

Appendix A

List of Recommendations

- Recommendation 1-1** We recommend the Department of Agriculture pay salaries of the Wildlife Services' Field Specialists and other cost(s) which can be verified in a timely and efficient manner.
- Recommendation 1-2** We recommend the Department of Agriculture review the time of the pilot charged to the Wildlife Services Program and determine what percentage of the pilot's salary will be paid by the state.
- Recommendation 1-3** We recommend the Department of Agriculture require travel time of the Wildlife Services' Field Specialists be adequately documented.
- Recommendation 1-4** We recommend the Department of Agriculture monitor Field Specialists' time charged to office, bad weather, miscellaneous, or similar categories. Appropriate action should be taken if time charged to these categories is excessive.
- Recommendation 1-5** We recommend the Department of Agriculture periodically verify the Wildlife Services Program billed amounts are adequately supported and reasonable.
- Recommendation 1-6** We recommend the Department of Agriculture require the Wildlife Services' field specialists dedicate a certain amount of time in the fall to the state blackbird problem.
- Recommendation 1-7** We recommend the Department of Agriculture improve monitoring of Cooperative Service Agreements to ensure requirements are complied with.
- Recommendation 1-8** We recommend the Department of Agriculture ensure appropriate changes are made to the Cooperative Service Agreements to address recommendations included in this audit report as well as to:
- a) Approve or require information be provided for salary increases of Field Specialists prior to being effective;
 - b) Establish performance measures to evaluate the program;
 - c) Require only necessary reports or information regarding the program; and
 - d) Identify if, when, and where state funds are to be used for issues arising in urban areas.
- Recommendation 1-9** We recommend the Department of Agriculture, with assistance from the Office of the Attorney General, review North Dakota Century Code requirements related to the Wildlife Services Program. Appropriate action should be taken to modify or clarify sections to make requirements clear and up-to-date.

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Recommendation 1-10

We recommend the Department of Agriculture and the Game and Fish Department formally identify advantages and disadvantages for the current monitoring and funding of the Wildlife Services Program. A determination should be made as to whether the primary monitoring and/or primary funding of the program need changing.

Recommendation 1-11

We recommend the Department of Agriculture obtain necessary federal budget and expenditure data for monitoring and budgeting purposes.