



Maine Department of Inland Fisheries & Wildlife Handbook





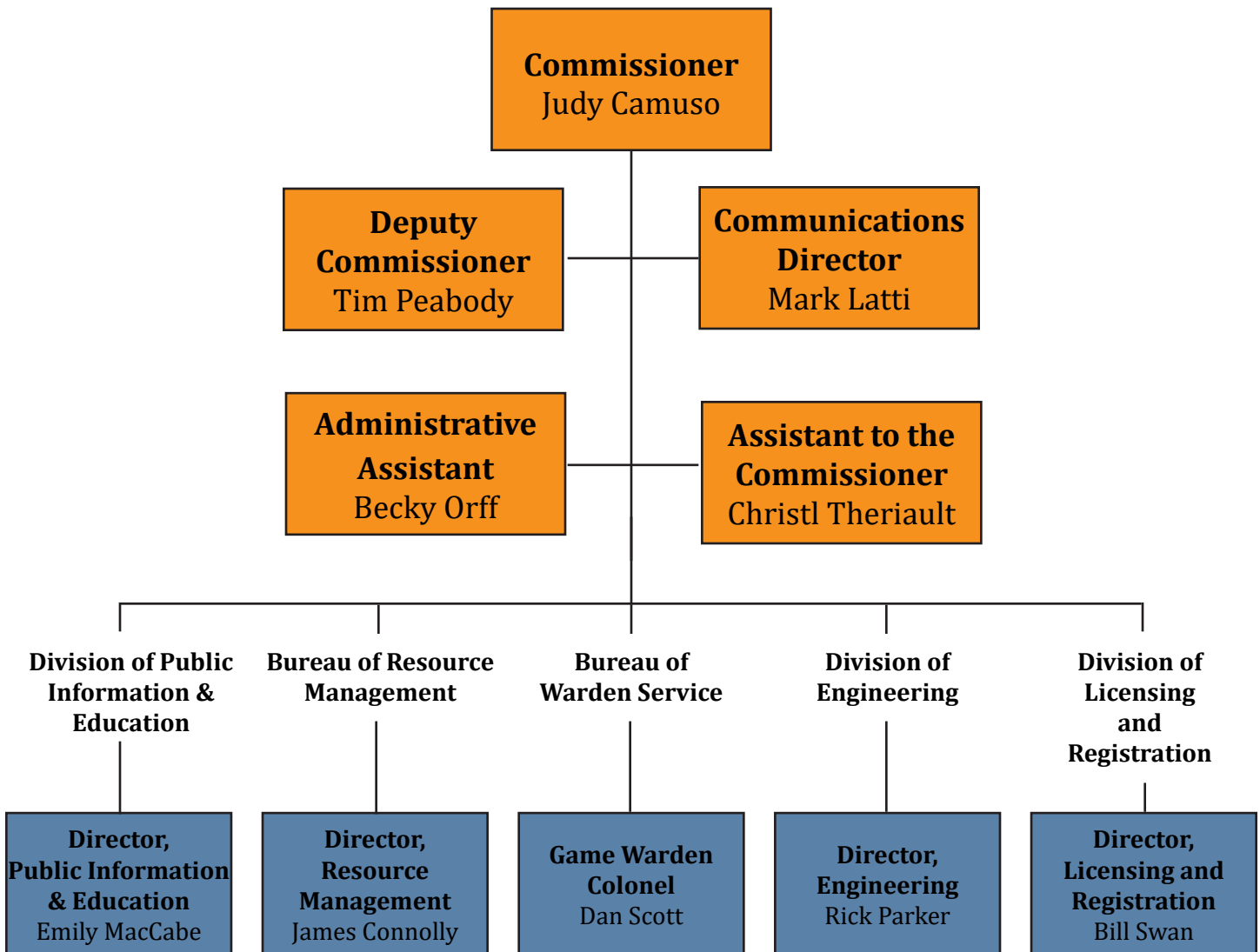
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Department Organizational Chart*

*As of December 14, 2020





About the Department

The Maine Department of Inland Fisheries and Wildlife (MDIFW) preserves, protects, and enhances the inland fisheries and wildlife resources of the state. Established in 1880 to protect big game populations, MDIFW has since evolved in scope to include protection and management of fish, non-game wildlife, and habitats, as well as restoration of endangered species like the bald eagle.

In addition to its conservation duties, MDIFW is also responsible for enabling and promoting the safe enjoyment of Maine's outdoors — from whitewater rafting to boating, snowmobiling, hunting, fishing, and wildlife watching.

The agency's constituents include the fish, wildlife, and people who call Maine home, as well as the visiting outdoor enthusiasts and ecotourists who call Maine Vacationland and contribute hundreds of millions of dollars each year to the state's economy.

A Brief History

In 1880, the Legislature made two Maine Fisheries Commissioners responsible for enforcing laws relating to important game species. This early enforcement effort represented the beginning of the Department of Inland Fisheries and Wildlife. At the time, game wardens were appointed to patrol the state's woods and waters and bring poaching under control. They did not receive a salary, but instead received half the amount of the fines paid by violators they apprehended.

The mission of the Department was soon expanded to include the propagation of game fish, and through the early 1900s, many new hunting and fishing laws were enacted to conserve fish and wildlife. Today, the Department carries out a wide variety of fish and wildlife conservation programs focused on maintaining abundant game resources, as well as managing non-game wildlife and restoring endangered species.

The Department's mission has significantly broadened with responsibilities for white-water rafting, watercraft, snowmobiles; ATVs; hunter, trapper and recreational vehicle safety; conservation education; and other matters.

Although the Department's mission has been steadily expanded, it remains focused on the protection and enhancement of the state's inland fisheries and wildlife, while at the same time providing for the wise use of these resources.

All in for the Maine Outdoors.

We are biologists, game wardens, and educators all in on a common mission: responsible, safe enjoyment of the Maine outdoors. We believe a healthy ecosystem makes life better for all the fish, wildlife, and people who call Maine home, as well as for those who visit.

While MDIFW is a state agency, our work is funded by sportsmen and outdoors people. Our revenue comes primarily through the sale of hunting and fishing licenses/permits, boat, snowmobile, and ATV registrations, as well as a federal tax on hunting and fishing equipment distributed to the State. Depending on the year, the state's general fund also provides funding for the department, at times comprising over 20% of our budget. The more people who actively enjoy Maine's natural resources, the more ability we have to enhance, preserve, and protect them for the future.

Basically, we're all in this together. Biologists. Game wardens. Educators. And you – the hunters, fishermen, and everyday adventurers who support our work.

For recreation, for hunting, for fishing, for science, or just for fun: we're all in for the Maine outdoors.



Office of the Commissioner

Judy Camuso, Commissioner



Governor Janet Mills nominated Judy Camuso as MDIFW Commissioner on December 18, 2018, and upon confirmation, she became first woman to lead the department. Judy became director of the wildlife division in 2013 after beginning her career in 2007 as an assistant regional wildlife biologist in southern Maine, and then advancing to the special projects coordinator before being promoted to wildlife director.

She has over 20 years' experience with MDIFW and Maine Audubon, and lead several statewide natural resource initiatives as wildlife director for MDIFW including directing the defeat of a statewide ban on bear hunting methods and directing a statewide department communications campaign that has gained national attention. In 2018, Camuso was selected as one of 50 Mainers leading Maine to new heights by Maine Magazine, and in 2015, she received MDIFW's Employee of the Year, Governor's Award.

Tim Peabody, Deputy Commissioner

Tim began at MDIFW as game warden in 1983, and after a distinguished field career, became colonel in 1998 where he served until 2004. Upon retirement, Tim became an Associate Professor of the Conservation Law Program and later director for the Center for Natural Resource Management and Protection at Unity College, where he stayed until he was appointed deputy commissioner in 2015.



Tim assists the commissioner with managing the budget, personnel evaluations and oversight for all bureaus. He also collaborates with other agencies on joint projects, oversees policy and procedures, manages legislative matters, is involved in the rulemaking process, and communicates with the Governor's office on constituent concerns.

Christl Theriault, Legislative Liaison/Assistant to the Commissioner



Christl first joined the Department as a Game Warden in 1998, a position she held until 2005. She then was a partner in a private investigation firm where she worked until returning to the Department as the legislative liaison in 2012. She acts as the liaison with the Legislative Fish and Wildlife Committee and the Legislature as a whole – tracking bills, providing constituent services, and acting as liaison with the Governor's Office. She assists with the agency's rulemaking process; assisting with publications (providing information i.e., law changes); updating Title 12; interacting with the Commissioner's Advisory Council; she is the Freedom of Access Act Coordinator for the Department, assisting the Commissioner with special projects and processes; and assisting Department staff and the public with law and rule questions.

Mark Latti, Communications Director

Mark oversees all media relations and communications for the Department and coordinates all communication with the Governor's office. Mark joined the Department in 1998 and oversaw all media relations until he became Communications Director at MaineDOT in 2008. In 2011, he returned to MDIFW to direct the landowner relations program before overseeing communications for the Bureau of Resource Management. He was instrumental in the success of three statewide referendum campaigns for MDIFW.



Prior to joining the Department, Mark was the Communications Manager at the Sugarloaf Ski Resort, and served as either an editor or writer with several Maine Newspapers including the Portland Press Herald, Central Maine Morning Sentinel, the York County Coast Star, and the Sugarloaf Irregular.



Office of the Commissioner

Becky Orff, Administrative Assistant for the Commissioner



Becky has worked for the Department in various capacities since 1990 including the Licensing and Registration Division and the front desk at the Department's Information Center for eight years before filling her current position in the Commissioner's Office in 2004. She is responsible for administrative duties for the Commissioner, Deputy Commissioner and the Assistant to the Commissioner. Becky is also the Clerk of the Board for the Commissioner's Advisory Council, and maintains the records for and issues permits for those with permanent physical disabilities.

Commissioner's Office Resources



MDIFW recently completed its five-year strategic plan, which will be the framework to achieving department goals related to workforce, customer experience, communication, public access and maintaining healthy fish and wildlife habitats. [Please click here to view the 2020-2025 Strategic Plan \(PDF\).](#)

Stay up to date with the Commissioner's Office by clicking the links below:

- [Rulemaking proposals open to public comment](#)
- [Legislative updates](#)
- [Title 12: CONSERVATION](#)
- [Meetings & Events](#)



Bureau of Resource Management

Maine's fish and wildlife, coupled with Maine's vast natural resources, are the primary reason many of us call Maine home. The Maine outdoors is the driving force behind a 1.4-billion-dollar fishing, hunting, and wildlife watching economy. The contribution of fish and wildlife to the quality of life here is immeasurable. One can see turkeys, deer, and eagles on the way to work, and fish for wild brook trout, bass or landlocked salmon in the evening. It is the way life should be.

The role of the Bureau of Resource Management is to assess the status of Maine's fish and wildlife species, determine population trends, identify factors that influence populations, and manage these factors to enhance or maintain healthy fish and wildlife populations. This will ensure that Maine's fish and wildlife will be here for generations to come.



James Connolly, Director of Resource Management (207) 287-5260



A Connecticut native, Jim came to Maine in 1973 to attend the University of Maine at Orono Forestry and Wildlife program and graduated in 1977 with a BS degree and double major in Wildlife Management and Forest Management.

Jim's career with the Department began in 1980 as a UMaine Research technician contracted to the Department's Big Game Project. In 1983 Jim became a Department employee as a Biologist Aide, in 1987 became the Computer Services Supervisor for the Bureau and in 1999 moved on to the Regional Wildlife Biologist position in Region B.

Jim was promoted to Wildlife Division Director in 2011 and two years later became the Director of the Bureau of Resource Management, overseeing both the fisheries and wildlife divisions, as well as the federal aid and R3 programs. Jim and his wife live in Corinth where he sits on the school board and is chair of the planning board. Jim and his wife continue to lead an active life outdoors, sharing their love of hiking and other outdoor activities with their children and grandchildren.



Bureau of Resource Management

The Bureau of Resource Management is administered by a director that reports to the Deputy Commissioner. The responsibilities of the bureau include, but are not limited to:

- *Fisheries and wildlife management.* The management of inland fisheries and wildlife resources in the state for their preservation, protection, enhancement and use.
- *Propagation of fish.* The propagation of fish for the effective management of inland fisheries resources in public waters of the state.
- *Habitat management.* The management of habitat for the protection, preservation, enhancement, and use of inland fisheries and wildlife resources.
- *Wildlife Management Areas and wildlife sanctuaries.* The management of wildlife sanctuaries and wildlife management areas.
- *Data collection and research.* The collection of data and research activities for the effective management of inland fisheries and wildlife resources.
- *Animal damage control.* The coordination of animal damage control functions throughout the State.
- *Environmental Permitting.* Review of all types of projects to reduce impacts to fish and wildlife resources.
- *Rules.* The development of rules governing the effective management of inland fisheries and wildlife resources of the state.
- *Recreational Safety.* Oversees the administration and content of recreational safety programs (firearms, archery, crossbow, trapping, snowmobile, and ATV) through a network of regional staff, volunteer instructors and an online web-based service.
- *R3 Program (Recruitment, retention and reactivation Program).* R3 program activities seek to create new participants or increase participation rates of current or lapsed outdoor recreationists such as hunters and anglers.





Resource Management - Wildlife Division

Nate Webb, Director of Wildlife (207) 287-5250



Nate is a Certified Wildlife Biologist® with the Maine Department of Inland Fisheries and Wildlife, and serves as the Director of the Wildlife Division, supervising a staff of over 50 people. He grew up in Central Maine, earning a Bachelor of Science degree in Wildlife Ecology from the University of Maine and then later a PhD in Ecology from the University of Alberta. After living and working in western Canada for over a decade, he moved back home to Maine in 2014 when he accepted a job as the Special Projects Biologist at MDIFW. Nate was promoted to Director of the Wildlife Division in 2019. He lives in Mt. Vernon with his wife and 2 young children, in his free time he enjoys exploring wild places, hunting, fishing, and managing his family's 200 acre woodlot for wildlife and forest products.

The Wildlife Division

Overview

The Wildlife Division is responsible for the conservation and management of all non-marine wildlife species in the state, including 61 mammals, over 420 birds, 17 reptiles, 18 amphibians and approximately 15,000 inland and freshwater invertebrates.

Responsibilities

The Wildlife Division is charged with:

- the management of all Maine's wildlife resources for their preservation, protection, enhancement, and use;
- the management of habitat and wildlife management areas for the benefit of wildlife resources;
- the protection and enhancement of Maine's Threatened and Endangered species;
- research and data collection for the effective management of wildlife resources;
- the coordination of animal damage control functions throughout the state;
- the development of rules governing the effective management of Maine's wildlife resources; and
- the acquisition and development of land for the preservation, protection, and enhancement of wildlife resources.





Resource Management - Wildlife Division

Organizational Structure

The Wildlife Division is comprised of a diverse team of 47 highly skilled staff, led by a Division Director and 2 Section Supervisors. Our work is also supported by dozens of contractors and seasonal technicians, and hundreds of volunteers.

- the Wildlife Management Section includes 17 Regional Wildlife Biologists, a Lands Management Supervisor and Forester, and a Public Lands Biologist. Responsibilities include collecting biological data, conducting wildlife surveys, providing environmental impact assessments, conducting habitat management on state-owned lands, and assisting the public with human-wildlife conflicts and habitat management.
- the Wildlife Research and Assessment Section includes 4 Group Leaders and 16 Species Specialists, an Endangered and Threatened Species Coordinator, and 2 Administrative Staff. Responsibilities include the preparation of planning documents, coordination of statewide conservation programs, research and monitoring, and assistance with environmental impact assessments.
- The Beginning with Habitat Program includes a Supervisor and Cartographer. This program provides information to municipalities, land trusts, and private landowners to aid in conservation planning, provides technical assistance to landowners interested in managing their properties for wildlife, and plays a lead role in the Department's efforts related to climate change.
- A Special Projects Coordinator, which performs a broad array of tasks including assistance with rulemaking and legislative efforts, development of division policies, oversight of state-owned shooting ranges, and oversight of R3 efforts.
- An R3 Coordinator, which works with staff across the agency to increase participation in outdoor recreation.





Resource Management - Wildlife Division

Accomplishments

A few of our accomplishments over the past year include:

- Completed a 7-year research effort on moose that included capture and radiocollaring of over 600 moose across two Wildlife Management Districts in Northern Maine.
- Completed the 3rd year of a statewide effort to survey breeding and wintering birds. This project is the largest citizen science project of its kind, and has already documented breeding activity by 228 bird species with help from over 1,500 volunteers.
- Managed wildlife habitat and public access on approximately 110,000 acres of Wildlife Management Areas (WMAs) distributed across the state
- Collaborated with Warden Service to update the Department's Animal Damage Control (ADC) policy to help improve service to the public that are experiencing conflicts with wildlife.
- Hired a contract biologist to significantly expand our efforts to provide technical assistance to private landowners interested in managing their properties for wildlife

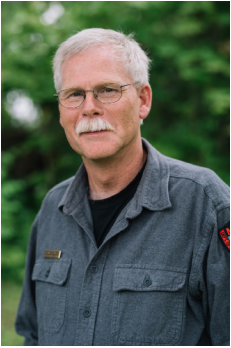
Swan Island Wildlife Management Area

- Swan Island, formally known as the Steve Powell Wildlife Management Area, is 4 miles long, about 1,755 acres in size, and is located in the Kennebec River between the towns of Richmond and Dresden. Swan Island is known for its abundant and often quite visible wildlife, especially nesting bald eagles, white-tailed deer, wild turkey, and waterfowl. The island is an abandoned 18th century town called Perkins Township, and has long been recognized for its varied and interesting history.
- Today, visitors may camp, hike, wildlife watch, mountain bike, fish, kayak, canoe, and enjoy beautiful scenery just 20 minutes south of Augusta. Visitors have increased to about 3,000 annually. A dedicated account was created into which all revenues are deposited, and from which operating expenses are withdrawn. Wildlife programs and a variety of events are offered to students and members of the public during the Island's open season. Ferry service is provided to visitors, private vehicles are not allowed.





Francis Brautigam, Director of Fisheries and Hatcheries (207) 287-5263



Francis grew up in the Sebago Lake region, graduated from the University of Maine with a Bachelor of Science degree in Wildlife Management, and has served as Director of Fisheries since 2016. He has worked over 33 years in natural resource management, including more than 26 years with MDIFW where he has held several fisheries positions, including overseeing the Sebago Region as a regional fisheries biologist for 15 years before becoming Fisheries Director. He and his wife live in New Gloucester, and in addition to enjoying time with his granddaughter, he spends much of his time fishing fresh and saltwater, hunting deer and turkey, gardening, and working on home projects.

The Fisheries and Hatcheries Division

Overview

Maine is a nationally recognized fishing destination, known for its unique assemblage of native fish, including brook trout, landlocked Atlantic salmon, and Arctic charr. Approximately 350,000 anglers are licensed to fish on over 6,000 lakes and ponds, and over 32,000 miles of rivers and streams. Over 800 locations are annually stocked statewide. Freshwater fishing contributes over \$320 million a year in revenue to the state economy, supporting over 3,300 jobs. The Department's Division of Fisheries and Hatcheries was established in the 1950s to manage Maine's inland fishery resources.

Responsibilities

The Division of Fisheries and Hatcheries is responsible for the preservation, protection, enhancement and wise use of the State's freshwater fishery resources, including:

- stewardship of native freshwater fish and their habitat;
- the collection of data for effective management of freshwater fisheries;
- the creation of recreational angling and commercial harvest opportunities;
- the operation of 8 fish culture facilities in the production and stocking of over 1 million disease free hatchery fish;
- the prevention of the introduction and spread of invasive fish and fish diseases/pathogens;
- enhancing public access to waters of the state.

Common work program tasks include:

- development of inland waters stocking programs.
- fish population sampling and monitoring.
- Environmental resource assessment, including hydroelectric relicensing.





Resource Management - Fisheries & Hatcheries

- Identifying and supporting development of public access to waters of the state.
- habitat improvement/restoration.
- Response and remediation of invasive fish threats.
- fish husbandry and fish health testing.
- collaboration on research.

Organizational Structure

- Division leadership is comprised of a director, a fisheries section management supervisor, and a superintendent of hatcheries.
- 21 fishery biologists work from 7 regional headquarters located in different areas of the state and 3 biologists focused on statewide programmatic needs are managed from offices in Augusta and Bangor.
- 8 fish culture facilities are staffed by 31 fish culturists.
- Our fish pathology lab is operated by a pathologist and microbiologist who monitor and assess fish diseases and pathogens in our culture facilities and wild populations, as well as oversee fish importations into the state. Our pathologist is shared with the Department of Marine Resources.

Accomplishments

Noteworthy progress and accomplishments over the last year include:

- Developed an initial draft of a comprehensive statewide strategic fisheries plan that will guide Division work programs over the next fifteen years. The draft plan includes an overview of Division operations, statewide and species-specific work program needs, and a public stakeholder supported process to develop water specific management plans on Maine's most important waters. A final draft will be available in the spring of 2021.
- Adoption of statewide general law prohibiting use of live fish as bait in the vast majority of waters in northern Maine to protect native fisheries, particularly brook trout, from threats posed by new competing introductions of fish.
- A multiyear partnership with the Nature Conservancy culminated in the development of a statewide stream habitat prioritization database that will be used to direct future conservation for Maine's wild brook trout resources.
- Recent investments of approximately 6.4 million dollars funded needed repairs at two fish culture facilities (Casco- 2017, Grand Lake Stream – 2019) to replace failing and antiquated water intake lines, as well as upgrade water intake treatment systems.
- Building on significant recent Division accomplishments to simplify and improve understanding of Maine's freshwater fishing laws, a new regulations help tool was developed as a companion to the Fishing Laws Online Angling Tool (FLOAT is an online tool that allows anglers to click on a map of Maine waters to determine special regulations in effect). This new help tool was developed with our I&E Division staff, allowing anglers to sort regulation by town, county, water, zone, and regulation and then print the results.



Resource Management - Recreational Safety

Michael Sawyer, Recreational Safety Coordinator (207) 557-0553



Michael Sawyer serves as the Supervisor of the Recreational Safety Unit which administers the department's safety education courses and remedial ethics training. He also serves as the Search & Rescue Liaison for the Bureau of Warden Service and the certified volunteer SAR units across the state.

Mike became a volunteer instructor in 1971 and a regional safety coordinator in 1974. In May of 1997, he was promoted to the unit administrator overseeing personnel, volunteers, budgets and program delivery.

Recreational Safety

Overview

The Recreational Safety unit oversees the programming and delivery of recreational safety courses for the state, including hunter, archery, crossbow, trapping, ATV, boating, and snowmobile safety. Hunting continues to be one of the safest outdoor recreational sports. This fact is in part to mandatory hunter safety courses. The Maine Hunter and Trapper Education programs provide training for hunter and trappers to develop the skills, knowledge, and attitudes necessary to be safe, ethical and responsible.

Responsibilities

Hunter and trapper education is mandatory for new hunters and trappers who wish to purchase a firearm, bowhunter, crossbow or trapping license. The Safety unit is also responsible for three vehicle safety programs that include atv, snowmobile, and boating; and a remedial ethics for those whose fishing and hunting licenses have been revoked due to major or repeated fish and wildlife violations. This course is mandatory in order for a person to have their license reinstated.

- Classes provide training in the safe and proper use of equipment, including hands on training and demonstrations.
- Classes have their own unique curriculums that adhere to national standards including wildlife management, ethics, responsibility, landowner relations, survival, laws, and other items.
- Courses include knowledge and demonstrations and hands-on participation of equipment, student participation in equipment use, laws, ethics, and responsibility to meet national standards.
- Teaching methods and course delivery continue to evolve to meet customer expectations.
- Trapper education works closely with the wildlife division, the warden service, and the information and education division to ensure up to date information on trapping methods, equipment, laws, and learning.
- Of all the recreational vehicle safety courses, ATV safety is the most popular, since it is required for 10 to 16-year olds to operate an ATV, and enrollment is increasing as law enforcement, emergency services, and various commercial interests require training for employees who will operate an atv or utv.
- People may take boating safety for an insurance rate incentive, or because other states require it for operation. An average of 500 students graduate from this training annually. Boating safety is required only for 16 and 17-year-olds who operate a personal watercraft. Otherwise the course is optional.



Resource Management - Recreational Safety

Organizational Structure

The Recreational Safety Unit is directed by a State Coordinator, who oversees 10 part-time regional coordinators and one part-time clerical staff. Courses rely on over 650 volunteer instructors throughout the state. Regional coordinators recruit and train volunteers. The program maintains a database of student certification to determine license eligibility and for US Fish and Wildlife reporting purposes.

Accomplishments

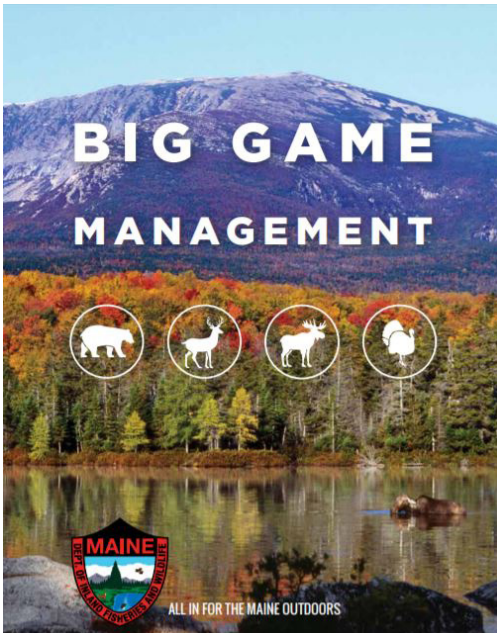
- Beginning this year, the department initiated a completely online hunter safety course. Online hunter ed certifications this year surpassed the combined totals of in person and the online/in-person hybrid class of last year.
- Over 4,000 participants took the online hunter safety courses, over 1,100 people took the online archery course, and over 2,100 people took the online crossbow safety course.
- Since the courses began in Maine, over 275,000 hunters have completed the course, over 30,000 completed bowhunter safety, over 10,000 completed trapper education and over 5,000 completed crossbow safety.
- Recreational Vehicle Safety Student numbers in the years of 2015 thru 2017 have seen an average 1,550 students graduate. Over 34,000 students in total have completed this program since records have been kept.





Resource Management

Management Plans

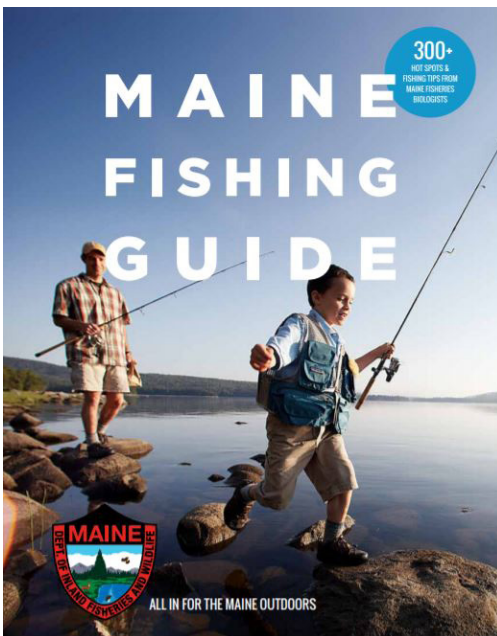


In 2014 the Department embarked on a series of species planning processes to determine public goals and objectives for a variety of fish and wildlife species. We consulted with human dimension specialists to survey a wide range of citizens across the state, solicited input in regional meetings, focus groups and other online forums to ensure participation from as many interested citizens as possible. This was the framework for steering committees comprised of stakeholders to outline priorities, research needs, and these plans will guide how the Department will manage these species for the next ten years.

- [Maine's Big Game Management Plan \(PDF\)](#)
- [Maine's Furbearer Management Plan \(PDF\)](#)
- [Maine's Statewide Fisheries Management Plan](#)
- [State Wildlife Action Plan](#)

To learn more about recent research and management projects, view the annual [Wildlife Research and Management Report](#).

Fishing and Hunting Resources



Fishing: Prepared by MDIFW's regional fisheries biologists, the Maine Fishing Guide is a compilation of the best inland fishing spots in Maine, plus freshwater fishing tips, resources, and advice. Inside, you'll find region-by-region fisheries listings, a fish identification chart, species-specific fishing tips, advice for fishing with kids, and more! [Click here to view the Maine Fishing Guide \(PDF\)](#)

For information about ice fishing in Maine, view our [Beginner's Guide to Ice Fishing in Maine](#) or visit mefishwildlife.com/fish to find additional fishing resources.

Hunting: Learning to hunt is a lifelong journey. No matter if you are just starting out or have been hunting for years, there is always something to learn. MDIFW's Next Step workshops were designed to help all hunters take their skills to the next level. [Click here to learn more about Next Step Hunting workshops](#). To learn more about hunting in Maine, visit mefishwildlife.com/hunt.



Warden Service

Dan Scott, Game Warden Colonel (207) 287-2766



Promoted to the rank of Colonel in 2019, Dan has been a game warden for 24 years. He began his career in 1997 as a district game warden in southern Penobscot County, and during his career, has served as a Game Warden Investigator, Lieutenant and Captain. Dan graduated from the University of Maine with a Bachelor of Science in Forest Engineering and a Bachelor of Science in Wildlife Management. He lives in Hampden with his wife, and their four children. Outside of work, Dan spends his time managing his woodlot and hunting, trapping and fishing with his children.

The Maine Warden Service

Overview

The Maine Warden Service was formally established on March 9, 1880. The bureau is administered by the Colonel, who is supervised by the Deputy Commissioner. Maine Game Wardens are uniformed law enforcement officers with full police powers and statewide jurisdiction.

Responsibilities

The primary functions of the Maine Warden Service include:

- Enforce laws regarding the conservation of Maine’s fish and wildlife,
- Enforce all rules promulgated by the Commissioner of IF&W,
- Enforce Maine’s recreational vehicle laws (boats, snowmobiles and ATVs),
- Enforce the U.S. Migratory Bird Treaty Act, as well as other criminal laws of the state of Maine.
- Search for all persons presumed lost or drowned in the fields, forests, and inland waters of the State of Maine.
- Assist with educational programs for hunter safety and for the safe operations of snowmobiles, watercraft, and all-terrain vehicles,
- Assist with the collection of data as needed for the management and protection of the inland fisheries and wildlife resources.



Organizational Structure

- The bureau conducts its law enforcement and field operations out of five divisional field offices located in Gray, Sidney, Bangor, Greenville, and Ashland. The administrative headquarters is located in Augusta. Game wardens and field sergeants operate out of their homes statewide, they also utilize their patrol vehicle as a mobile offices. The Aviation Division operates four fixed-wing aircraft out of Norridgewock, Greenville, and Eagle Lake.
- The Maine Warden Service is comprised of 123 game wardens, 7, administrative office support staff, 6 deputy game wardens, and a game warden chaplain The 123 game wardens include, a Game Warden



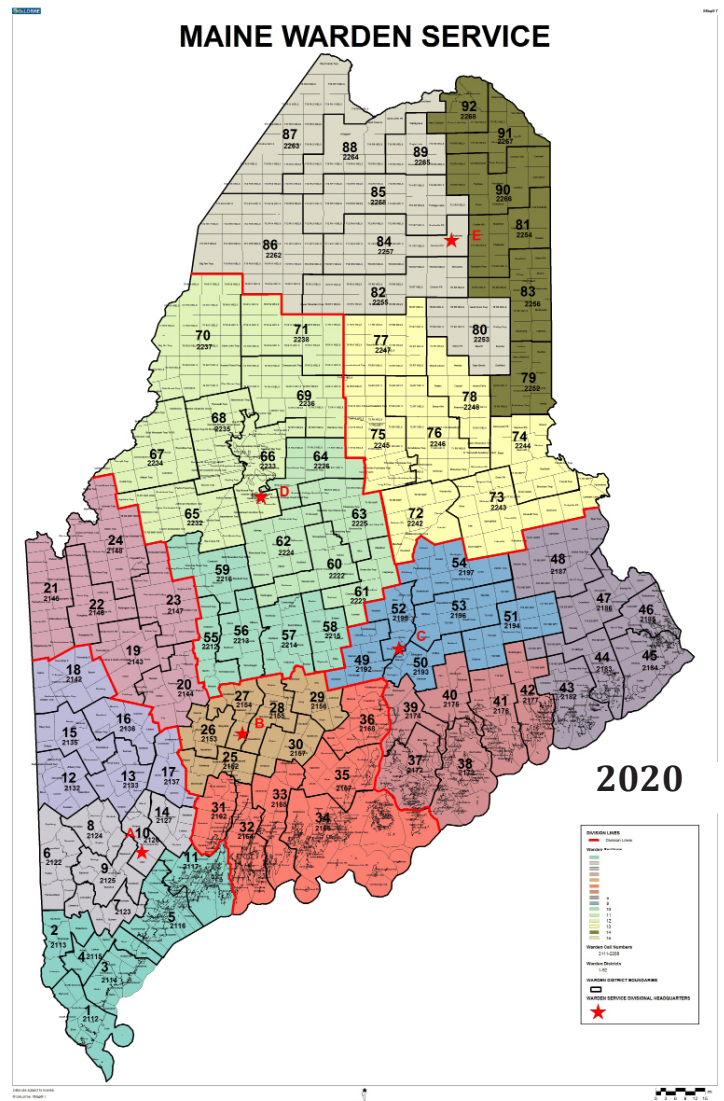
Warden Service

Colonel, a Game Warden Major, Game Warden Captain, one Game Warden Chief Pilot, five Game Warden Lieutenants, 15 Game Warden Field Sergeants, three Game Warden Investigators, two Game Warden Pilots, four game Warden Specialist, 90 District Game Wardens, six Deputy Game Wardens, seven Administrative Office Support Staff, and one Game Warden Chaplain.

- Warden Service Specialty teams include a Dive Team, Incident Management Team (for Search and Rescue & Natural Disasters), K-9 Team, Special Investigations, Team, Aviation Division, Evidence Recovery Team, Use of Force Team, Forensic Mapping Team, and Critical Incident Stress Debrief Team.
- District game wardens are assigned to a geographical patrol area called a district. During their workweek, game wardens are on call 24-hours per day. Sergeants oversee an area called a section. Sections contain between six and eight game wardens.
- Five lieutenants oversee five to six sergeants in a geographical area called a division. The captain oversees internal affairs, training and technology. The captain also supervises the whitewater boating corporal and the whitewater boating program.

Accomplishments

- Maine Warden Service responds to over 25,000 complaints on matters of conservation law enforcement, search and rescue, and Inland Fisheries and Wildlife rules and regulations every year.
- The Maine Warden Service makes over 5,500 law enforcement contacts each year pertaining to violations of laws and rules relating to fish, wildlife, boating, and recreational vehicles.
- The Maine Warden Service routinely responds to over 450 searches annually for persons lost in the fields and forests of Maine and searches for those who were presumed drowned on the inland waters of the State.





Emily MacCabe, Director (207) 462-1017



Emily became the Director of Information and Education at the Maine Department of Inland Fisheries and Wildlife in 2019. Prior to that, Emily oversaw the department's social and digital media, and marketing as the media and graphics coordinator. She originally joined MDIFW as an Outreach Coordinator in 2004 and has spent much of her career focused on encouraging Maine residents and visitors to participate in and support hunting, fishing and other outdoor recreation. Emily grew up in mid-coast Maine and graduated from Unity College in 2004 with a degree in environmental science and conservation law enforcement. She lives in Fayette with her husband and in her free time enjoys fly fishing, ice fishing, and hunting for bear, deer and upland birds. Emily is also a professional portrait photographer.

Division of Public Information and Education

Overview

The Public Information and Education Division works to enhance public understanding and support for department objectives and programs and to encourage and increase participation in outdoor activities such as hunting, fishing, and trapping.

Responsibilities

- The Information Center responds to telephone inquiries and directs calls to appropriate department divisions from 8-5, Monday through Friday. The call center also mails and distributes printed materials, fulfills orders for online store merchandise and responds to public inquiries in person, and through the Department's website and Facebook page.
- The Department's communications efforts include administering media releases and public email notifications, managing the Department's website and social media networks, developing a variety of marketing and educational publications including the annual law summaries and producing marketing campaigns, videos, presentations and other collateral to enhance public understanding and participation in department programs and projects.
- The division provides administration for the Maine Conservation Camp scholarship program, funded by the annual moose permit auction, coordinates several special events including the annual moose permit drawing, the annual Maine Migratory Waterfowl Stamp Art Contest and the Governor's Cup Charity Bass Tournament.
- The division oversees the department's efforts to promote hunting, fishing, and other outdoor recreation to both residents and visitors to the state of Maine through the development of digital marketing campaigns and by participating in outdoor shows and expos throughout the Northeast.
- The Division oversees educational programming by offering public workshops both virtually and in-person to learn more about Maine's fish and wildlife. Additionally, Teacher workshops are offered statewide using Project WILD to provide classroom teachers and other educators with information, activities, and handouts about Maine wildlife and conservation.





- The division oversees hands-on outdoor education programs such as Becoming an Outdoors Woman, Camp North Woods and Hooked on Fishing. Becoming an Outdoors Woman annually offers opportunity to over 150 adult women to gain hands-on experience in hunting, fishing and other outdoor recreation activities. Additionally, the Hooked-on Fishing-Not on Drugs program trains volunteers throughout Maine to host family-oriented fishing clinics and events.

Organizational Structure

The Division has 13 full time staff, and the programs the division oversee includes the information center, media relations, public relations and marketing, educational and youth outreach, branding, publications, and the Maine Wildlife Park.

Division Accomplishments

- During 2020, the division worked quickly to shift current outreach and education efforts traditionally occurring in-person to virtual platforms to continue to encourage Maine residents to be active in the outdoors and stay connected to nature during the pandemic.
- The Division hosted multiple virtual workshops for students to learn about wildlife in Maine, a number of online panel discussions and Q&A sessions for hunters (moose, deer and turkey) and several virtual presentations on current programs such as Chronic Wasting Disease prevention and awareness and Maine's current moose management efforts. Additionally, division staff worked to create additional educational materials and activities for students and teachers suddenly facing the challenge of remote working.
- Marketing efforts shifted to a greater focus on residents during 2020 to promote opportunities to explore the Maine outdoors by employing small business owners and hiring a Registered Maine Guide or visit a Maine sporting camp through strategic digital marketing.
- The division deployed over 300 digital communication pieces to hundreds of thousands of recipients promoting safe and responsible use of the outdoors during the past calendar year. Messaging focused on keeping Mainers active in the outdoors while being prepared and staying safe, respecting private and public land, adhering to COVID related safety protocols.

Maine Wildlife Park

- Maine Wildlife Park functions as a wildlife education center and operates as a non-profit to fulfill the Department's conservation education mission, educating visitors about Maine's fish and wildlife and how MDIFW manages these resources. The park is one of Maine's most popular attractions, hosting over 150,000 people annually.
- Maine Wildlife Park is home to over 30 species of Maine wildlife that cannot be returned to their natural habitats. Some are here because they were injured or orphaned, and others because they are human dependent – raised, sometimes illegally, in captivity.

Stay Up to Date on Communications and Outreach Efforts

Sign up to receive emails at [mainewildlife.com](mailto:media@mainewildlife.com) and follow us on social media @mainewildlife





Division of Licensing

Bill Swan, Director (207) 287-5225



Bill is the Director of Licensing, a position he has held since he came to MDIFW in 2002. Bill joined the department after he worked for 21 years in the computer industry, and at MDIFW, he was instrumental in implementing the Department's new online licensing system, MOSES (Maine Online Sportsman's Electronic System). Bill attended the University of Maine, and graduated with a Bachelor of Science in electrical engineering. After graduating, he moved to the Belgrade Lakes Region where he and his wife raised their two children. Bill loves to fish, hunt, hike, canoe, kayak, and anything else related to the outdoors. He has been a Registered Maine Guide for over 24 years.

Division of Licensing

Overview

The Division of Licensing is responsible for the sale and administration of licenses, registrations, and lottery applications for the Department. In total, these activities generate over \$23 million in revenue for the Department each year.

Responsibilities

- Oversee the sale and administration of approximately 480,000 licenses per year. These licenses include hunting, fishing, trapping, guide, taxidermy, and a number of other commercial licenses.
- Oversee the sale and administration of approximately 290,000 recreational vehicle (watercraft, snowmobile, and ATV) registrations per year.
- Oversee the sale and administration of approximately 65,000 moose permit applications and 85,000 any-deer permit applications per year.
- Manage approximately 700 license and registrations agents. This includes training, support, inventory distribution, and financial management for these agents.
- Continuously work with state OIT resources as well as Informe to enhance and refine our licensing and registration computer systems.
- Manage the data generated as a result of over 900,000 yearly transactions with our customers. This includes responding to numerous requests for data from the public and other government agencies.





Division of Licensing

Organizational Structure

The Division of Licensing is comprised of a director, 3 supervisors, and 11 Office Associate II's.

Accomplishments

- While workload increased due to town office closures and more customers using online services, we successfully transitioned most Licensing personnel to work from home due to COVID concerns.
- Currently yearly revenues are exceeding budget and there is no backlog of work at this time.
- We introduced a new elective feature as part of our online licensing called EZ Renew. Using EZ Renew you are able to select a convenient date to receive an email reminder to renew your license. The email contains a link that will allow you to quickly verify the license to be purchased, your personal info, and your payment details. Opting into EZ Renew will allow you to complete your annual license purchase in less than a minute. In 2020, the first year of this new feature, we had over 52,000 people sign up for EZ Renew.
- During 2020, we saw a 100% increase in online boat and ATV registrations ... primarily due to town office closures in response to COVID concerns. We worked with Informe to significantly streamline our online registration fulfillment procedures so that we could keep up with the increased volume without increasing the number of personnel.





Division of Engineering

Rick Parker, Director (207) 287-5218



Rick joined the Department as a member of the engineering division in 2012, and in 2015 became Director of Engineering. Rick's experience with building and overseeing large projects dates back to his 23 years as a self-employed general contractor, and his degree in Applied Science from Central Maine Community College. Rick lives in Livermore with his wife of 31 years, and enjoys time with his two sons and two grandsons. He also enjoys managing his woodlot, fishing, hunting and ATV riding in his spare time.

The Engineering Division

Overview

The Engineering crew performs maintenance, builds and oversees construction projects, and does improvements on department buildings and facilities.

Responsibilities

The Engineering Division administrative staff oversees all construction projects for the Department; solicit bids; administers and oversee contracts and services such as cleaning, plowing, lawn care, security, pest control, and processes invoice payments for all utilities and operating expenses associated with the IF&W office facilities.

Organizational Structure

The Engineering Division includes the Director, a Secretary Associate, Engineering Tech III, Master Carpenter, and Carpenter.

Accomplishments

- The Engineering Division is responsible for the following facilities: the central office in Augusta; regional facilities in Gray, Sidney, Jonesboro, Strong, Greenville, Enfield, Ashland, and Bangor; a storehouse and offices at Federal Street in Augusta; and the Engineering shop/storage complex on Hatchery Road in Augusta.
- Other facilities where the division provides services and oversight:
 - 8 fish hatcheries
 - Over 100,000 acres of wildlife management areas on more than 150 properties
 - Over 250 seabird nesting islands
 - 224 buildings, structures, housing units, remote camps, and storage buildings, including a fish pathology laboratory.
 - The Maine Wildlife Park in Gray
 - 77 dams and 113 fishways
 - 140 boat access sites across the state
 - Swan Island Wildlife Management Area (Steve Powell Wildlife Management Area), in Richmond, which includes 5 historic buildings that are maintained by the Department
 - 50+ miles of access roads / 18 bridges / numerous culverts



Department Contact Information

Main Office

Physical Address

284 State Street
Augusta, Maine

Mailing Address

41 State House Station
Augusta, ME 04333-0041

Information Center: (207) 287-8000

mefishwildlife.com

MDIFW Regional Headquarters

Region A - Gray
15 Game Farm Road
Gray, ME 04039
(207) 287-2345

Region B - Sidney
270 Lyons Road
Sidney, ME 04330
(207) 287-5300

Region C - Jonesboro
PO Box 220
Jonesboro, ME 04648
Wildlife - (207) 434-5927
Fisheries - (207) 434-5925

Region D - Strong
689 Farmington Road
Strong, ME 04983
Wildlife - (207) 778-3322
Fisheries - (207) 778-3322

Region E - Greenville
PO Box 551
Greenville, ME 04983
(207) 695-3756

Region F - Enfield
73 Cobb Road
Enfield, ME 04493
Wildlife - (207) 732-4132
Fisheries - (207) 732-4131

Region G - Ashland
PO Box 447
Ashland, ME 04732
(207) 435-3231

Maine Warden Service

If you are in need of the services of a game warden or need to report a wildfire or request a campfire permit from Forestry call the Department of Public Safety Dispatch at the following toll-free numbers:

Augusta 1-800-452-4664
Bangor 1-800-432-7381
Houlton 1-800-924-2261

Operation Game Thief

1-800-ALERT US (253-7887)
maineogt.org