

Strategic Plan: Year 2 Milestones

JULY 1, 2011 THROUGH JUNE 30, 2012

Goal I. Deliver on Our Promise to Manage State Lands Sustainably

- Initiative A:** Demonstrate that DNR's current [Forest Stewardship Council \(FSC\)-certified timber](#) can provide increased market value.
- Initiative B:** Review and update state trust land agriculture leasing business practices for determining fair market value, and integrate the new values into new leases.
- Initiative D:** Complete the Environmental Impact Statement (EIS) for the [Aquatic Lands Habitat Conservation Plan](#). Develop nearshore protection best practices.
- Initiative E:** Secure sustainable funding for the [Natural Heritage Program](#) by applying for more grants and leveraging partnerships.
- Initiative F:** Complete a successful first year of implementing the [Discover Pass](#), improving public safety, restoring/maintaining services at 143 recreation sites, initiating management plans for three new landscapes, and supporting volunteer efforts.
- Initiative G:** Complete the scoping process, develop management alternatives and launch the [Marbled Murrelet Conservation Strategy](#), including substantial stakeholder outreach.
- Release the Draft Environmental Impact Statement (EIS) and Draft [Forest Land Plan for the Olympic Experimental State Forest](#).
- Initiative H:** Diversify the [state trust lands portfolio](#) with non-traditional categories of natural resource lands—such as for [biomass](#), and high-value agricultural lands—that have the strong potential for trust income and increased trust asset value.

Goal II. Improve Forest Practices Rules and Strengthen Implementation and Compliance

- Initiative A:** Achieve reliable and consistent documentation of [Forest Practices Act](#) implementation; seek sustainable program funding.
- Initiative B:** Implement the action plan to increase landowner compliance of [Forest Practices Rules](#).
- Initiative C:** Implement [watershed analysis](#) reform to help improve protection from catastrophic landslides.
- Initiative D:** Seek sustainable funding for [Forest Practices Adaptive Management](#) Program.

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Goal III. Preserve Forest Cover and Protect Working Forests and Agriculture Lands from Conversion

- Initiative A:** Review the [Asset Management Strategies](#) for state trust lands, refining and updating priority areas for agricultural acquisitions, and adding priority areas for potential alternative energy development.
- Initiative B:** Submit report to the legislature on sustainable funding for the [Forestry Riparian Easement Program](#) (FREP), and secure an increase in federal funding for the [Family Forest Fish Passage Program](#) (FFFPP).
- Initiative C:** Provide leadership on [ecosystem services market](#) development by launching the pilot effort.
- Initiative D:** Develop partnerships to implement the [Community Forest Trust](#).

Goal IV. Clean up and Restore Puget Sound

- Initiative A:** Align DNR business practices to support attaining Puget [Sound Partnership ecosystem recovery targets](#), and align state-owned aquatic lands, uplands and regional issues.
- Initiative B:** Establish and complete the management plan for the [Nisqually Aquatic Reserve](#), to bring the total to [seven state aquatic reserves](#).
- Initiative C:** Seek funding for and implement [natural resources jobs](#) for youth and veterans through [Puget SoundCorps](#).

Goal V. Develop Renewable Energy Resources on State Lands, Address the Challenges of Climate Change, and Create Renewable Energy Jobs

- Initiative A:** By September 30, 2011, compile and report the energy and greenhouse gas emission data for 2010 to the [Department of Ecology](#), with the goal of reducing agency greenhouse gas emissions (CO² equivalent) by 175 million tons below the 2009 level of 11,946 million tons.
 - Use replacement vehicle purchases to acquire more fuel-efficient vehicles.
 - Complete 13 energy-upgrade projects, including replacement of Olympic Region Office heating and ventilation system, lighting upgrades, insulation, and window replacements.
- Initiative B:** Complete the statewide [assessment of forest biomass](#) ‘feedstock’ [supply](#) to establish the level of materials available on a sustainable basis.
 - Launch the forest [bio-aviation fuel pilot project](#).
- Initiative C:** Complete and initiate implementation of the [Climate Change Adaptation Strategy](#).

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Goal VI. Ensure that DNR is Well-managed and Supportive of Its Employees

Initiative A: Publish DNR fiscal health report.

Initiative B: Implement the FY 2012 Workforce Diversity Action Plan.

Create a hiring and selection training module for supervisors to help meet future staffing needs and expand workforce diversity.

Initiative C: Establish a set of leadership competencies required for each level of organizational leadership.

Initiative E: Fully implement workers compensation case management.

Develop and implement an audit process to provide feedback to managers on quality of performance evaluations and position descriptions.

Initiative F: Reduce vehicle fleet size and use to save dollars and reduce fuel consumption and emissions.