, inform management actions, develop survey techniques, and identify preferred habitat characteristics.
- Test amphibians for chytrid fungus to understand where it is present and what species are impacted.
- Conduct Chiricahua leopard frog restoration. This includes identifying suitable habitat, translocating animals, and conducting surveys to monitor existing and new populations.
- Conduct narrow-headed and Mexican garter snake surveys. Information is used to plan translocations and other restoration activities.
- Conduct Western river cooter surveys and life history research. Data will be used to inform the federal endangered species listing decision, and direct management activities.
- Receive boreal toad tadpoles from Colorado Parks and Wildlife, release them in ponds in northern New Mexico, and monitor survival and reproduction.
- 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 in setting harvest regulations.
- Conduct mandatory hunter check stations in the Middle Rio Grande to ensure that we do not exceed our harvest limit of the Lesser Sandhill Crane.
- Conduct small mammal surveys for species such as least shrew and AZ montane vole. The surveys help us identify distribution and habitat needs for these cryptic species.
- In collaboration with NMSU, conduct research on the endemic Penasco Least Chipmunk to help inform the federal listing decision.
- Engage in black-footed ferret recovery efforts. This includes collaborating on transplants, distributing vaccine pellets, conducting surveys and habitat assessments, and working with private landowners.
- Engage in bat monitoring and survey technique development to better understand distribution, population status, and habitat needs of various bat species.
- Survey upland game (quail, dusky grouse) to monitor population trends. These data are used to inform management including setting hunting seasons.
- Engage in Gould's turkey recovery efforts. These include trapping and transmitter birds, conducting surveys to obtain minimum and estimated population size, GPS data analysis, assessing habitat use, distribution, nesting success, and survival rates.
- Conduct dusky grouse research in the Gila. This will include trapping and transmitter individuals to better understand distribution, populations size, habitat requirement, 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.
- Conduct nongame bird surveys. These include general surveys on WMAs and cooperative surveys such as the Breeding Bird Survey. It also includes species-specific surveys for species such as Mexican spotted owl, willow lycatcher, yellow-billed cuckoo, curlews, and pinyon jays. These surveys 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 Bootheel region using Audio Recording Units.



- Conduct research on Virginia's warbler to monitor the population and identify habitat needs. This information will be used in planning habitat improvement projects so that they benefit this species.
- Provide support for a partner biologist in Clayton in collaboration with NRCS and 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 assessment. These surveys monitor trend and impacts of restoration activities on the population.
- 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.
- Conduct research on the newly translocated ptarmigan population in the Pecos Wilderness. This includes identifying habitat use and needs, survival rates, comparing these metrics to the source populations in Colorado, and evaluating if the habitat is suitable to sustain ptarmigan populations.

494-1114 HMAV

TOTAL BUDGET	\$500,000
PERSONNEL SERVICES	—
CONTRACTUAL SERVICES	\$150,000
OTHER COSTS	\$350,000

097-1115 SIKES

TOTAL EMPLOYEES	1
TOTAL BUDGET	\$411,500
PERSONNEL SERVICES	\$126,300
CONTRACTUAL SERVICES	—
OTHER COSTS	\$285,200

HABITAT AND LANDS SECTION

Much of the work conducted by this Section is supported by the use of capital outlay funds. As of August 2023, approximately \$7 million (federal and state dollars) is earmarked for habitat restoration and WMA management projects.

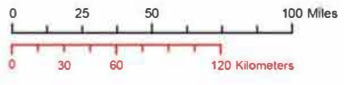
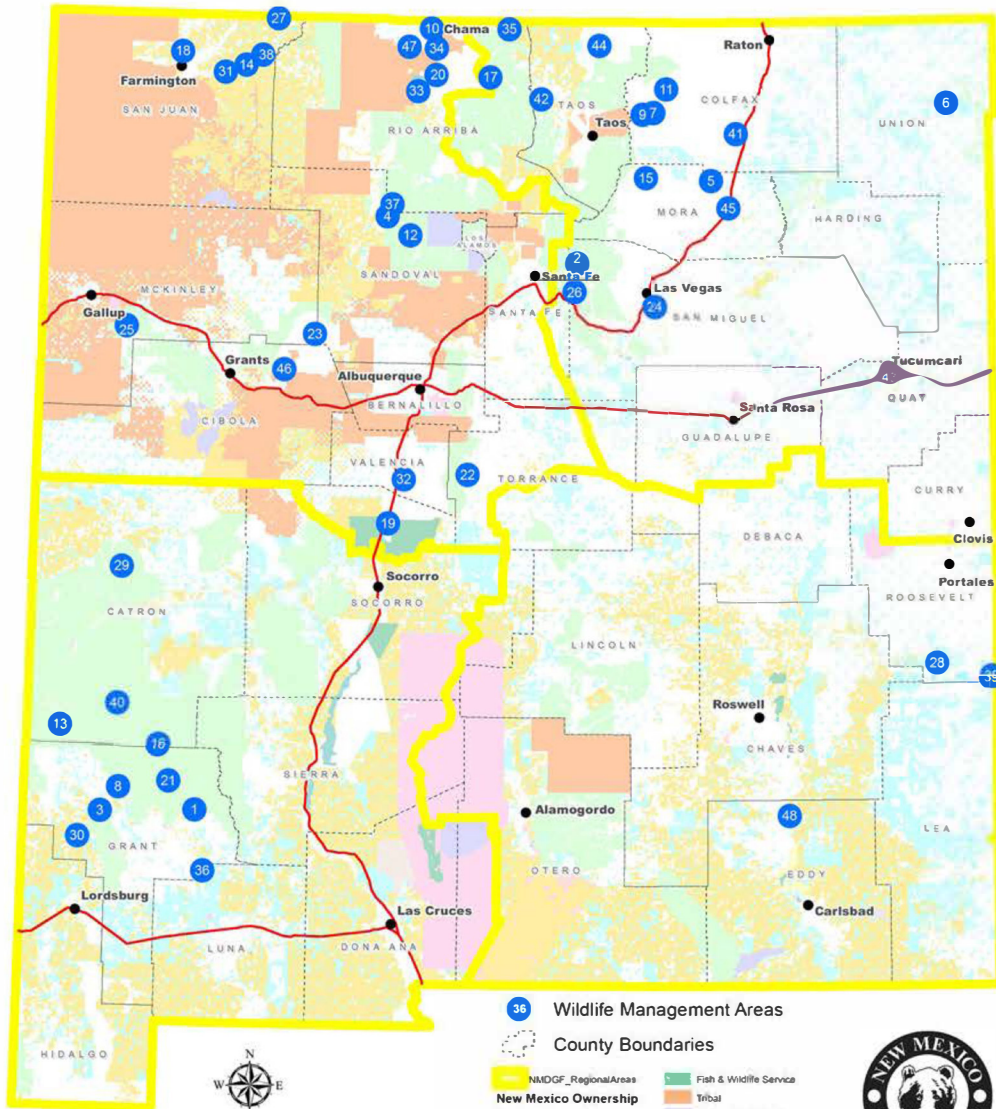
Annual Operations and Maintenance Activities on Ladd S. Gordon, William S. Huey, Marquez/LBar, and Jackson Lake Wildlife Management Areas.

- Produce 900 acres of agricultural crops for wintering waterfowl and other wildlife.
- Sustain 1,250 acres of wetland habitat and 4 miles of riparian habitat along the Pecos River.
- Maintain irrigation and wetland infrastructure including miles of concrete irrigation ditch, two pivots, and six water wells.
- Manage infrastructure for public access and recreation including tour routes, blinds, roads, trails, signs, and information kiosks.
- Maintain 30 pieces of agricultural machinery and heavy equipment.
- Continue contract on Jackson Lake WMA to produce 160 acres of crops for wildlife and maintain associated irrigation and access infrastructure.

Wildlife Management Areas (approximately 250,000 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.
 - Implement 20 miles of road maintenance on WMAs.
 - Continue replacing 100s of entrance and boundary signs on WMAs to update information and standardize sign design.
- Implement aquatic and riparian restoration plans on Chamita and Nabor Creeks on Sargent WMA.
- Continue forest restoration and wildfire mitigation activities on Sargent, Colin Neblett, Urraca, and Rio Chama WMAs.
- Move and upgrade main water well as part of crane roost ponds upgrade at Huey WMA.
- Begin to manage newly completed construction enhancements to wetland habitat and associated infrastructure on over 800 acres of wetlands on Bernardo WMA.
- Contract with Ducks Unlimited for future wetland improvements on La Joya WMA.
- Remove mesquite to improve habitat on Lesser Prairie Chicken WMAs.
- Continue to implement a statewide fence maintenance strategy for WMAs. Fence replacement/construction will include 40 miles of Prairie Chicken Areas beginning in FY24.

Wildlife Management Areas



- 36 Wildlife Management Areas
- County Boundaries
- NMDGF_RegionalAreas
- New Mexico Ownership**
- Surface Ownership**
- Bureau of Land Management
- Bureau of Reclamation
- Dept. of Agriculture
- Dept. of Defense
- Dept. of Energy
- Forest Service
- Fish & Wildlife Service
- Tribal
- National Park Service
- Private
- State
- State Game & Fish
- State Park
- Valles Caldera National Preserve



November 2021

- | | | | |
|---|--|---|---|
| <ul style="list-style-type: none"> 1. BEAR CANYON LAKE 2. BERT CLANCY 3. BILL EVANS LAKE 4. BLUEBIRD 5. CHARETTE LAKES 6. CLAYTON LAKE 7. COLIN NEBLETT 8. DOUBLE E RANCH 9. EAGLE NEST LAKE 10. EDWARD SARGENT 11. ELLIOTT S. BARKER 12. FENTON LAKE | <ul style="list-style-type: none"> 13. GLENWOOD ALLRED 14. HAMMOND TRACT 15. HAROLD BROCK COYOTE CREEK 16. HEART BAR 17. HOPEWELL LAKE 18. JACKSON LAKE 19. LADD S GORDON COMPLEX 20. LAGUNA DE CAMPO 21. LAKE ROBERTS 22. MANZANO LAKE 23. MARQUEZ / LBAR 24. MCALLISTER LAKE | <ul style="list-style-type: none"> 25. MCGAFFEY LAKE 26. MONASTERY LAKE 27. PINE RIVER TRACT 28. PRAIRIE CHICKEN AREAS 29. QUEMADO LAKE 30. RED ROCK 31. RETHERFORD TRACT 32. RIO ABAJO 33. RIO CHAMA 34. RIO CHAMA EASEMENT 35. RIO DE LOS PINOS 36. RIVER RANCH | <ul style="list-style-type: none"> 37. SAN GREGORIO LAKE 38. SAN JUAN RIVER EASEMENT 39. SANDHILLS PRAIRIE 40. SNOW LAKE 41. SPRINGER LAKE 42. TRES PIEDRAS 43. TUCUMCARI, HUDSON, DRY LAKES 44. URRACA WMA 45. WAGON MOUND 46. WATER CANYON 47. WILLIAM A. HUMPHRIES 48. WILLIAM S. HUEY |
|---|--|---|---|

- Continue to abstract water rights across SGC owned WMAs.
- Support archeological surveys and clearances on upcoming ground disturbing projects. Includes tribal consultation to meet the requirements of state and federal laws.
- Continue to improve roads, public access points, fences, wildlife waters, and habitat on the newly acquired LBar WMA.

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, Pelona Mountain, SW Grasslands, SE Grasslands, Taos Plateau

- Collaborate with US Forest Service, Bureau of Land Management, and Citizens Advisory Committee to implement landscape-scale terrestrial and aquatic habitat restoration as part of the Habitat Stamp Program.
- Continue to emphasize projects that benefit fish as part of the Habitat Stamp Program. Current collaborative projects include: Willow Creek, Costilla & Comanche Headwaters, Jack’s Creek Barrier, Polvadera, Riga Penas Negras, Rio San Antonio/Lagunitas Creek, Rio Hondo Tributaries, Chicuahuenos Creek, Chama River.

On NM State Land Office lands (associated with NMSLO/NMDGF Access Easement):

- Build three wildlife water guzzlers and associated grazing exclosures in the Potrillo Mountains.
- Convert additional sections of netwire fence to wildlife-friendly design in the Macho and Taos Plateau Landscapes to reconnect pronghorn grassland habitat.
- Continue to plan and implement collaborative forest restoration treatments on SLO landscapes including Whites Peak, Ocate, Luera Mtns, Chupadera Mesa, and Clines Corners.
- Plant thousands of additional native riparian plantings of willow, cottonwood, boxelder, and Goodding’s willow on prioritized terraces within Alamita canyon to address the lack of riparian recruitment.
- Conduct playa lakes and associated grasslands restoration in eastern New Mexico. This includes filling pits, removing sediment, and channel remediation which will result in playas holding more water more often.



PRIVATE LANDS, NUISANCE AND ABATEMENT SECTION

- Manage the Open Gate Program which works with landowners to allow access for hunters and anglers on approximately 34,700 acres of private land, 160,000 acres of public land opened up, 5 miles of shoreline fishing, and 687 private surface acres. In FY24, there are plans to grow the program including expanding into big game access agreements.
- Manage the E-Plus Program including coordinating with landowners, developing agreements, providing authorization statements, and conducting ranch evaluations for approximately 4,300 enrolled properties and evaluating approximately 300 new projects annually.
- Maintain Geographic Information System databases, including mapping E-Plus properties, providing a public interface for unit-wide ranch maps, mapping habitat projects such as Habitat Stamp projects, and mapping wildlife location and movement data.
- Agreement with USDA Wildlife Services to remove feral hogs to prevent establishment in New Mexico.
- Assist with resolving depredation and predation issues. Provide “range-riders” in an effort to reduce wolf-livestock conflict.
- Maintain contracts for predator control in the Albuquerque area.
- Work with landowners to purchase wildlife fencing materials to prevent wildlife depredation on agricultural resources.
- Procure supplies for depredation and nuisance abatement including bear traps, rubber bullets, immobilization drugs and delivery systems, pepper balls, etc.

DEPREDAATION OVERVIEW (ALL FUNDS)

TOTAL EMPLOYEES	4
TOTAL BUDGET	\$1,171,000
PERSONNEL SERVICES	\$402,200
CONTRACTUAL SERVICES	\$156,700
OTHER COSTS	\$612,100

198-2000 BIG GAME DEPREDAATION FUND

TOTAL EMPLOYEES	4
TOTAL BUDGET	\$646,000
PERSONNEL SERVICES	\$402,200
CONTRACTUAL SERVICES	\$131,700
OTHER COSTS	\$112,100

549-2000 BIG GAME DEPREDAATION FUND

TOTAL EMPLOYEES	0
TOTAL BUDGET	\$525,000
PERSONNEL SERVICES	—
CONTRACTUAL SERVICES	\$25,000
OTHER COSTS	\$500,000



Fisheries Management Division

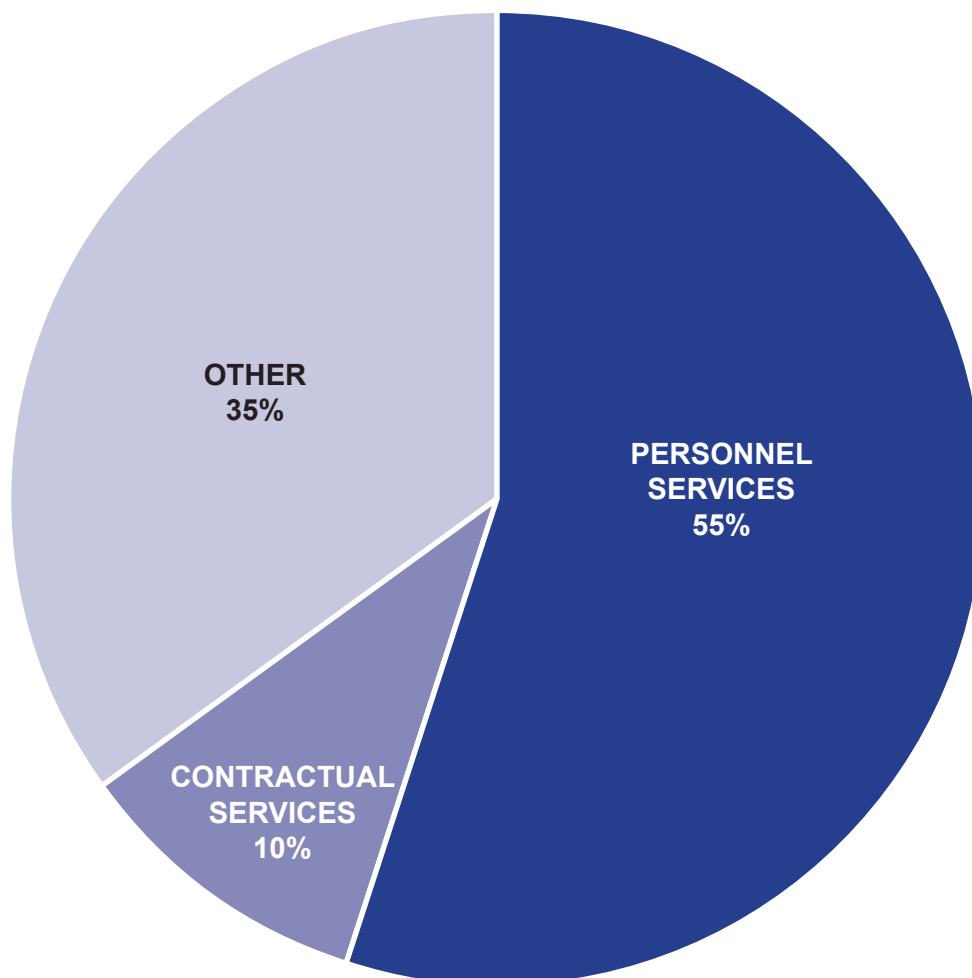
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Conserving New Mexico's Wildlife for Future Generations

OVERVIEW

The Fisheries Management Division (FMD) has 3 Sections that oversee angler satisfaction, federal grants, research and management and hatchery operations.

FULL TIME EMPLOYEES	65.5
TOTAL BUDGET	\$10,352,500
PERSONNEL SERVICES	\$5,570,200
CONTRACTUAL SERVICES	\$1,071,500
OTHER COSTS	\$3,528,500
OTHER FINANCING COSTS	\$182,300





RESEARCH AND MANAGEMENT SECTION

- Design habitat and boating access improvement projects in Bear Canyon Lake
- Design habitat improvement projects in Whitewater Creek
- Stock Rio Grande cutthroat trout into the Rio Costilla, Willow Creek (Pecos), Peralta Creek, and other restoration areas
- Stock Rio Grande chub and Rio Grande sucker into the Rio Costilla restoration area
- Evaluate effects of Calf Canyon/Hermits Peak, Black, and Cerro Pelado fires on fisheries in fire affected watersheds
- Monitor population expansion and genetic diversity of Gila trout in the Whitewater Creek drainage
- Plan and complete repatriation efforts for roundtail chub, Pecos pupfish, and White Sands Pupfish
- Complete over 50 surveys for fisheries and aquatic species including game and non-game species
- Maintain fish health certification for six state fish hatcheries and two wild fish populations
- Continue research focused on YY brook trout evaluations and develop YY brown trout for use in native trout restoration efforts
- Continue research evaluating the contribution of largemouth bass stocked into Trophy Bass Lakes, a pilot study for introducing striped bass x white bass hybrids into Caballo Lake, and effectiveness of stocking strategies implemented to minimize effects of northern pike on rainbow trout in Eagle Nest Lake
- Participate or lead non-gamefish conservation programs and recovery teams most notably Pecos Pupfish Conservation Team, White Sands Pupfish Conservation Team, Spikedace and Loach Minnow Recovery Team, San Juan River Recovery Implementation Team, Rio Grande Chub and Sucker Conservation Team
- Coordinate 40,000 aquatic invasive species inspections and 150 decontaminations of high-risk watercraft

HATCHERY

- Stock 640,000 lbs. of fish from Department hatcheries
- Maintain and operate 6 hatcheries
- Maintain Rio Grande cutthroat trout and largemouth bass captive broodstock programs and complete field spawning operations for walleye and kokanee
- Oversee capital improvements including Phase II renovations at Glenwood Hatchery, improvements to the Los Ojos Hatchery drinking water system, and updates to filtration systems at Lisboa Springs Hatchery
- Maintain National Pollutant Discharge Elimination System compliance for six state fish hatcheries
- Purchase new stocking truck
- Complete improvements to hatchery housing
- Rear and stock YY brook trout and initiate development of YY brown trout in cooperation with other western fish and wildlife agencies



ECOLOGICAL & ENVIRONMENTAL PLANNING DIVISION

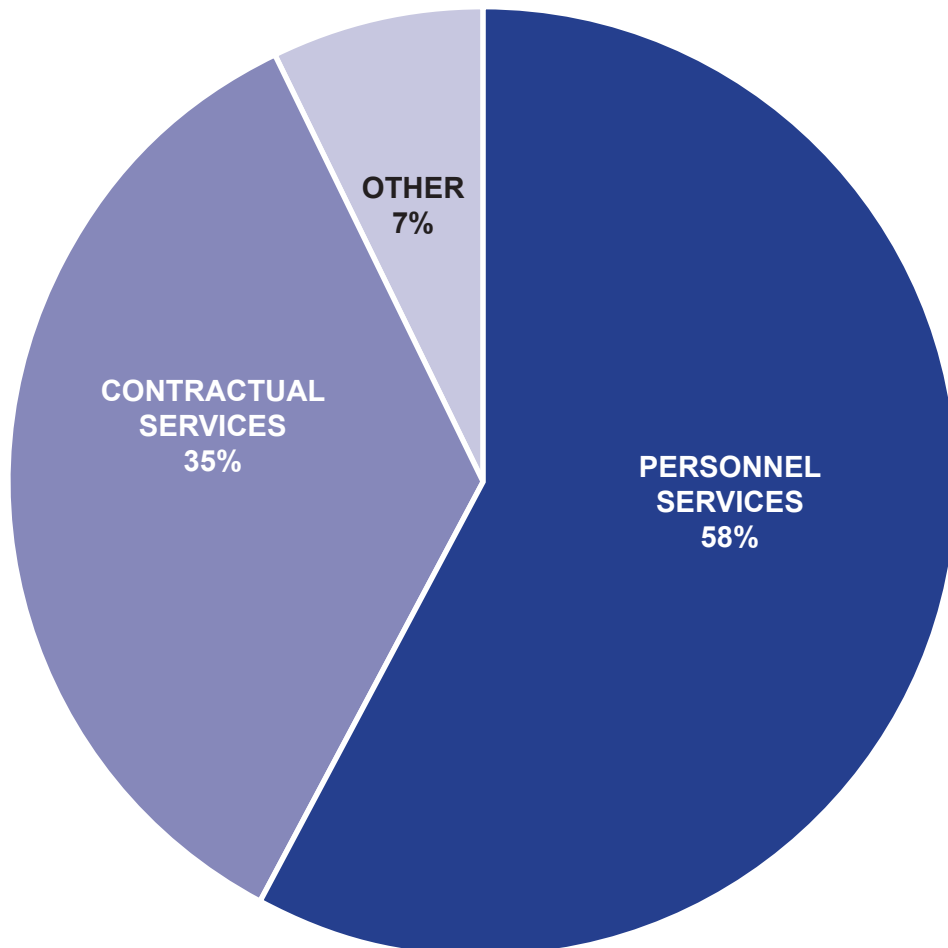
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Conserving New Mexico's Wildlife for Future Generations

FULL TIME EMPLOYEES	7
TOTAL BUDGET	\$1,311,700
PERSONNEL SERVICES	\$765,300
CONTRACTUAL SERVICES	\$452,300
OTHER COSTS	\$94,100
OTHER FINANCING COSTS	—

OVERVIEW

The Ecological and Environmental Planning Division (EEP) has 2 Sections that oversee technical guidance, BISONM, State Wildlife Action Plan, Environmental Review Tool, Statewide Riparian Map, Crucial Habitat Assessment Tool and the Share with Wildlife program.



198-1300 EEP

FULL TIME EMPLOYEES	7
TOTAL BUDGET	\$1,111,700
PERSONNEL SERVICES	\$765,300
CONTRACTUAL SERVICES	\$252,300
OTHER COSTS	\$94,100
OTHER FINANCING COSTS	—

30700-1304 SHARE WITH WILDLIFE

FULL TIME EMPLOYEES	0
TOTAL BUDGET	\$200,000
PERSONNEL SERVICES	—
CONTRACTUAL SERVICES	\$200,000
OTHER COSTS	—
OTHER FINANCING COSTS	—

BISON-M/SHARE WITH WILDLIFE

- Data from over 200 documents are entered annually to BISON-M to update as many as a thousand of the 6,800 plus species accounts. The BISON-M website was used by over 2,000 individuals since January, 2023.
- The Share with Wildlife Program funds 10-12 projects a year with its \$200,000 budget. Projects focus on Species of Greatest Conservation Need identified in the SWAP and fall under four categories: education, habitat, rehabilitation, and research. New projects will be selected in September for funding beginning January 1, 2024. Typically, at least 70% of the budget goes to research projects, the remainder primarily supporting education and rehabilitation projects.

HABITAT EVALUATION

- Provide representation for the Department on national, regional, statewide, and localized groups and state-federal collaborations including: Association of Fish and Wildlife Agencies Wildlife Diversity Program Managers, Western Regional Partnership, South Central Climate Adaption Science Center, Mining Commission, Climate Change Taskforce, and the Middle Rio Grande Endangered Species Collaborative Group (MRGESCG).
- Annually, over 600 items are entered into the New Mexico Environmental Review Tool (NMERT) by technical guidance staff or project proponents. Typically, over 100 custom responses are prepared, many of which are reviewed and signed, and several hundred no effect or best practice recommendations are generated or emailed by staff through the NMERT.
- Provide direction on the design, enhancement, and implementation of multiple, publicly accessible information systems and datasets, including Biota Information System of New Mexico (BISON-M), the State Wildlife Action Plan for New Mexico (SWAP) portal, the NMERT, the Statewide Riparian Map, and the Crucial Habitat Assessment Tool (CHAT).
- Review terrestrial habitat related planning documents including National Forest Plans, National Forest Travel Management Plans, military base Integrated Natural Resource Management Plans; assist New Mexico Department of Transportation in implementing the Wildlife Corridors Action Plan; assist Wildlife Management Division in annual waterfowl survey flights, Breeding Bird Surveys, and lesser prairie-chicken surveys.
- Review riparian and/or aquatic habitat-related projects and update development and restoration project guidelines relevant to these habitat types, utilize and share information on the Statewide Riparian Map, provide technical expertise to the MRGESCG subcommittees, and review River Stewardship Program and other aquatic and riparian related project proposals.
- Review mining and energy related permit applications and Environmental Assessments and increasing numbers of new renewable energy development projects. Conduct over 25 site visits annually to mining and energy development project sites to inform project reviews.
- Track large transmission and mining development projects, including the Sun Zia Transmission Line and Copper Flat mine development, and oversee the mandated remediation for the Terrero Mine and El Molino mill sites and the testing and remediation for the Lisboa Springs Fish Hatchery.
- Lead the Congressionally-mandated 10-year review and revision of the SWAP, including working with partners to develop Riparian Conservation Opportunity Areas and conduct climate change vulnerability assessments for species identified as being of conservation need in the plan.



INFORMATION & EDUCATION DIVISION

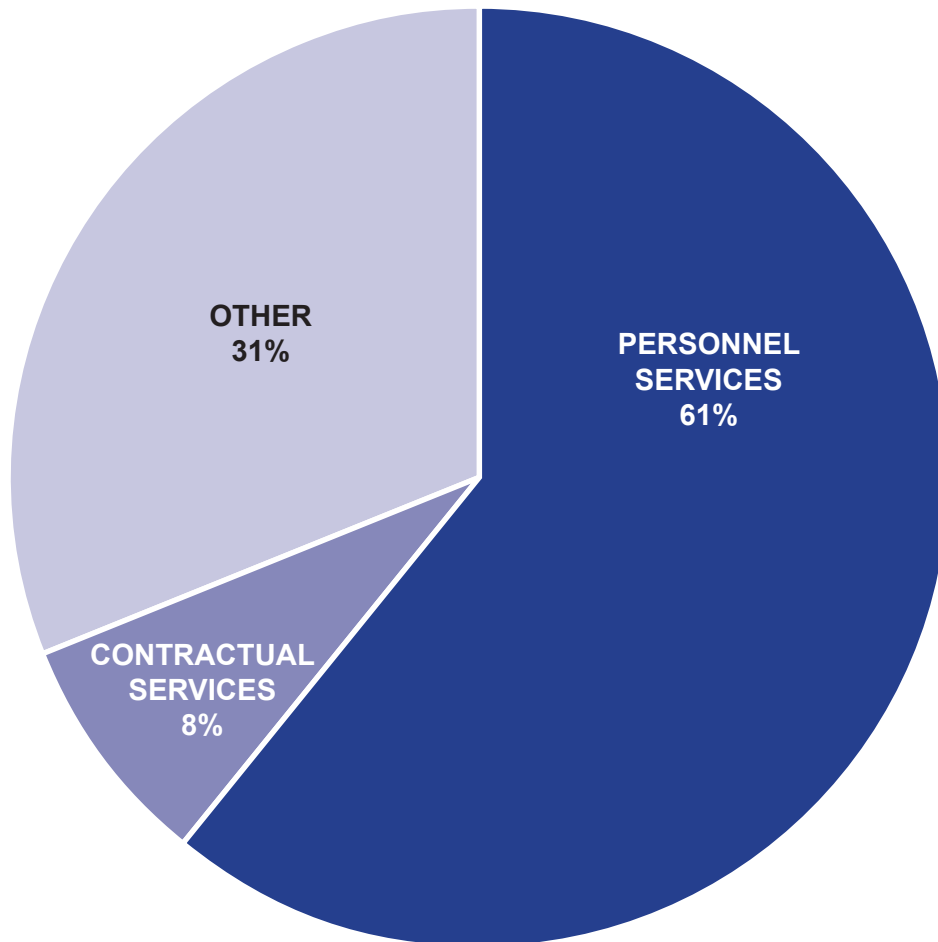
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Conserving New Mexico's Wildlife for Future Generations

FULL TIME EMPLOYEES	28
TOTAL BUDGET	\$4,676,400
PERSONNEL SERVICES	\$2,838,200
CONTRACTUAL SERVICES	\$394,600
OTHER COSTS	\$1,443,600
OTHER FINANCING COSTS	—

OVERVIEW

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



198-1800 INFORMATION & EDUCATION

FULL TIME EMPLOYEES	25
TOTAL BUDGET	\$3,745,300
PERSONNEL SERVICES	\$2,388,500
CONTRACTUAL SERVICES	\$344,600
OTHER COSTS	\$1,012,200
OTHER FINANCING COSTS	—

INFORMATION

Publications

- Release an average of 100 press releases/public announcements annually.
- Weekly fishing and stocking reports are sent to over 280,000 subscribers.
- All Rules and Information Booklets (Hunting, Fishing, Furbearer, Upland and Migratory Birds) have been published in both English and Spanish since the 2022-2023 license year.
- Print publications and digital downloads/unique opens (Newsletters, Digital Magazines, Digital RIBs): over 1,800,000 annually

Website

- Main website: Over 10,000,000 pages visited annually.
- Magazine site: approximately 200,000 pages visited annually.
- Over 1,200,000 PDF downloads annually.

Social Media

- Engagement with diverse audiences on five platforms (Facebook, X/Twitter, Instagram, TikTok, YouTube).
- On average, our social media pages reach over 230,000 people a month, with over 96,000 followers across our pages.
- With social media constantly changing, the Department regularly evaluates the platforms utilized and is investigating additional platforms such as Threads and NextDoor.

New Mexico Wildlife Podcast

- Focuses on providing information on Department programs and projects as well as a R3 focus with how-to and DIY information.
- Dropped episodes average 1 hour in length with approximately 6,500 listens annually.
- Listed on over 30 podcast platforms including Google Podcasts, Spotify, Apple Podcasts, Pandora, iHeartRadio, and SoundCloud.

New Mexico Wildlife E-Newsletters

- Informs constituents of diverse Department projects on a variety of wildlife species, changes to rules and regulations, and provides a behind-the-scenes look at the Department and the people who work there.
- Articles and photography are largely generated in-house, and all content is published in both English and Spanish.
- E-newsletters are sent to over 300,000 subscribers.

New Mexico Fishing Challenges

- Includes the Trout Challenge, Bass Challenge, and Master Angler programs.
- On average, 300 program entries per year and 150 challenge completions per year.



Information Center

- Provides phone and email assistance to the Department's customer base.
- Assistance includes providing general information, explanation of rules and regulations, submitting draw applications and harvest reports, account updates and password resets, taking urban wildlife calls, vending licenses, and taking payments for citations and fees.
- Answer more than 200,000 calls and 15,000 emails annually.
- Annually vend over 5,000 licenses; over 900 tags, forms and other documents mailed; and roughly \$1 million in sales and payments.

EDUCATION

Hunter Education Program

- Provide instruction in the safe handling of firearms to new and existing hunters, offering a variety of learning opportunities and skills based trainings with a focus on safety and ethics.
- Includes Hunter Education courses and camps, Bowhunter Education courses and camps, and the Mentored-Youth Hunting Program.
- Utilizes in-person and online learning platforms, after-school programs, YouTube educational videos, youth incentive hunts for Hunter Education graduates, and skilled-based trainings and camps.
- On average, Hunter and Bowhunter Education programs reach approximately 3,500 students annually.
- On average, the Mentored Youth Program has approximately 250 youth registered each year.
- Also hosts virtual and in-person Ladies' Social Hours to further engage women in outdoor recreation activities and increase knowledge of wildlife conservation.

Shooting Sports Program

- Provide shooting sports opportunities, including skilled-based camps and events, throughout New Mexico.
- Works to enhance existing public shooting ranges and to develop new public shooting ranges throughout the state.
- Programs reach over 1,000 youth and adults annually.
- Develop and host the state's largest shooting competition, the Youth Hunter Education Challenge (YHEC), with over 300 attendees annually. Teams compete in multiple disciplines including, shotgun, muzzleloader, .22 rifle and archery.
- Oversee the Tres Piedras Shooting Range and the Stephen M. Bush Memorial Shooting Range in Clayton.

Archery Education Program

- Strives to increase the number of safe, ethical and responsible youth archers throughout New Mexico, utilizing the National Archery in the Schools Program (NASP) and the Department's 3D Archery Program as a "next step" for NASP archers.



- NASP is an in-school, target archery program designed to introduce target archery to students in grades 4-12. New Mexico has over 300 active coaches and well over 10,000 students participating annually.

- Hosts the annual NASP State Championship, Basic Archery Instructor Workshops, and provides support and guidance for league, city, and regional NASP Championships.

Aquatic Resource and Sportfish Education Program

- Increases awareness of sport-fishing resources and aquatic life in New Mexico through hands-on training in angling skills, aquatic biology, and fisheries biology.

- Provides over 90 classes to more than 7,000 youth and adults annually.

- Partners with NM Trout Unlimited in the Trout in the Classroom Program, with over 600 students participating annually.

Conservation Education & Volunteer Programs

- Provides presentations, lesson plans, wildlife education trunks, coloring books, wildlife notes, and virtual resources for teachers and students.

- Over 70 wildlife presentations are given at public venues, schools, and youth groups each year.

- Over 130 wildlife notes, lesson plans and how-to projects are continually updated and made available online for public use.

- Wildlife education trunks are made available for staff and instructor use.

- Oversees and manages over 1,300 Department volunteers.

- Volunteers must be certified, passing background checks and taking Child Safe trainings.

- Volunteers may specialize in assisting with specific Division programs such as Hunter Education, Shooting Sports, Archery Education, Fishing/Conservation Education and/or the Off-Highway Vehicle Program.

10840-4000 OHV

FULL TIME EMPLOYEES	3
TOTAL BUDGET	\$931,100
PERSONNEL SERVICES	\$449,700
CONTRACTUAL SERVICES	\$50,000
OTHER COSTS	\$431,400
OTHER FINANCING COSTS	—

OFF-HIGHWAY VEHICLE PROGRAM

The New Mexico Department of Game and Fish's Off-Highway Vehicle (OHV) Program provides leadership in the area of OHV recreation, implements effective and accessible safety education, coordinates and conducts statewide conservation and law enforcement efforts and balances recreational activities with conservation and protection of New Mexico's cultural and natural resources.

There are approximately 28,000 resident OHV registrations issued by the New Mexico Motor Vehicle Division and approximately 3,500 non-resident user fee registrations issued by the New Mexico Department of Game and Fish annually.

- The OHV Program administers grants from the Trail Safety Fund making approximately \$200,000 available 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, provide OHV public outreach or training, etc.
- On average, over 6,200 hours are utilized for OHV law enforcement by about 120 law enforcement officers throughout the state annually. On average, there are over 750 OHV patrols conducted throughout the state annually.
- Provide public outreach to community events and public schools around the state, via ATV simulator displays, static OHV displays and Safety Sam/Sara animatronic robots.
- Provide hands-on OHV safety training classes to the public and state, county, and municipal agencies. OHVs and OHV safety equipment is provided for these trainings by the OHV Program.
- The OHV program maintains a fleet of 50-60 OHVs to support hands-on training; including ATVs, dirt motorcycles, and snowmobiles. This OHV fleet also supports law enforcement efforts for OHV patrols, search and rescue, etc.
- Provide OHV Act classroom trainings to any law enforcement agency who requests it. Most of these trainings are provided at law enforcement academies throughout the state.





Field Operations

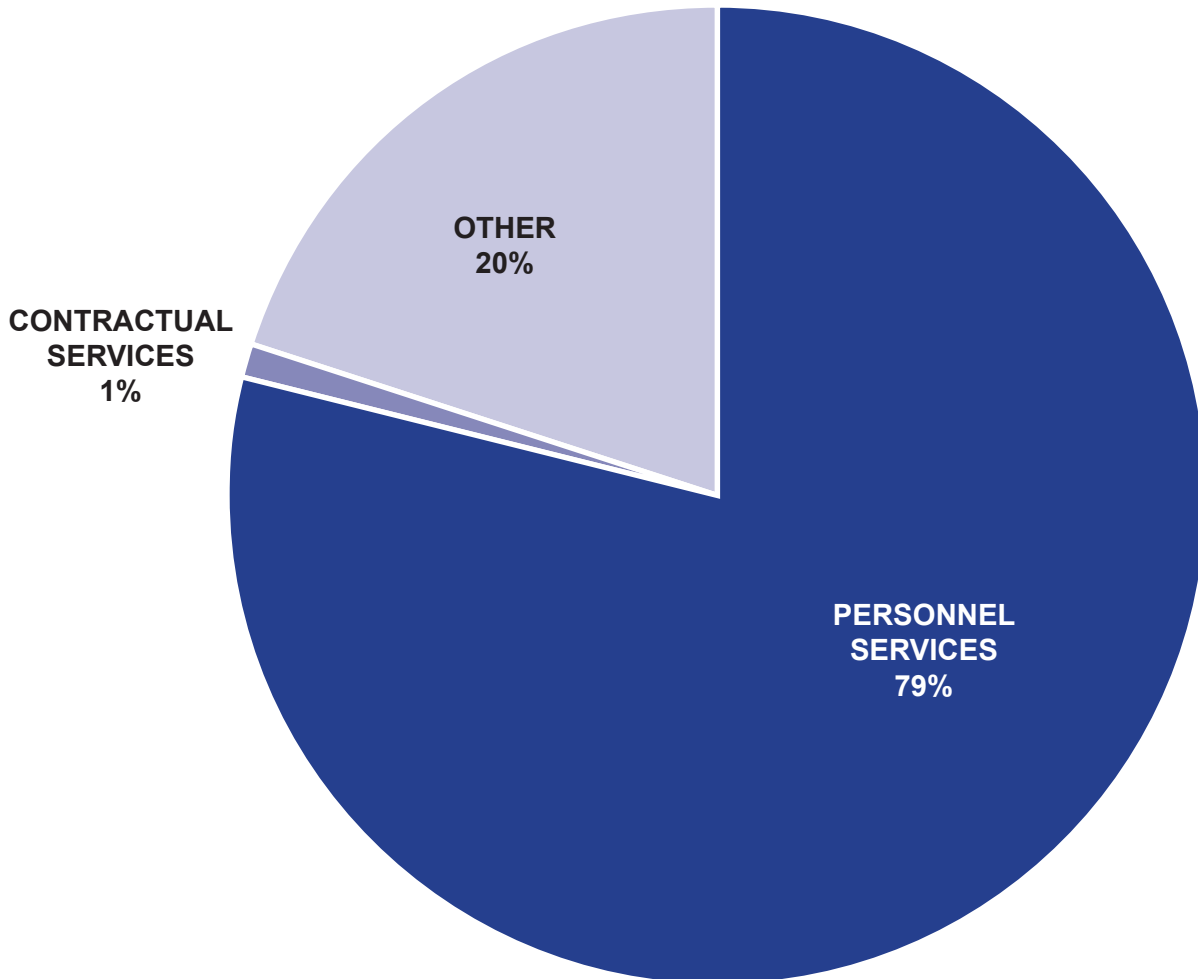
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Conserving New Mexico's Wildlife for Future Generations

FULL TIME EMPLOYEES	99
TOTAL BUDGET	\$11,954,600
PERSONNEL SERVICES	\$9,433,000
CONTRACTUAL SERVICES	\$98,700
OTHER COSTS	\$2,422,900
OTHER FINANCING COSTS	—

OVERVIEW

The Field Operations Division (FO) has 3 Sections that oversee law enforcement, guides and outfitters, special permits and revocations.



LAW ENFORCEMENT DIVISION ADMINISTRATION

FULL TIME EMPLOYEES	13
TOTAL BUDGET	\$3,993,600
PERSONNEL SERVICES	\$2,091,900
CONTRACTUAL SERVICES	\$96,000
OTHER COSTS	\$1,805,700
OTHER FINANCING COSTS	—

HEADQUARTERS

- Oversee FOD operations and FOD budget allocation
- Manage the Operation Game Thief Program and associated funding and reward payouts
- Encourage the Conservation Officer Concept by promoting officers to work with biologists on wildlife, fisheries, and habitat projects
- Promote a professional and effective law enforcement presence across the State
- Facilitate the Revocation Program for repeat and egregious violators
- Recruit, hire, and train new Conservation Officers
- Ensure required training criteria for Peace Officer certification is adhered to and met
- Coordinate with other state, federal, and local agencies to promote a team approach to wildlife law enforcement
- Enforce the OHV laws, rules, and regulations
- Run the day to day business operations of our 4 area offices
- Manage and alleviate human/wildlife conflicts
- Permit and register guides and outfitters
- Facilitate the permitting process for wildlife rehabbers and other special permit holders throughout the State
- Establish a wildlife law enforcement program to include special operations to deter wildlife law violators
- Engage and interact with public communities in education and outreach classes and events

Depredation Complaints

- Total Complaints: **347**
- Southeast Region Complaints: **65**
- Southwest Region Complaints: **75**
- Northeast Region Complaints: **119**
- Northwest Region Complaints: **88**

Outfitters and Guides

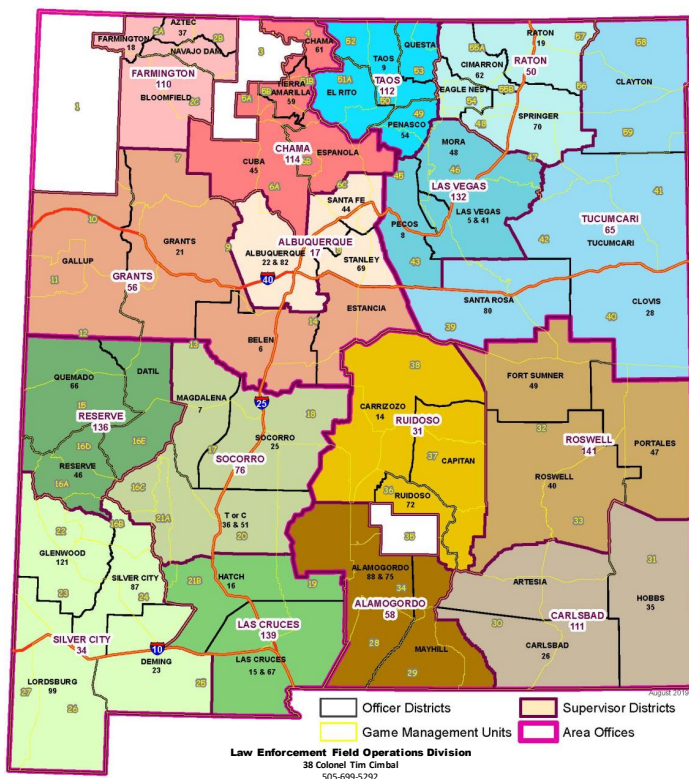
- Registered Outfitters: **277**
- Registered Guides: **1,957**

Permits

- Wildlife Rehabilitators: **8**
- Scientific and Education Permit Holders: **195**
- Game Bird Propagation: **150**
- Falconry: **115**
- Wildlife Importation: **100**

Other (Statewide)

- Special Operations (Artificial Wildlife Operation, Roadblocks, Plain Clothes Patrols, etc.): **150**
- Education and Outreach Events (Conservation Education, Fairs, Expos, etc.): **358**



SOUTHEAST AREA

FULL TIME EMPLOYEES	21
TOTAL BUDGET	\$1,889,400
PERSONNEL SERVICES	\$1,741,700
CONTRACTUAL SERVICES	—
OTHER COSTS	\$147,700
OTHER FINANCING COSTS	—

SOUTHWEST AREA

FULL TIME EMPLOYEES	21
TOTAL BUDGET	\$2,219,000
PERSONNEL SERVICES	\$1,999,600
CONTRACTUAL SERVICES	—
OTHER COSTS	\$219,400
OTHER FINANCING COSTS	—



SOUTHEAST REGION

Law Enforcement Effort

- Total non-traffic citations issued: **977**
- Total hours per citation: **10.89**
- Total contacts per citation: **19.49**
- Total field contacts: **19037**
- Total hours: **10,639.5**
- Total search warrants: **12**
- Total arrest warrants: **12**

State Land Patrol Effort

- Total non-traffic citations issued: **3**
- Total hours per citation: **256.33**
- Total contacts per citation: **215.33**
- Total field contacts: **646**
- Total hours: **769**

SOUTHWEST REGION

Law Enforcement Effort

- Total non-traffic citations issued: **625**
- Total hours per citation: **21.18**
- Total contacts per citation: **23.54**
- Total field contacts: **14730**
- Total hours: **13252.5**
- Total search warrants: **2**
- Total arrest warrants: **4**

State Land Patrol Effort

- Total non-traffic citations issued: **20**
- Total hours per citation: **58.15**
- Total contacts per citation: **102**
- Total field contacts: **2040**
- Total hours: **1,163**



NORTHEAST AREA

FULL TIME EMPLOYEES	21
TOTAL BUDGET	\$1,909,200
PERSONNEL SERVICES	\$1,763,000
CONTRACTUAL SERVICES	\$1,500
OTHER COSTS	\$144,700
OTHER FINANCING COSTS	—

NORTHWEST AREA

FULL TIME EMPLOYEES	23
TOTAL BUDGET	\$1,943,400
PERSONNEL SERVICES	\$1,836,800
CONTRACTUAL SERVICES	\$1,200
OTHER COSTS	\$105,400
OTHER FINANCING COSTS	—



NORTHEAST REGION

Law Enforcement Effort

- Total non-traffic citations issued: **628**
- Total hours per citation: **17.04**
- Total contacts per citation: **25.32**
- Total field contacts: **15,900**
- Total hours: **10,701.5**
- Total search warrants: **12**
- Total arrest warrants: **3**

State Land Patrol Effort

- Total non-traffic citations issued: **5**
- Total hours per citation: **169.2**
- Total contacts per citation: **107.4**
- Total field contacts: **537**
- Total hours: **846**

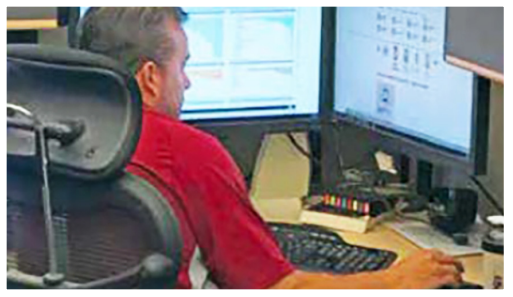
NORTHWEST REGION

Law Enforcement Effort

- Total non-traffic citations issued: **526**
- Total hours per citation: **19.52**
- Total contacts per citation: **29.06**
- Total field contacts: **15,276**
- Total hours: **10,294.5**
- Total search warrants: **2**
- Total arrest warrants: **5**

State Land Patrol Effort

- Total non-traffic citations issued: **5**
- Total hours per citation: **33.9**
- Total contacts per citation: **43.6**
- Total field contacts: **218**
- Total hours: **169.5**



Program Support

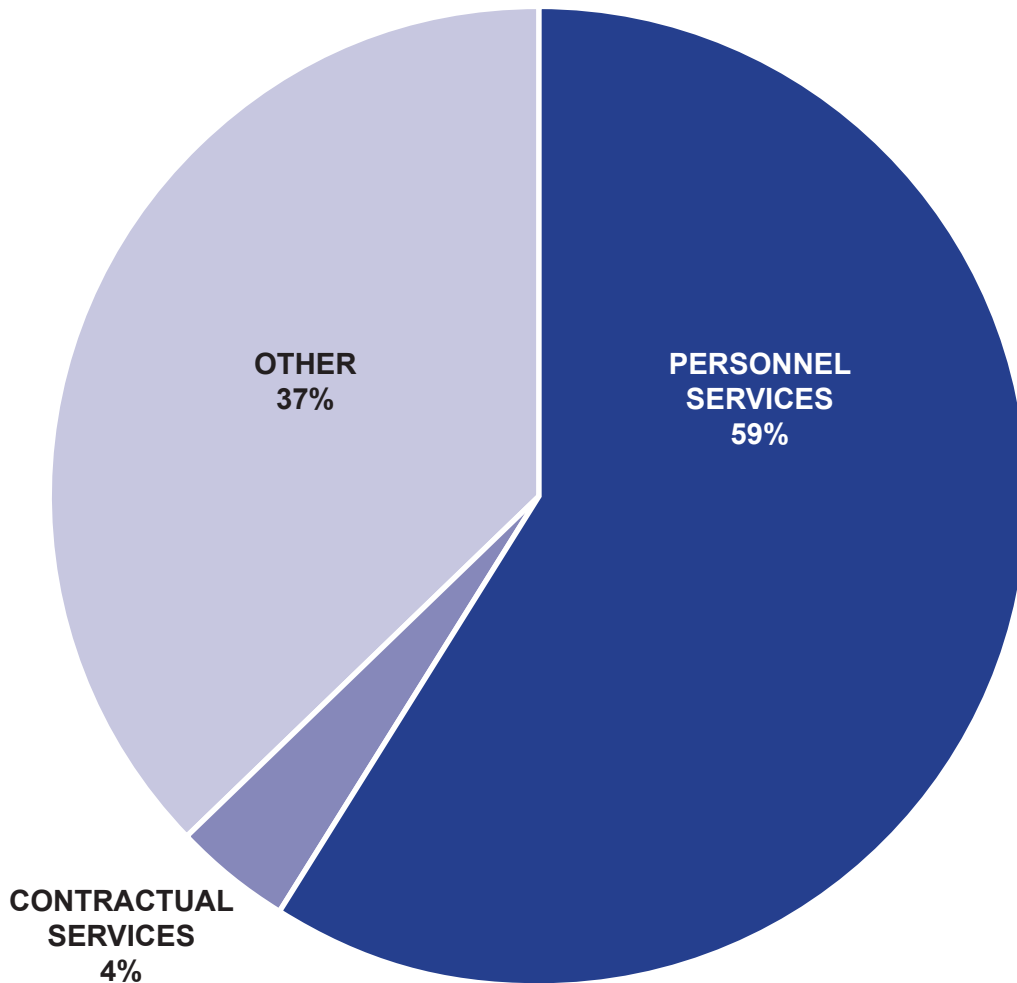
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Conserving New Mexico's Wildlife for Future Generations

OVERVIEW

Program support provides executive leadership and manages and maintains the department's financial operations, information technology assets, licensing system, property management, and provides human resources support.

FULL TIME EMPLOYEES	53
TOTAL BUDGET	\$9,404,700
PERSONNEL SERVICES	\$5,513,200
CONTRACTUAL SERVICES	\$412,000
OTHER COSTS	\$3,479,500
OTHER FINANCING COSTS	—



198-2100 ADMINISTRATION

FULL TIME EMPLOYEES	6
TOTAL BUDGET	\$925,100
PERSONNEL SERVICES	\$721,000
CONTRACTUAL SERVICES	\$43,500
OTHER COSTS	\$160,600
OTHER FINANCING COSTS	—

198-2500 ASD

FULL TIME EMPLOYEES	22
TOTAL BUDGET	\$4,648,100
PERSONNEL SERVICES	\$2,096,400
CONTRACTUAL SERVICES	\$238,500
OTHER COSTS	\$2,313,200
OTHER FINANCING COSTS	—

198-2300 HUMAN RESOURCES

FULL TIME EMPLOYEES	4
TOTAL BUDGET	\$401,800
PERSONNEL SERVICES	\$401,800
CONTRACTUAL SERVICES	—
OTHER COSTS	—
OTHER FINANCING COSTS	—

The Administrative Services Division (ASD) manages all financial operations, facilities, and human resources for the department. ASD includes the following seven sections: accounts payable, procurement, budget, licensing operations, federal aid, human resources, and property management (PM).

- The Budget Section (3 FTE) currently manages \$49.8 million in FY24 and an increase to \$52.8 million in FY25. The Budget Section manages and completes the annual audit.
- The Federal Aid Section (4 FTE) collects approximately \$26 million annually in federal revenue from all department funds and manages approximately 82 federal grants. The total amount of active grants is \$62.5 million.
- The Licensing Section (6 FTE) assists with serving approximately 126,622 customers and 285,363 applicants and is integral in generating revenue for the Department. The Licensing Section manages all sales of hunting and fishing licenses through its online licensing system, area offices and approximately 140 participating vendors.
- The Procurement Section (3 FTE) processes and manages millions of dollars in contracts for the Department that include large RFP's for engineering, professional services contracts, and all procurement regulations.
- The Accounts Payable Section (5 FTE) reviews and processes all payments for the Department that include approximately 10,245 vouchers per year.
- The Human Resources Section (4 FTE) manages all personnel matters including new hires, promotions, terminations, etc.
- The Facilities Section (5 FTE) manages the maintenance and repairs of 3 department owned area offices, 11 dams across the State, and numerous other Department owned properties.

198-2600 PM

FULL TIME EMPLOYEES	5
TOTAL BUDGET	\$808,100
PERSONNEL SERVICES	\$366,900
CONTRACTUAL SERVICES	\$50,000
OTHER COSTS	\$391,200
OTHER FINANCING COSTS	—

198-2400 ISD

FULL TIME EMPLOYEES	16
TOTAL BUDGET	\$2,621,600
PERSONNEL SERVICES	\$1,927,100
CONTRACTUAL SERVICES	\$80,000
OTHER COSTS	\$614,500
OTHER FINANCING COSTS	—

The Information Systems Division (ISD) manages and maintains the department's information technology assets. This is done via three sections, Applications, Operations and Security.

- The applications team (7 FTE) develops and maintains the mission critical applications for the agency which include the online sales, and the vendor sales applications. These websites facilitate the purchase of hunting and fishing licenses to both residents and nonresidents. In addition to the public facing web applications the applications section develops, maintains and supports internal web-based applications that support the agency in its mission of wildlife conservation.
- The operations team (6 FTE) handles the day-to-day end point support which includes workstations and mobile devices. The operations team also supports and maintains the necessary infrastructure such as routers, switches, storage and servers.
- Security and PCI compliance is maintained by the department Information Security Officer (1 FTE). The security officer works with department staff and external auditors to maintain the department PCI compliance. The Information Security Officer also develops and maintains IT centric policies and procedures.

Priorities for NMDGF ISD

- Maintain compliance with the Payment Card Industry (PCI) Data Security Standards (DSS) current version.
- Maintain current levels of computer operating system versions and application development environment versions through replacements and upgrades.
- Maintain computer system security levels through patching critical and high vulnerabilities within 30 days of the vulnerability discovery.
- Establish and maintain a 99.9% (8.76 hours per year of unplanned downtime) reliability of all critical systems (e.g., Online sales, Vendor sales, Share folders).