

# *Direction*



FY 2020-2023  
Annual Strategic Plan



# The Director's Message



This plan outlines the FY 2020-2023 agency objectives and expectations established by the Idaho Fish and Game Commission and my direction to staff.

As the Director, I am humbled to serve Idahoans by leading this agency forward in a generally seamless transition that will allow us to build on our accomplishments and rich history, and more effectively manage the inevitable progression of change - both biological and social.

I am proud that we have followed through on our list of revenue priorities, facilitated by Legislative action in 2017 that created a new access/degradation fee, raised resident license fees beginning in 2018 for the first time since 2005, and also granted us an extraordinary opportunity to be the first fish and game agency in the nation to implement the innovative Price Lock concept to let hunters, anglers, and trappers lock in their 2017 license and tag fees by purchase of a

season license each year for at least the next five years. The 2019 license year is year 2 of the Fish and Game Commission's discount order to implement Price Lock. The success of Price Lock will be measured over multiple, consecutive years but we have seen a distinctive trend of increased multi-year license sales and high interest to date of our resident license buyers to purchase a discounted license each year under the Price Lock incentive.

I highlight the following accomplishments but these are not an end point; this plan addresses how we will continue to use our resources to accomplish our mission and provide exceptional opportunity, access, and customer service:

- We have restored all the cuts made to our hatchery trout stocking program and continue to look for additional opportunities to provide increased benefits to the public.
- We are addressing the legacy of deferred maintenance at our trout hatcheries and Wildlife Management Areas.
- We have directed additional fiscal and employee capacity to prevent wildlife degradation on private lands and compensated agriculture producers for losses.
- Through agreements with the Idaho Land Board and cooperate timber land owners, our "Large Tracts" program has secured recreational access for hunting, fishing and trapping to roughly 3.2 million acres in addition to the 450,000 acres provided through our traditional Access Yes program.

We are implementing one of the most comprehensive and innovative systems of wildlife monitoring in the country by integrating new tools and innovative thinking that provides the Commission with excellent data to inform their decisions to develop real-time approach to managing elk and deer populations for Idaho's hunters. We are coupling this with new partnerships with the University of Idaho to better understand what our public desires.

Finalizing an almost twenty-year strategic effort to modernize our office facilities to improve customer service remains a priority for the agency. Partnering with the Idaho Fish and Wildlife Foundation in a lease-to-purchase agreement allowed us in June, 2018 to occupy a new Southwest Regional Office directly off of I-84 in Nampa, substantially increasing space for critical services and providing enhanced customer accessibility. The new Southwest Regional Office is centrally located and provides convenient access to the greater than 600,000 residents of the Treasure Valley. The lease-to-purchase model provides certainty to our license buyers that their investment will result in property ownership at the end of the lease term. Moving forward, we are using Legislative authority to implement this cost effective model to build a new Boise headquarters office on the footprint already owned by the Department.

Our focus continues to preserve Idaho's sovereign authority to preserve, protect, perpetuate and manage wildlife to ensure that new Endangered Species Act listings or other federal interventions are not necessary and we must use our science to credibly demonstrate when federal recovery has been achieved and management should be returned to Idaho to manage in trust for its citizens.

It is my sincere opinion that the broader context of "preserve, protect and perpetuate" are best served when we first demonstrate our impeccable ability to manage the State's wildlife to "provide continued supplies for fishing, hunting and trapping". That will be my continuing charge to the agency.

A handwritten signature in black ink, appearing to read "Ed Schriever". The signature is fluid and cursive, written in a professional style.

**Ed Schriever**  
Director

# Idaho Fish and Game Commission

The Idaho State Legislature created the Idaho Department of Fish and Game in 1899. In 1938, by voter initiative, the Fish and Game Commission was created to set policy for the Idaho Department of Fish and Game in its role to implement the State of Idaho wildlife policy. Commissioners are appointed from seven administrative regions by the governor and serve staggered, four-year terms.



**Brad Corkill**  
Vice-chairman



**Daniel Blanco**



**Tim Murphy**

The FY 2020 Commissioners are as follows: Brad Corkill (Panhandle), Daniel Blanco (Clearwater), Tim Murphy (Southwest), Greg Cameron (Magic Valley), Lane Clezie (Southeast), Derick Attebury (Upper Snake), and Jerry Meyers (Salmon). The Commission holds most of the regulatory authority for fish and wildlife management, and expresses its overall expectations to the Fish and Game in the 2015 Strategic Plan.

## OUR VISION

*The Idaho Department of Fish and Game shall work with hunters, anglers, trappers and other Idahoans to provide abundant fish and wildlife that enables their right to hunt, fish and trap, and provides the foundation for the rich wildlife heritage they value, which is enshrined in the Fish and Game mission.*



**Greg Cameron**



**Lane Clezie**



**Derek Attebury**



**Jerry Meyers**  
Chairman

# The Landscape 2020: Key External Factors



**Revenue** — License revenue is central to Fish and Game’s operations – it is used to completely fund the enforcement program and provides 45% of the agency’s fiscal resources to meet other agency priorities. After a sudden 35-40% decline beginning in 2009, Fish and Game’s license revenue has been on an upswing since FY 2013. An underlying factor is “churn” of license buyers – many do not purchase a license every year. Maintaining a stable to upward revenue trend largely depends on factors outside the agency’s control, including natural conditions affecting fish and wildlife populations such as big game winter mortality; negative effects on hunter/angler opportunities from conditions such as wildfires and high stream flows; and external economic forces such as a national recession. In addition, purchasing power continues to decline due to inflationary factors.

To address these external factors, Fish and Game received legislative approval in 2017 for its innovative “Price Lock” fee structure – the first change in resident prices since 2005. Price Lock incentivizes Idaho’s sportsmen and women to “lock in” to lower-cost licenses, permits, and tags

by purchasing an annual license each year. Price Lock is planned for five years and early analysis indicates more residents are choosing to renew annually or purchase a multi-year license.

In addition, a new access/degradation fee was approved to specifically enhance funding and outcomes for preventing wildlife damage to private crops and to compensate if damage occurs, and to fund more access for sportsmen and women.

**Energy Development** — Idaho has the natural potential for wind, geothermal, hydro, and solar power. Potential effects to fish, wildlife, and habitat must be assessed and considered as in-state and out-of-state energy demands are addressed. The effects of both project and of landscape-scale energy development and infrastructure on sage-grouse will remain an emphasis of Fish and Game evaluation in the coming years.

**Weather, Water, and Wildfire** — Extreme weather conditions can create conditions that can affect local populations of wildlife. For example, a dry summer with inadequate food availability or severe winter can cause high winter mortality, particularly affecting fawns. Spring conditions influence fuel loads which in turn affect the frequency and intensity of wildfires—which is a primary threat to sage-grouse. Wildfire not only impacts wildlife habitat, but also can close areas to hunting and hunters in the fall which in turn affects participation and agency revenue. Likewise, precipitation levels and timing significantly influence fisheries and therefore angler participation and license revenue.

**Technology** — Rapid changes in technology continually change the way people can receive—and expect—communications, products, and services to be delivered. Rapid changes in the cybersecurity threat landscape require nimble and timely changes to the way information is protected. Staff time must be reallocated, training and specialized expertise is required, and technology must stay up-to date in order to meet these ever-changing demands. These continual challenges require funding and manpower that traditionally has not been quickly allocated. This has necessitated a shift in funding and manpower from other projects in order to maintain cybersecurity readiness.



# The Landscape 2020: Key External Factors

**Climate Change** — Empirical assessments of species-climate relationships and predictive modeling of spatial and temporal effects of climate change on fish, wildlife, and habitat are ongoing in Idaho and the surrounding states and provinces. Field staff and program managers are challenged with using emerging climate information to adapt their on-the-ground management to create resiliency in the face of uncertainty.

**Sage-Grouse** — Sage-grouse conservation and management are an important state-wide and range-wide priority. The primary threats to sage-grouse in Idaho are loss of habitat due to wildfire, invasive annual grasses, and infrastructure development. Fish and Game worked with the Governor's Office, U.S. Bureau of Land Management, and U.S. Forest Service on federal land use plan amendments. Fish and Game staff continue to provide technical and financial assistance for fire rehabilitation in sage-grouse habitat and for conservation projects on state, private, and federal lands. Fish and Game coordinates annual lek surveys, manages sage-grouse population data, and conducts research on sage-grouse ecology focusing on questions of key management issues.

**Invasive Species** — Exotic and invasive plants and animals may alter or convert fish and wildlife habitat and compete, hybridize, or prey on native and other desirable fish and wildlife. Idaho State Department of Agriculture is the lead agency for directing aquatic invasive species prevention and control activities while Idaho Fish and Game provides technical assistance, logistical support and helps with outreach and education efforts across the state.

**Chronic Wasting Disease** — Prevention and management of disease continues to be a goal for establishing and maintaining wildlife populations that meet management objectives. Chronic Wasting Disease (CWD) is a neurological disease affecting cervids (deer, elk, moose) with no known cure; this disease has been a management issue in many other states for decades. Fish and Game has been conducting surveillance testing on deer, elk and moose since 1997; the Idaho State Department of Agriculture works with the domestic cervid industry on this issue. Recently, there has been increasing concern about the

threat of CWD as detections in surrounding states move closer to Idaho's border. Fish and Game has updated the prior CWD Action Plan as an adaptive management, surveillance, and communication Strategy, incorporating best management practices informed by science and the experience of other states, as well as incorporating weighted surveillance strategies that increase probability of early detection. Our website now highlights the updated Strategy and provides CWD information important to hunters and the public including the important role of sampling hunter harvest for surveillance. New rules to aid in the prevention and spread of CWD, recommended in the CWD Strategy as measures to minimize risk of CWD coming in to Idaho, have been adopted by the Fish and Game Commission, and were upheld by the 2019 Legislature. The new rules address the transportation of parts of CWD-causing agents in dead animals from states and countries with CWD, a ban on natural urine based hunting lures, and incorporation of CWD as a consideration in agency emergency winter feeding and private feeding. Fish and Game's main objective is that strategic early detection will allow the Department and Commission the data to make informed management decisions for those populations potentially affected to minimize CWD prevalence and spread of the disease.



# The Landscape 2020: Strategic Issues



## **Harnessing Technology and Innovation —**

Managing fish and wildlife populations and the people who wish to interact with them through hunting, fishing, trapping and simply by viewing animals in the wild is a balancing act. Wildlife managers have to balance the agency statutory mission, the needs of the animals, and people's desires and expectations, which are extremely varied.

Staff must continue to advance their capacity to address existing and emerging issues by harnessing new technologies and effective communications to not only gather biological information to inform management decisions but to also understand stakeholder desires.

Fish and Game is emerging with one of the most comprehensive and innovative systems of wildlife monitoring in the country by integrating new tools, such as satellite-connected tracking collars for immediate data about survival and movement, and innovative thinking, such as using trail cameras deployed across winter range that take photos on pre-determined time intervals and when triggered by motion. Those photos will be used in statistical

modeling that allows biologists to estimate population abundance and composition across an entire study area with statistical confidence, resulting in a real-time approach to managing elk and deer populations for Idaho's hunters and adjust seasons and tag allocations based on current data so they accurately reflect the number of animals available.

On the social side, Fish and Game is expanding its use of digital and social media platforms to communicate with the public, including surveys and investing in outside expertise within Idaho to assist Fish and Game with updated and improved ways to get public feedback about management strategies.

## **Participation in Hunting and Fishing —**

Although Idaho enjoys one of the highest rates of participation in hunting and fishing in the country, the percentage of Idahoans who hunt and/or fish has declined as the state's population has increased. The good news is that interest in future participation for hunting and fishing is very high - well above the national average - even among those we wouldn't expect based on their values about wildlife. Between 2017 and 2018, Idaho was tied with Nevada for the fastest growth rate in the nation at 2.1%. Half the in-migration to Idaho was from California (21%), Washington (11%), foreign countries (10%), and Utah (9%). Yet, a large majority of Idahoans (71%) are interested in future fishing, and 39% are interested in future hunting. This interest presents an opportunity for increasing participation. Based on recent survey results, well-placed messaging and engagement would help the agency retain current hunters and anglers, reactivate the churning anglers, and recruit first-time hunters. This opportunity aligns with efforts by Fish and Game - and other fish and game agencies across the country - aimed at recruitment, retention, and reactivation of hunters, anglers, and trappers. This work, including improvements to communication infrastructure and staff capacity and expertise will better enable Fish and Game to tap this opportunity.

**Managing Fish and Wildlife Predation —** Fish and Game is taking a variety of actions to manage predation in locations where predation is a significant limitation to achieving fish and wildlife population objectives or where predation creates unacceptable social conflicts such as

# The Landscape 2020: Strategic Issues

wolf predation on private livestock. Consistent with Idaho's 2012 voter-approved amendment to the state constitution, the Department uses Fish and Game Commission-approved, regulated public hunting, fishing and trapping as a preferred means of managing predation. Finding "balance" between predator and prey requires continual adaptive management of dynamic and interacting wildlife populations while also addressing competing social values within the construct of external legal and policy guidelines. Management is essential even when predator and prey may both be important game or at-risk species; an example is our work to reduce American white pelican numbers to reduce predation on Yellowstone cutthroat trout along the Blackfoot River to improve spawning success. Defining social "balance" is also adaptive, requiring public input processes to understand stakeholders' opinions through time. Both technical and social components require time and money.

**Private Lands and Wildlife** — While only 31% of Idaho is in private ownership, the location of this land and its associated habitat is critical to the continuation and productivity of many of our wildlife populations. Most of Idaho's non-urban private land is in agricultural production, either row crop agriculture, livestock grazing, or non-industrial forest lands. This land is usually located in highly productive valley bottoms with access to water. The factors that make this land attractive to farmers and ranchers also make this land desirable to wildlife. This interaction between Idaho's wildlife populations and landowners presents Fish and Game with both opportunities and challenges. Most landowners enjoy having wildlife on their property and many work with Fish and Game to conduct habitat projects to improve populations and recreational opportunities. Fish and Game staff work with several hundred landowners a year to enhance their properties for wildlife. These projects vary from smaller scale enhancements, such as sagebrush plantings or fencing modifications for wildlife passage to larger wetland restorations, removal of invading junipers and fire rehab. Cooperation between landowners and agency, is critical to continued robust populations of wildlife and continued enjoyment of our wildlife resources by the public.

However, in some cases the presence of large numbers of wildlife – especially big game – have

the potential to cause damage to agricultural products or infrastructure and can lead to conflict. In these cases, Fish and Game is working with sportsmen and landowners through various programs to alleviate or reduce the impacts from wildlife. Developing new technical and policy tools as well as allocating financial resources is a focus. Fish and Game will continue to focus on proactive and effective approaches, in concert with landowners, to further prevent wildlife depredation on private lands. Fish and Game is continuing its aggressive effort to build stack yards across the state, encouraging the use of continuing use agreements and streamline contracting processes to quickly get prevention materials to landowners.

**Funding** — More than 90 percent of Idahoans say wildlife issues are important to them; however, Fish and Game receives no general tax revenue. Instead, the agency's revenue is almost entirely composed of license sales, excise taxes from hunting and fishing equipment, mitigation funding, and grants. Even with license revenue now on a positive trend, inflationary factors will continue to erode purchasing power. The vast majority of Idahoans think Fish and Game receives "public taxes" in addition to license revenue. That is, in any given year, the majority of Idahoans do not contribute to wildlife management even though 87% of them think they do.

**State Sovereignty** — Fish and Game's statutory mission emphasizes that wildlife are managed in trust for the citizens of Idaho to preserve, protect, perpetuate, and to provide continued supplies for hunting, fishing, and trapping. State sovereignty to manage Idaho's wildlife is critical to upholding the public trust and to uphold Article I, Section 23 of the Idaho Constitution which states that the rights to hunt, fish and trap, including by the use of traditional methods, are a valued part of the heritage of the State of Idaho and shall forever be preserved for the people and managed through the laws, rules and proclamations that preserve the future of hunting, fishing and trapping and provides that public hunting, fishing and trapping of wildlife shall be a preferred means of managing wildlife. Fish and Game partners with other governmental and non-governmental entities, such as private landowners, to implement many conservation measures necessary to avoid listing species on the Endangered Species List, so that Idaho's trust responsibilities are upheld.



# The Landscape 2020: Strategic Issues

**Idaho State Wildlife Action Plan**—The Idaho State Wildlife Action Plan provides strategic guidance to implementing conservation actions that benefit “species of greatest conservation need” and the habitats they depend on. It is the state’s guiding document for managing and conserving at-risk species and positions Idaho Fish and Game to uphold its state authority for managing wildlife by taking proactive measures to prevent future listings under the Endangered Species Act of 1973, as amended. Actions outlined in the plan provide a framework for developing and monitoring work plans and for maintaining programmatic focus and coordination. An integrated approach to implementing this plan across all Idaho Fish and Game programs will help to expand and support existing wildlife programs. Next steps include work to develop statewide crucial habitat data layers, evaluate connectivity models, and create

a portfolio of sites (Conservation Opportunity Areas) that can be used to prioritize conservation, restoration, and other management actions in a changing climate.

**Workforce** — Fish and Game continues to experience a high rate in retirements as Baby Boomers depart the workforce. These retirements, combined with a highly competitive job market, will provide ongoing challenges to recruitment. Fish and Game is committed to researching innovative solutions to workforce planning, employee development, and strategies to stimulate compensation to positively affect recruitment and retention of highly qualified personnel. Market-driven pay pressures of some high demand and/or critical positions continue to require flexibility and creativity in attracting and retaining employees to meet agency goals.





# GOAL

## Fish, Wildlife & Habitat

*Sustain Idaho's fish and wildlife and the habitats upon which they depend.*

### OBJECTIVE

*Maintain or improve game populations to meet the demand for hunting, fishing and trapping.*

*Ensure the long-term survival of native fish, wildlife and plants.*

*Increase the capacity of habitat to support fish and wildlife.*

*Eliminate the impacts of fish and wildlife diseases on fish and wildlife populations, livestock, and humans.*

### STRATEGIES

- ▶ Develop and implement fish and wildlife management plans.
- ▶ Improve the scientific basis and public involvement process used to set harvest rules and regulations to achieve long-term sustainability of populations and habitat.
- ▶ Manage predation to ensure continued supplies of fish and wildlife for hunting, fishing and trapping.
  
- ▶ Identify and monitor native species with high priority conservation needs.
- ▶ Develop and implement management plans for conservation of high priority species to ensure survival and avoid new Endangered Species Act listings.
- ▶ Collaborate with interested and affected parties to recover threatened and endangered species.
  
- ▶ Provide incentives and assistance to landowners to improve habitat on private land.
- ▶ Work with sportsman's groups and other conservation partners to improve important habitats.
- ▶ Work with public land managers to achieve large-scale habitat improvements.
- ▶ Fully obtain and implement mitigation for habitat affected by infrastructure and development projects.
  
- ▶ Reduce or eliminate the risk of transmission of disease between captive and free-ranging fish and wildlife.
- ▶ Collaborate with other agencies and education institutions on disease control, prevention and research, including between wildlife and livestock.

## KEY SERVICES PROVIDED FY 2015-2018

| Cases Managed and/or Key Services Provided  | FY 2015             | FY 2016               | FY 2017             | FY 2018         |
|---|---------------------|-----------------------|---------------------|-----------------|
| Provide harvestable surplus of deer and elk ( <i># of deer and elk harvested</i> ). <sup>c</sup>  | 93,311              | 84,934 <sup>f</sup>   | 74,750              | NA <sup>e</sup> |
| Scientifically assess the abundance and health of big game populations to inform management decisions ( <i># of hours of deer and elk aerial surveys flown</i> )  | 1,190               | 1,156                 | 893                 | 729             |
| Alleviate wildlife damage to agriculture ( <i>minimum # of depredation complaints responded to</i> )  | 525                 | 1,002                 | 1,399               | 972             |
| Compensate for wildlife damage to agriculture ( <i># depredation claims paid</i> )  | 23                  | 32                    | 58                  | 64              |
| Improve opportunity to harvest game fish ( <i># of Department-operated hatchery-raised resident and anadromous fish stocked in ponds, lakes, and streams</i> )  | 30,774,342          | 33,573,363            | 33,853,216          | 30,042,476      |
| Scientifically assess the abundance and health of fish populations to inform management decisions ( <i># surveys conducted on lakes, reservoirs, rivers, and streams</i> )  | 868                 | 1,111                 | 827                 | 685             |
| Enforce fish and game laws ( <i># of warnings and citations issued</i> )  | 4,348               | 2,635                 | 3,387               | 3,752           |
| Protect game populations, provide information, ensure human safety ( <i># of licenses checked by officers in the field</i> )  | 65,521              | 62,380                | 52,548              | 56,416          |
| Provide information, analysis, and recommendations to improve fish and wildlife habitats and reduce impacts from land and water use ( <i>minimum # technical comments, reviews, meetings, site visits, and technical data requests filled</i> ) | 2,727               | 2,788                 | 2,755               | 1,721           |
| Minimize the impacts of fish and wildlife diseases on fish and wildlife populations, livestock, and humans ( <i># cases, biological samples, and necropsies handled by health labs</i> )  | 3,535               | 3,060                 | 3,077               | 2,808           |
| Provide information to license buyers to increase their recreation satisfaction and opportunities ( <i># visitors to Idaho Hunt Planner and Fish Planner web pages</i> )  | 268,375             | 232,107               | 405,146             | 521,189         |
| Provide for community and public involvement in management and education while reducing costs ( <i># Volunteer Service hours</i> ) <sup>b</sup>   | 52,768 <sup>a</sup> | 42,537 <sup>b,d</sup> | 32,109 <sup>a</sup> | NA <sup>e</sup> |

a - Tally is incomplete

b - Measure combines fiscal and calendar years

c - Measure based on calendar year

d - Measure was refined for reporting consistency in FY1 2015 to reflect Volunteer Services hours and no longer includes Reservist or Hunter Ed Instructor hours

e - Measure deleted in FY 2018. Information across and programs is inconsistent year-to-year.

f - Value was corrected after further data analysis.





# FY 2020-2023 MANAGEMENT DIRECTION

| FY 2019-2022 Management Direction   | Brief statement of FY 2019 status/progress/accomplishment   | FY 2020-2023 Management Direction   | Tasks/Actions planned in FY2020   |
|---|---|---|---|
| <p>Emphasize improvements to elk populations and elk hunting.</p>                     | <p>\$227,000 from Rocky Mountain Elk Foundation was made available to fund sixteen habitat projects across the state.</p> <p>Last fall, roughly 150 trail cameras were deployed in Big Game Units 6 and 15 (300 total) to develop an elk population estimate. Cameras have been picked up and photos are being analyzed.</p> <p>One hundred ninety-eight elk calves were radio collared and 643 adult cow elk were monitored during the past year. An integrated population model is in the development stage.</p>  | <p>Emphasize improvements to elk populations and elk hunting.</p>                     | <p>Serve on the Rocky Mountain Elk Foundation Project Advisory Committee grant board to help align projects and funding with statewide goals of elk management and needs.</p> <p>Implement remote camera grids with new methodology to improve or establish population estimates in trends where aerial surveys are ineffective.</p> <p>Continue use of GPS collars to monitor elk survival, and develop an integrated population model that will provide population estimates with sufficient precision and accuracy to inform management decisions.</p> |
| <p>Align predation management with elk management needs.</p>                          | <p>During the 2019-2020 big game season setting process, several steps were taken to provide additional predator hunting. During the 2019-2020 big game season setting process, several steps were taken to provide additional predator hunting opportunities in big game units not meeting elk plan objectives.</p> <p>Black bear and lion seasons were extended, and two tags are now allowed along with the use of electronic calls.</p> <p>Wolf hunting and trapping seasons were extended along with doubling the number of tags available in most regions.</p> <p>Research has begun in north Idaho to assess the effects of predation management on elk populations.</p> <p>Staff will monitor all large predator and prey populations in north Idaho as part of a long-term research project.</p>           | <p>Continue to align predation management efforts with elk management needs.</p>      | <p>Prioritize predation management in elk zones where elk hunter success, bull quality, and elk numbers are below objective and predation is documented as a substantial limiting factor.</p> <p>Assess the potential effectiveness of predation management to change elk populations, and where suitable, develop and implement predation management plans.</p> <p>Incorporate both predator and prey monitoring into predation management activities to assess effectiveness.</p>   |
| <p>Support state actions to maintain state management authority over sage-grouse.</p> | <p>Provided technical and financial assistance for sage-grouse habitat restoration projects via the Sage-grouse Actions Team.</p> <p>Worked with the Office of Species Conservation and the Bureau of Land Management to develop a sage-grouse habitat quantification tool to quantify impacts and estimate compensatory mitigation to sage-grouse from potential infrastructure projects in sage-grouse habitat.</p> <p>Represented Fish and Game on several multi-partner teams including the Western Association of Fish and Wildlife Agencies' (WAFWA) Executive Oversight Committee, Range-wide Interagency Sage-grouse Conservation Team, State Sage-grouse Actions Team, State Sage-grouse Core Team, and the Idaho Technical and Policy Teams as guided by the recent federal land-use plan amendments.</p> | <p>Support state actions to maintain state management authority over sage-grouse.</p> | <p>Implement the sage-grouse habitat quantification tool.</p> <p>Participate in the WAFWA Sage-grouse Conservation Assessment Team to evaluate conservation actions and status of sage-grouse.</p>  |

| FY 2019-2022 Management Direction   | Brief statement of FY 2019 status/progress/accomplishment  | FY 2020-2023 Management Direction  | Tasks/Actions planned in FY2020  |
|---|--|--|--|
| <p>Restore limited and sustainable Bull Trout harvest opportunity where populations are thriving, and investigate the feasibility of delisting at smaller recovery unit scales by working with the U.S. Fish and Wildlife Service with policy leadership from the Office of Species Conservation.</p> | <p>Fish and Game staff, along with representatives from the Office of Species Conservation have continued to meet with the U.S. Fish and Wildlife Service to encourage implementation of their proposed strategy to realign the ESA-listed coterminous population into multiple Distinct Population Segments. To date, little progress has been made. State agency staff have expressed dissatisfaction with the rate of progress related to realignment of the listed entity and continue to urge the U.S. Fish and Wildlife Service staff to elevate this effort to a higher priority.</p>   | <p><b>End.</b><br/><i>This Management Direction is now routine and ongoing and will not be identified separately in this document.</i></p> |  |
| <p>Ensure an efficient and effective fish hatchery program and build to full operating capacity.</p>  | <p>Repairs and improvements to concrete rearing units at the Cabinet Gorge, Hagerman State, and Mackay fish hatcheries were completed.</p> <p>Construction of a new staff residence at the Hagerman State Fish Hatchery was completed, replacing an old one. Four new staff residences are under contract, one each for the American Falls, Grace, Mackay, and Nampa fish hatcheries. Quonset hut structures were purchased and installed over 75% of the Nampa Fish Hatchery early rearing ponds. Two new fish pumps and six new transport tanks were purchased to modernize fish stocking equipment.</p> <p>New production targets for put-and-take rainbow trout were met, representing an increase of approximately 17% over 2017 stocking levels.</p> | <p>Ensure an efficient and effective fish hatchery program and maintain full operating capacity.</p>                                       | <p>Invest in infrastructure that will secure on-station fish health and water delivery systems, including a shade and predator exclusion structure at the Hagerman State Fish Hatchery, pipeline improvements to the Hagerman west raceways, and raceway flow control structures at the Nampa Fish Hatchery.</p> |





| FY 2019-2022 Management Direction  | Brief statement of FY 2019 status/progress/accomplishment  | FY 2020-2023 Management Direction   | Tasks/Actions planned in FY2020   |
|--|--|---|---|
| <p>Manage avian predation where it affects native fish conservation and/or sport fish management objectives.</p> | <p>Requested and received a depredation permit from U.S. Fish and Wildlife Service to facilitate pelican predation management at Blackfoot Reservoir.</p> <p>Continued hazing and dissuasion efforts along the Blackfoot River, including limited take of adult pelicans. Staff also obtained a scientific collection permit and evaluated dissuasion strategies at the Island Park nesting colony, and contracted with Wildlife Services to implement non-lethal hazing at Silver Creek.</p> <p>At both the Blackfoot and Island Park breeding colonies, Fish and Game established a limited area designated for pelican nesting, and actively hazed birds outside this area.</p> <p>Coordinated with U.S. Fish and Wildlife Service on permit issues, updating Idaho's pelican conservation strategy, the Service's framework for addressing bird-fish conflicts, and specific workshops on double-crested cormorant conflicts.</p> <p>Pelican breeding colonies were monitored with a combination of ground counts and UAV (drone) surveys.</p> <p>Deployed twenty-five GSM transmitters on adult pelicans foraging within the Blackfoot River system, and began analyses to determine breeding status and habitat use patterns within the Blackfoot River and regional waters.</p> | <p>Manage avian predation where it affects native fish conservation and/or sport fish management objectives.</p>  | <p>Continue to work with U.S. Fish and Wildlife Service to maintain or enhance depredation permit authority at Blackfoot Reservoir and River and maintain the breeding colony at 350 nests.</p> <p>Continue experimental hazing/dissuasion at the Island Park breeding colony under scientific collection permit authority from U.S. Fish and Wildlife Service.</p> <p>Conduct hazing activities at priority waters (e.g., Blackfoot River and Silver Creek).</p> <p>Actively manage the pelican nesting colony at Blackfoot with a combination of fencing and authorized nest take. Continue evaluation of dissuasion strategies at Island Park Reservoir to restrict pelican nesting to the objective of 150 nests.</p> <p>Work with U.S. Fish and Wildlife Service to inform bird conflict resolution strategies, and participate in their workshops to identify key conflicts affecting Idaho.</p> <p>Conduct breeding population and productivity surveys at all three pelican colonies.</p> <p>Continue satellite telemetry project of pelicans foraging along the Blackfoot River during the cutthroat trout spawning run in order to better assess the effectiveness of hazing actions.</p> |
| <p>Begin implementation of operational loss mitigation on Clark Fork Delta.</p>                                  | <p>Proposed and was granted \$5.7M in spending authority for implementation of the Clark Fork Delta restoration in FY 2020. Wrote and distributed request for contractor applications to implement delta restoration.</p>  | <p>Initiate large-scale Clark Fork Delta restoration in concert with winter lake level management. Maintain adequate spending authority for Bonneville Power Administration scheduled contract amounts. Maintain restoration plantings and infrastructure and monitor response.</p> | <p>Finalize all environmental and cultural clearances and permits for the project. Award contract and initiate delta restoration in coordination with lake level management.</p>  |



| FY 2019-2022 Management Direction   | Brief statement of FY 2019 status/progress/accomplishment  | FY 2020-2023 Management Direction  | Tasks/Actions planned in FY2020   |
|---|--|--|---|
| <p>Continue to integrate State Wildlife Action Plan (SWAP) implementation across Fish and Game programs and facilitate SWAP use by Fish and Game staff.</p>             | <p>Held half-day SWAP implementation meetings with two Fish and Game regions to identify conservation actions that are currently being implemented as well as to identify opportunities for regional implementation.</p> <p>Migrated the SWAP digital content to an online application, which is still in development.</p> <p>Continued work to create a portfolio of sites (Conservation Opportunity Areas) that can be used to prioritize conservation, restoration, and other management actions.</p>   | <p>Continue to integrate State Wildlife Action Plan (SWAP) implementation across Fish and Game programs and facilitate SWAP use and accomplishment reporting by Fish and Game staff.</p>   | <p>Hold half-day SWAP implementation meetings with the remaining five Fish and Game regions.</p> <p>Reconvene SWAP adaptive management teams that involve both Fish and Game staff and external partners.</p> <p>Compile existing connectivity models for selected Species of Greatest Conservation Need that we will evaluate and use to inform Conservation Opportunity Areas (COAs) and SWAP actions.</p> <p>Develop statewide crucial habitat data layers for Bighorn Sheep, Mountain Goat, Sharp-tailed Grouse, and Fisher.</p> <p>Launch online SWAP application on the Fish and Game website.</p> <p>Release SWAP COAs web page and incorporate these priorities into conservation, restoration, and other management actions.</p> |
| <p>Improve populations and resiliency of native fish by partnering with governmental agencies, landowners, and private entities to provide fish passage facilities.</p> | <p>Design work was completed for fish habitat projects on the Blackfoot River Wildlife Management Area to conserve Yellowstone Cutthroat Trout.</p> <p>Projects designed to improve fish passage on Bohannon and Big Meadow creeks as well as for the Highway 8 culvert were completed.</p> <p>Design work for improved fish passage and screens were completed in St. Charles Creek (Bear Lake tributary).</p> <p>Staff collaborated and partnered with other agencies and private landowners to identify and develop meaningful habitat projects to benefit native fish, particularly wild steelhead and Chinook Salmon.</p> | <p>Improve populations and resiliency of native fish by partnering with governmental agencies, landowners, and private entities to improve aquatic habitats and develop and maintain screening facilities to minimize entrainment into irrigation systems.</p> | <p>Develop and implement habitat restoration projects addressing in-stream habitat complexity, passage, and floodplain connectivity in the Lemhi, North Fork Salmon, and East Fork Potlatch River drainages to benefit federally-listed anadromous fishes.</p> <p>Develop and implement habitat restoration projects addressing in-stream habitat complexity, passage, and floodplain connectivity in the upper Snake, Pend Oreille, Blackfoot, and Bear River drainages to conserve resident fishes.</p>   |
| <p>Formalize an effort to gather information to inform the public of the effects of unlawful harvest.</p>   | <p>Evaluated data to identify focal areas and discussed ideas and options to help reduce unlawful take at the annual enforcement meeting, and discussed ways to use that data to inform and enforce.</p>   | <p>Formalize an effort to gather information to inform the public of the effects of unlawful harvest.</p>  | <p>Migrate data into new records management system.</p> <p>Continue collecting and evaluating data.</p> <p>Identify focal areas and discuss ideas and options to help reduce unlawful take.</p>   |





| FY 2019-2022 Management Direction   | Brief statement of FY 2019 status/progress/accomplishment  | FY 2020-2023 Management Direction  | Tasks/Actions planned in FY2020  |
|---|--|--|--|
| Prevent wildlife damage to private lands and compensate private landowners for wildlife damage to crops and forage. | <p>Built all stack yards that were requested by landowners in southern Idaho.</p> <p>Hired a seasonal “hunt coordinator” in the Salmon Region to coordinate depredation hunts between landowners and sportsman.</p> <p>Refilled three senior technician positions and one Landowner-Sportsman Coordinator position to maintain full staffing.</p> <p>Reviewed preliminary research results and made adjustments to next years’ plans based on those results.</p> <p>Participated in a number of rangeland improvement and fire rehabilitation projects on public land to provide high-quality forage and keep big game on public land to prevent them from moving onto private land.</p> | Prevent wildlife damage to private lands and compensate private landowners for wildlife damage to crops and forage.  | <p>Stack yard fencing will remain a high priority; the target is twenty stack yards in FY 2020.</p> <p>Address landowner claims and compensation.</p> <p>Implement legislative changes to depredation compensation; mainly with seedbed prep and irrigation equipment.</p> <p>Continue research but adjust based on first year’s outcomes; investigate additional, potential depredation techniques.</p> <p>Fully staff depredation positions, and ensure regional population and habitat staff are engaged in depredation issues.</p>   |
| Update wildlife species management plans.   | <p>The Fish and Game Commission adopted a new Mountain Goat Management Plan in March.</p> <p>A new Upland Game Management Plan has been completed and will be presented to the Commission for adoption in July.</p> <p>Draft Mule Deer and White-tailed Deer Management Plans have been developed and are currently out for public review. Final plans will be presented at the August Commission meeting for approval.</p> <p>Teams are also currently working on revising the Moose Management Plan and the Wild Turkey Management Plan for completion in FY 2020.</p>   | Update wildlife species management plans on a six-year interval.   | <p>Present new Upland Game Management Plan to Fish and Game Commission for adoption.</p> <p>Evaluate public input and prepare final drafts of new Mule Deer and White-tailed Deer Management Plans for Commission adoption.</p> <p>Complete new Moose Management Plan.</p> <p>Complete survey of turkey hunters and revise the Wild Turkey Management Plan.</p> <p>Initiate work to revise Pronghorn Management Plan.</p>  |
|   |  | <p><b>NEW!</b></p> <p>Restore and/or reconnect habitat in the Potlatch and Upper Salmon River basins to increase habitat for anadromous and resident native salmonids.</p> | <p>Conduct engineering and outreach for Big Bear Falls fish passage project in the Potlatch River.</p> <p>Habitat restoration projects addressing in-stream habitat complexity and floodplain connectivity will be implemented in the Lemhi (2) and North Fork Salmon (1) rivers to benefit resident and federally-listed anadromous fish. A number of projects are also in various stages of design for implementation in 2020.</p> <p>Salmon and steelhead passage will be improved by replacing a culvert with a bridge on Eighteenmile Creek in the upper Lemhi River drainage.</p> <p>The first phase of construction of a restoration project on the Blackfoot River will also be executed to benefit Yellowstone Cutthroat Trout.</p> |

# FY 2018-2023 PERFORMANCE MEASURES

| Performance Measure  | 2018                            | 2019 | 2020 | 2021 | 2022 | 2023 | Benchmark  |
|--|---------------------------------|------|------|------|------|------|--|
| 1. Compliance with regulations (# of violations / # of licenses checked)   | 3,752 / 56,416<br>(6.7% / 9.6%) |      |      |      |      |      | Less than 10% of licenses checked result in violation / check 15% of total licenses sold |
| 2. Elk and deer populations are meeting objectives (% zones and units meeting objectives)  | 88%                             |      |      |      |      |      | 90%  |
| 3. Opportunity to harvest game fish (# of Department-operated hatchery-raised resident and anadromous fish stocked in ponds, lakes, and streams) | 30,042,476                      |      |      |      |      |      | 30,000,000   |

**Performance Measure Explanatory Notes:**

1. The benchmark is based on past performance by Department officers.
2. The metric is based on cow elk in elk zones; % 4-point mule deer bucks in mule deer data analysis unit; % 5 point whitetail bucks in whitetail data analysis unit. The benchmark is a 5-year target to meet objectives laid out in big game species plans. Objectives in the plans are based on historical biological data as well as the social requests for various hunting experiences. Many external factors, such as wildfire and weather, affect the Department's ability to achieve objectives.
3. The benchmark is based on meeting 92% of fisheries manager's requests for trout and kokanee and 92% of steelhead and salmon hatchery capacity.





# GOAL

## Fish and Wildlife Recreation

*Meet the demand for hunting, fishing, trapping and other wildlife recreation.*

### OBJECTIVE

*Maintain a diversity of fishing, hunting, and trapping opportunities.*

*Sustain fish and wildlife recreation on public lands.*

*Increase the variety and distribution of access to private land for fish and wildlife recreation.*

*Increase opportunities for wildlife viewing and appreciation.*

### STRATEGIES

- ▶ Provide opportunities specific to the needs of beginners, youth, people with disabilities, and families.
  - ▶ Assess participation, demand and satisfaction with hunting, fishing and trapping opportunities. Adjust management to achieve objectives.
  - ▶ Provide diverse hunting, fishing and trapping opportunities to meet the desires for a wide variety of user groups.
- 
- ▶ Protect the public's right to use public lands and waters for hunting, fishing, trapping and wildlife viewing.
  - ▶ Work with landowners to obtain public access across private lands to public lands.
- 
- ▶ Provide incentives and services to landowners who allow public access for hunting, fishing and trapping.
  - ▶ Improve landowner/sportsmen cooperation through communication and enforcement of hunting, fishing and trapping rules.
- 
- ▶ Promote and publicize wildlife appreciation opportunities.
  - ▶ Partner with other agencies, local communities and others to develop wildlife appreciation facilities, opportunities and materials on other land ownerships.

## OBJECTIVE

*Maintain broad public support for hunting, fishing, trapping and viewing.*

## STRATEGIES

- ▶ Emphasize ethics, safety and fair chase in hunting, fishing and trapping through Fish and Game education and enforcement programs.
- ▶ Publicize the economic and social benefits of hunting, fishing, trapping and wildlife viewing.
- ▶ Expand opportunities to take hunter and trapper education classes.
- ▶ Promote hunting, fishing and trapping as important tools for conserving and managing Idaho's fish and wildlife.
- ▶ Emphasize the role of the sportsman conservationist in funding wildlife conservation and management in Idaho.
- ▶ Use research and marketing to maintain and increase participation in hunting, fishing and trapping.

## KEY SERVICES PROVIDED FY 2015-2018

| Cases Managed and/or Key Services Provided  | FY 2015             | FY 2016                | FY 2017             | FY 2018                |
|---|---------------------|------------------------|---------------------|------------------------|
| Provide opportunity to harvest game fish and wildlife (# of hunting, fishing, and combination licenses sold)  | 600,328             | 584,871                | 569,563             | 588,632                |
| Provide public access to private lands or through private lands to public lands for hunting, fishing, and trapping (acres provided through Access Yes! program)   | 887,643             | 924,331                | 828,548             | 885,514                |
| Provide public access to important wildlife areas for hunting, fishing, trapping, and viewing (# of acres managed)  | 395,000             | 399,000                | 413,000             | 414,500                |
| Provide opportunity to hunt big game (# elk and deer hunter days) <sup>b</sup>  | 1,522,596           | 1,492,814              | 1,537,692           | NA <sup>b</sup>        |
| Provide opportunity to harvest salmon and steelhead without harming threatened populations (angler hours spent fishing for salmon and steelhead)  | 1,163,499           | 1,348,303 <sup>b</sup> | 944,919             | 1,141,000 <sup>b</sup> |
| Provide public access to fishing waters (# fishing and boating access sites maintained)   | 336                 | 338                    | 340                 | 341                    |
| Educate students about hunting and firearms safety, ethics and responsibilities, wildlife management, and fish and game rules and regulations (# of students Hunter Education certified)  | 10,615 <sup>a</sup> | 11,774                 | 14,748              | 14,567                 |
| Educate students about hunting and firearms safety, ethics and responsibilities, wildlife management, and fish and game rules and regulations (# of instructor hours volunteered for hunter, bowhunter, trapper, wolf trapper, hunter/bowhunter combo, and field day classes) | NA                  | NA <sup>c</sup>        | 16,254 <sup>c</sup> | 15,682                 |

a - Tally is incomplete

b - Measure based on a calendar year

c - Measure added in FY 2017





# FY 2020-2023 MANAGEMENT DIRECTION

| FY 2019-2022 Management Direction   | Brief statement of FY 2019 status/progress/accomplishment  | FY 2020-2023 Management Direction   | Tasks/Actions planned in FY2020  |
|---|--|---|--|
| <p>Make it easier to go hunting and fishing, including streamlining purchasing, improving licensing options for special populations, and other customer service improvements.</p> | <p>For the first time, the Fish and Game notified Moose/Sheep/Goat draw applicants of their draw results via email if there was one on file.</p> <p>Created a number of videos to help customers navigate the JMT (license vendor) online portal.</p> <p>Consulted with legal counsel to audit email processes and ensure federal CAN-SPAM compliance.</p> <p>Reengineered email platform to provide email subscriptions targeted to customers' preferences.</p> | <p>Make it easier to go hunting and fishing, including streamlining purchasing, improving licensing options for special populations, and other customer service improvements.</p> | <p>Continue analyzing processes for product issuance and customer service to be more responsive and make it easier to issue items.</p> <p>Review cash handling and product issuance at all regional offices for consistency; investigate a standard Point-of-Sale cash register system for Fish and Game offices to better facilitate customer payment, and develop and implement ability to accept credit cards with a 3% surcharge by early 2020.</p> <p>Fully implement the new email delivery infrastructure and leverage GovDelivery's capabilities.</p> <p>Monitor JMT (license vendor) and limit issues through transition to a new license vendor.</p> <p>Monitor and improve customer service capabilities on social media platforms.</p> |



| FY 2019-2022<br>Management Direction   | Brief statement of FY 2019<br>status/progress/<br>accomplishment   | FY 2020-2023<br>Management<br>Direction   | Tasks/Actions planned in<br>FY2020   |
|--|--|---|--|
| <p>Improve hunting, fishing and trapping opportunities on private and public lands and Wildlife Management Areas and fishing and boating access sites.</p> | <p>Upgraded or created public access roads, trails, boat ramps, parking lots, outhouses, hunting blinds, fence crossings, or signage on all Wildlife Management Areas (WMAs), which included coordinating with sportsmen's and other user groups.</p> <p>Restored wetlands on several WMAs to enhance waterfowl hunting opportunities, and planted crops to create a diversity of upland bird hunting scenarios.</p> <p>Hosted dog field trials, archery shoots, outdoor skills day, and hunter and trapper education classes on Niagara and/or Sand Creek WMAs.</p> <p>Worked with the Citizens Advisory Group and Paralyzed Veterans of America to select a location for an ADA-approved duck blind on Boundary-Smith Creek WMA.</p> <p>Created a 3-D archery shooting range on Boise River WMA.</p> <p>Improved backcountry airstrip access at Loon Creek.</p> <p>Upgraded dog training opportunities on Edson Fichter Nature Area.</p> <p>Improved hunting access to public isolated tracts (U.S. Bureau of Reclamation and U.S. Bureau of Land Management) in Magic Valley and Southwest regions.</p> <p>Cleared trail to improve public access to Stonebreaker Ranch.</p> <p>Monitored use on the Clagstone Meadows Conservation Easement, which provided 589 visitor-days from 7/1/18 to 10/18/18. Eighty-eight percent of the days were for hunting or hunting-related activities.</p> <p>Facilitated the development of a draft operating plan and associated commitment of \$15,000 for continued trail work in the Nez-Perce Clearwater National Forest.</p> <p>A new fishing and boating access sites was created at Sheep Camp Landing on the Lower Payette River.</p> <p>In addition, major site design, repair, or construction work was completed at Spicer Pond, Elk and Deer Creek Reservoirs, Plaza Bridge, Horsethief Reservoir, Edson Fichter, Puppy Pond, Last Chance, Stone Bridge, Bates Bridge, Spring Hollow, Williams Lake, South Butte, and Deer Gulch.</p> <p>Access sites were renovated at Seven-mile Slough.</p> | <p>Improve hunting, fishing and trapping opportunities on private and public lands, including Wildlife Management Areas, and ensure adequate access to a diverse array of lands and waters.</p> | <p>Upgrade and/or create public access roads, trails, boat ramps, parking lots, outhouses, hunting blinds, fence crossings, or signage on several WMAs including newly-acquired additions to WMAs.</p> <p>Restore wetlands to enhance waterfowl hunting opportunities and plant crops to create a diversity of upland bird hunting scenarios.</p> <p>Investigate the potential to develop a shooting range on Craig Mountain WMA.</p> <p>Host dog field trials, archery shoots, outdoor skills day, and hunter and trapper education on WMAs.</p> <p>Continue to improve backcountry airstrip access at Cougar Ranch, Loon Creek, and Mitchell Ranch.</p> <p>Support U.S. Forest Service and trail association activities to improve backcountry trail access in Frank Church Wilderness, and to open backcountry airstrip access in the Frank Church Wilderness.</p> <p>Investigate the potential to develop a backcountry airstrip on Lawman South property.</p> <p>Coordinate with Fish and Game enforcement and Central Idaho Working Group to create a 'Travel Management Watch Program', designed to enhance Fish and Game's Motorized Hunt Rule and U.S. Bureau of Land Management/U.S. Forest Service Travel Plan compliance and fair chase in the Pahsimeroi Valley.</p> <p>Improve hunting access to public isolated tracts in Magic Valley and Southwest regions.</p> <p>Work with the Citizens Advisory Group and Paralyzed Veterans of America to install a parking area and ADA-approved trail to the ADA duck blind on Boundary-Smith Creek WMA.</p> <p>Seeking Restoration Partnership funding to purchase McKee property and facilitate fishing and other recreational access to a total of 3.5 miles of river front on the South Fork of the Coeur d'Alene River.</p> <p>Develop or renovate fishing and boating access sites at Freemans Eddy, Hoodoo Pond, Twin Bridges, Elk Creek Reservoir, Hordeman, Horsethief, Sawyers II, Seven Mile Slough, Gem Island, Hammett, Gavers Lagoon, Scott Pond, Riverdale, Eagle Rock, Antelope Creek Kids Creek, Deer Gulch, Hayden Pond, and Hyde Pond.</p> |



| FY 2019-2022 Management Direction  | Brief statement of FY 2019 status/progress/accomplishment   | FY 2020-2023 Management Direction  | Tasks/Actions planned in FY2020  |
|--|---|--|--|
| <p>Increase Hunter Education involvement at Fish and Game- owned and other public shooting ranges across the state, and improve the safety of shooting ranges through the range grant program.</p> | <p>The Hunter Education program provided firearm and safety lessons to 15,000 students. Nearly half of these students visited a public range to develop shooting skills.</p> <p>Public ranges, including three Fish and Game-owned ranges, received \$564,000 in funds to complete fifteen projects to improve safety and provide facilities or enhance the implementation of hunter education classes.</p>   | <p>Continue to teach Hunter Education to 15,000 students annually, and promote the ability for instructors and their students to utilize public ranges to develop students' shooting skills.</p> | <p>The Hunter Education program will enhance public shooting ranges by implementing 21 projects within all Fish and Game regions totaling \$565,000 in FY 2020.</p>  |
| <p>Promote Access Yes! and seek out new participants and partners in public access.</p>  | <p>Promoted access opportunities through social media.</p> <p>Utilized HB 230 Access dollars on a lease agreement with Idaho Department of Lands to allow for sportsmen and recreational access.</p> <p>Utilized HB 230 access dollars on lease agreements as part of our Large Tract program with Potlatch.</p>  | <p>Promote Access Yes! and seek out new participants and partners in public access.</p>  | <p>Develop and launch an Access Campaign to provide information on access opportunities Fish and Game provides for public benefit including Fish and Game-owned land, Access Yes! Properties, Wildlife Management Areas, Idaho Department of Land leases, and Large Tract leases.</p>  |
| <p>Continue management-based fishery research projects to enhance the ability to conserve native fish populations and meet sport fish management objectives.</p>                                   | <p>Field evaluations of YY Brook Trout are under way in six alpine lakes and seven streams in Idaho.</p> <p>Began preliminary experiments to develop YY Lake Trout and Common Carp; population modeling efforts are in progress.</p> <p>Completed evaluations of the influence of hatchery trout diets and raceway baffles on angler returns of hatchery trout.</p> <p>Initiated evaluations of angler catch and satisfaction in ten small community ponds, some with 6-fish limits and others with 2-fish limits.</p> <p>Completed circle hook evaluations in five lake fisheries for trout.</p> | <p>Continue management-based fishery research projects to enhance the ability to conserve native fish populations and meet sport fish management objectives.</p>                                 | <p>Continue evaluations of YY Brook Trout to document survival and spawning with wild fish.</p> <p>Evaluate the use of car counters and cameras for cost-effective estimates of angling effort in Idaho fisheries.</p> <p>Assess Walleye movement patterns and angler harvest rates in Lake Pend Oreille; evaluate options and feasibility for suppression.</p> <p>Evaluate the potential for sterile triploid Chinook salmon to improve landlocked salmon fisheries.</p> <p>Evaluate population status and management alternatives for wild Cutthroat Trout in Bear Lake.</p> |



| FY 2019-2022 Management Direction   | Brief statement of FY 2019 status/progress/accomplishment  | FY 2020-2023 Management Direction   | Tasks/Actions planned in FY2020   |
|---|--|---|---|
| <p>Train and outfit Idaho trappers with the information they need to trap safely and ethically.</p> | <p>Maintained course equipment and supplies (e.g., purchased pelts for furbearer identification); trained and certified new instructors; and conducted Fish and Game's annual Fur School.</p> <p>Developed trapline diary (currently being tested).</p> <p>Developed national standards for trapper education. They were accepted and ratified by the International Hunter Education Association.</p> <p>Developed list of 28 states that offer trapper education programs similar to Idaho.</p> | <p>Train and outfit Idaho trappers with the information they need to trap safely and ethically.</p> | <p>Continue to maintain course equipment and supplies; train and certify new instructors; and conduct annual Fur School for Fish and Game employees.</p> <p>Develop a furbearer identification booklet to give to students taking trapper education.</p> <p>Modify the course exam to include questions on furbearer identification and replace ambiguous exam questions.</p> <p>Work with AFWA to hold Trapping Matters workshop in Idaho.</p> |

## FY 2018-2023 PERFORMANCE MEASURES

| Performance Measure   | 2018                | 2019 | 2020 | 2021 | 2022 | 2023 | Benchmark           |
|---|---------------------|------|------|------|------|------|---------------------|
| <p>4. Landowners allow access for fish &amp; wildlife recreation (<i># of properties enrolled / # private acres in Access Yes! Program</i>)</p> | <p>87 / 335,879</p> |      |      |      |      |      | <p>90 / 350,000</p> |

**Performance Measure Explanatory Notes:**

4. The benchmark is based on past success of the Access Yes! program, and the cost per acre.





# GOAL

## Working with Others

*Improve public understanding of and involvement in fish and wildlife management.*

### OBJECTIVE

*Improve citizen involvement in the decision-making process.*

*Increase public knowledge and understanding of Idaho's fish and wildlife.*

### STRATEGIES

- ▶ Ensure that interested and affected stakeholders are notified of opportunities to participate in decisions and that all voices are heard.
  - ▶ Improve variety and convenience of opportunities for citizens to be involved in Fish and Game decisions.
  - ▶ Utilize new information technologies, such as social media and other web-based platforms to broaden participation in proposal development and agency decision-making.
  - ▶ Utilize opinion surveys to sample a cross-section of sportsmen and women.
- 
- ▶ Provide biological information on Idaho's fish and wildlife to convey the status of populations and the basis for management decisions.
  - ▶ Expand utilization of new information technologies to improve public outreach.
  - ▶ Provide timely and accurate information on recreational opportunities, management actions and important news related to fish and wildlife an hunting, fishing, trapping, and viewing opportunities.





## KEY SERVICES PROVIDED FY 2015-2018

| Cases Managed and/or Key Services Provided   | FY 2015 | FY 2016 | FY 2017 | FY 2018 |
|--|---------|---------|---------|---------|
| Provide information on fishing and hunting, fish and wildlife, educational programs, volunteer opportunities, and other general agency information to the public ( <i>average # visitors per month to agency website</i> ) | 332,863 | 332,686 | 417,776 | 389,553 |
| Train school teachers about how to improve their students' awareness, knowledge, skills, and responsible behavior related to Idaho's fish and wildlife. ( <i># teachers who attended Project Wild workshops</i> )          | 346     | 371     | 219     | 337     |
| Provide information to license buyers to increase their recreation satisfaction and opportunities ( <i># visitors to Idaho Hunt Planner and Fish Planner web pages</i> )   | 268,375 | 232,107 | 405,146 | 521,189 |

a - Tally is incomplete

b - Measure combines fiscal and calendar years

c - These cases are better reported as average # of visits compared to average # of visitors; FY14 was changed to reflect a previous inconsistency.

## FY 2020-2023 MANAGEMENT DIRECTION

| FY 2019-2022 Management Direction   | Brief statement of FY 2019 status/progress/accomplishment  | FY 2020-2023 Management Direction   | Tasks/Actions planned in FY 2020  |
|---|--|---|---|
| Continue to build citizen engagement in wildlife conservation and management and use existing programs like Master Naturalist, Project Wild and volunteers to involve citizens and keep them engaged. | <p>The Master Naturalist Program has grown to eight chapters statewide. A new chapter formed in FY 2019, the High Desert Chapter, based in Pocatello.</p> <p>Project WILD taught seven workshops statewide with focus on Fish and Game mission-centric topics such as WILD about Fishing and WILD about Elk.</p> <p>The Trout/Salmon in the Classroom program occurred in 140 schools throughout Idaho reaching thousands of students.</p> <p>Six community-based organizations completed volunteer projects at the MK Nature Center in Boise.</p> | Continue to build citizen engagement in wildlife conservation and management and use existing programs like Master Naturalist, Project Wild and volunteers to involve citizens and keep them engaged. | <p>Promote and support volunteer programs to develop an engaged citizenry.</p> <p>Implement annual report of volunteer activities across the state in Aquatic Education, conservation, Hunter Education, Project WILD and Master Naturalist programs and at the MK Nature Center, Waterlife Center and Wildlife Building.</p> <p>Partner with Children's Museum of Idaho to build a Fish and Game exhibit to provide aquatic conservation and fishing information to over 100,000 visitors annually.</p> <p>More widely distribute existing content (such as Windows to Wildlife) via email to those who choose to subscribe.</p> <p>Continue to support efforts of Master Naturalist Chapters across the state. Improve the online resources for members to better track their time.</p> |



| FY 2019-2022<br>Management Direction  | Brief statement of FY 2019<br>status/progress/<br>accomplishment   | FY 2020-2023<br>Management Direction  | Tasks/Actions planned in<br>FY 2020  |
|---|--|---|--|
| <p>Build capacity and utilize website and social media in a more strategic manner.</p>  | <p>Built capacity for the website and social media by re-filling multiple vacant positions statewide and adding additional capacity through a new web content position and an intern and temp for social media.</p> <p>Information and marketing staff have collaborated on numerous efforts to improve public/customer outreach by covering high-interest topics directed toward specific audiences. Two examples include articles geared toward hunter education graduates, and timely articles about steelhead and salmon fishing, that were followed up with direct-marketing approaches to contact anglers who bought salmon/steelhead permits.</p> <p>Developed a social media intern position with Boise State University for six months. The intern was eventually hired to fill the 1385 position for "Social Media Coordinator."</p> <p>Created a Communication Calendar used by the Information, Marketing, and Web teams to coordinate communication across all communication channels.</p> <p>Added Instagram page for Fish and Game, and created a Facebook page for the Southeast Region.</p> <p>Utilized web advertising, social media advertising, and influencer marketing exclusively for 2019 Summer Fishing Campaign.</p> <p>Established the hashtags #fishidaho, #huntidaho, and #idahofishandgame</p> | <p>Build capacity and utilize website and social media in a more strategic manner.</p>  | <p>Continue to use the website as our content hub and social media as one of several distribution channels in an effort to deliver timely, accurate, and focused content for wildlife enthusiasts in Idaho on emerging platforms gaining more common usage.</p> <p>Cross-train staff on the website data needs to improve information delivery and accessibility, and support those staff to use the website and social media as part of their regular duties.</p> <p>Extend information delivery methods, such as email, to more efficiently reach more places than just the website and social media.</p> <p>Develop a solution to track social media and email effort to sales conversions.</p> |
| <p>Emphasize the important role hunters, anglers, and trappers have played in wildlife conservation and management for over 100 years.</p>                                      | <p>Installed new interpretive signage at the MK Nature Center in Boise during FY 2019, including two signs that specifically highlight Idaho's hunting heritage and the role of sportsmen in wildlife conservation, as well as the value of wildlife-related recreation to Idahoans.</p>   | <p>Expand awareness of the role that hunting, fishing, and trapping play in Idaho's overall economy.</p>  | <p>Include messaging about the important role of sportsmen and women in fish and wildlife conservation in education and information programming and media.</p> <p>Work with Idaho Parks and Recreation and Idaho Department of Commerce &amp; Tourism on projects that support hunting, fishing, and trapping's importance to Idaho's economy.</p> <p>Utilize communication channels, and explore new medias to communicate the role sportsmen and women and Fish and Game play in conservation management.</p>  |
| <p>Increase public knowledge of unlawful fishing and hunting activity; better inform the public about flagrant violations; and promote citizen reporting of wildlife crime.</p> | <p>Coordinated with Citizens Against Poaching (CAP) to upgrade all CAP trailers that conservation officers use at public events.</p> <p>Published stories of high-profile cases on the website.</p> <p>Completed case in which one individual killed more than fifteen elk and most the edible meat was left to waste.</p>   | <p>Increase public knowledge of unlawful fishing and hunting activity; better inform the public about flagrant violations; and promote citizen reporting of wildlife crime.</p> | <p>Publicize high-profile cases.</p> <p>Increase efforts to use social media to cautiously and wisely inform.</p> <p>Seek ways to focus messaging on frequent, flagrant violations.</p>  |

|   |   |   |  |
|---|---|---|--|
| <p>Continue to develop educational outreach materials and programs aligned with Fish and Game Commission and agency priorities and goals to be used throughout the state.</p> | <p>The MK Nature Center continued to offer both Instructor-led and Field Day Hunter Education courses in FY 2019. One Instructor-led course was offered as well as 23 Field Days. The MK Nature Center also offered retrieving dog demonstrations during its public Spring Wildlife Celebration.</p>  | <p>Develop and implement educational outreach materials and programs aligned with Fish and Game Commission and agency priorities and goals to be used throughout the state.</p> | <p>Implement educational programs and outreach materials that are aligned with Fish and Game priorities within the Aquatic Education, Hunter Education, Project WILD and Master Naturalist programs as well as at the MK Nature Center and Waterlife Center.</p>   |
| <p>Speed up process to complete controlled hunt draws.</p>  | <p>The Fish and Game transitioned the Controlled Hunt draw to a third party vendor in May 2019. As a result, having the draw and applications done in the same system, along with the removal of mailed in applications, the draw results for Moose/Sheep/Goat were posted and announce on May 17th, almost three full weeks before the prior year.</p> | <p>Continue efforts to minimize the timeframe between close of the application period and posting of results.</p>   | <p>Fish and Game currently is soliciting for a new License System contractor, which is scheduled to go live December 1, 2020. Part of the system in the solicitation includes the Controlled Hunt Draw module. During FY 2020 and FY 2021, license staff will be focusing efforts with the new Contractor to ensure that the expectations for draw result timelines are met.</p> |

## FY 2018-2023 PERFORMANCE MEASURES

| Performance Measure  | 2018         | 2019 | 2020 | 2021 | 2022 | 2023 | Benchmark    |
|--|--------------|------|------|------|------|------|--------------|
| 5. Effectively convey and distribute information about wildlife and wildlife-based recreation (# of unique visitors per year to Fish and Game website) | 2.09 million |      |      |      |      |      | 2.00 million |

**Performance Measure Explanatory Notes:**

5. The benchmark is based on expected growth in web traffic.





# GOAL

## Management Support

*Enhance the capability of the Department to manage fish and wildlife and serve the public.*

### OBJECTIVE

*Attract and retain a diverse and professional workforce.*

*Provide programs, equipment and facilities for excellent customer service and management effectiveness.*

*Improve information management and business systems.*

### STRATEGIES

- ▶ Seek competitive salaries for Fish and Game employees.
- ▶ Provide training and professional development opportunities.
- ▶ Reward leadership, integrity, competency, professionalism and innovation.
- ▶ Use the fleet management program to efficiently acquire and manage Fish and Game vehicles and field equipment.
- ▶ Promote and strengthen volunteer programs to assist with habitat and fish and wildlife management and education.
- ▶ Work closely with license vendors to ensure accurate delivery of licenses and tags.
- ▶ Provide facilities that foster effective customer service and productive work environments.
- ▶ Develop data management system to make Fish and Game data more readily usable and available to the public, other agencies and employees.
- ▶ Implement an electronic licensing system that is reliable, adaptable, user friendly and cost effective.



# FY 2020-2023 MANAGEMENT DIRECTION

| FY 2019-2022 Management Direction  | Brief statement of FY 2019 status/progress/accomplishment  | FY 2020-2023 Management Direction  | Tasks/Actions planned in FY 2020   |
|--|--|--|--|
| <p>Increase enforcement-related public outreach and community involvement at the local level to keep citizens informed of opportunities to engage and participate.</p> | <p>Purchased hand-held thermal imaging devices to assist in wildlife depredations and incidents involving orphaned, injured, and problem wildlife.</p> <p>Conducted state-wide training event on wildlife-human attack response team responsibilities.</p>   | <p>Increase enforcement-related public outreach and community involvement at the local level to keep citizens informed of opportunities to engage and participate.</p> | <p>Continue efforts to encourage officers to remain engaged in their communities to help with sustaining relevance.</p> <p>Seek opportunities to inform local communities of efforts to collect data and monitor populations; e.g., opportunities to discuss integrated population modelling and use of trail cameras.</p>   |
| <p>Continue marketing strategies to maintain growth in nonresident hunting license and tag sales.</p>  | <p>Participated in seven sport shows directed at non-resident hunters.</p> <p>Sold out of deer and elk tags in 2019 earlier than past years.</p> <p>Provided marketing mailer to 57,000 nonresident hunters.</p>   | <p>Continue marketing strategies to maintain growth in nonresident hunting license and tag sales.</p>  | <p>Evaluate the landscape of nonresident opportunities and fees. Communicate changes as needed.</p> <p>Adjust sport show schedule to optimize costs, recognizing the trend of selling out of nonresident deer and elk tags in recent years.</p> <p>Engage in efforts to sell out of nonresident deer and elk tags earlier.</p> <p>Improve processes with nonresident mailer and work to decrease costs.</p> <p>Use social media to target non-residents.</p> <p>Continue to use license database to target nonresident license buyers.</p> <p>Partner with Idaho Tourism and grow awareness of the economic value hunting and fishing brings to Idaho.</p> |
| <p>Optimize revenue through HB 230 and Price Lock in accordance to the Commission discount order.</p>  | <p>Completed Price Lock web advertising campaign with Rizen Creative.</p> <p>Sent targeted emails to license 2017 license holders to "Stay locked in".</p> <p>Promoted 3-year licenses with post card campaign.</p> <p>Undertook a number of social media and email efforts to support Price Lock and 3-year licenses.</p> <p>Provided Idaho Legislature with a report on results of HB 230.</p> | <p>Closely monitor, and engage in efforts, to reduce churn of our license buying customers.</p>  | <p>Continue with R3 (recruit, retain, reactivate) efforts to recruit new participants and reduce churn of existing customers.</p> <p>Promote 3-year license purchases.</p> <p>Encourage license buyers to purchase additional products, such as a two-pole permit to fishing license buyers.</p>   |



| FY 2019-2022 Management Direction  | Brief statement of FY 2019 status/progress/accomplishment   | FY 2020-2023 Management Direction  | Tasks/Actions planned in FY 2020   |
|--|---|--|--|
| Improve efforts - including evaluation of existing efforts and initiation of new ones - that recruit new participants, retain current ones, and reactivate those who have dropped out. | <p>Implemented Hunter Education Newsletter to provide ongoing support and information to new hunters.</p> <p>Launched Millennial Fishing Campaign with Stoltz Marketing Group to support angler R3 (recruit, retain, reactivate) effort.</p> <p>Mined license-buyer database to send targeted emails and mailers to support retention efforts.</p> <p>Created Sportsman's Package Loyalty program.</p> <p>Improved analytics and tracking metrics of efforts to evaluate effectiveness.</p> <p>Developed Tableau dashboard to provide real-time monitoring of key license holder and sales information.</p> <p>Launched rod loaner program with Idaho State Parks and Recreation.</p> <p>Created virtual reality simulation for field dressing a big game animal.</p> | Improve efforts - including evaluation of existing efforts and initiation of new ones - that recruit new participants, retain current ones, and reactivate those who have dropped out. | <p>Continue to build out Tableau dashboards.</p> <p>Grow social media capabilities.</p> <p>Data mine license database to send targeted communication to customers.</p> <p>Continue to engage hunter education graduates to promote lifelong hunting participation.</p> <p>Grow number of hunter education instructors from conservation organizations.</p> <p>Grow number of hunter education graduates.</p> <p>Promote beginner-friendly hunting opportunities.</p> <p>Partner with NGO's, government agencies, and private sector in efforts that support R3.</p> <p>Continue fishing R3 efforts.</p> <p>Grow inventory of fishing and hunting access information.</p> |
| Continue to comply with Executive Order 2017-02 and maintain cybersecurity.  | Per Executive Order 2017-02, Fish and Game has adopted the National Institute of Standards and Technology (NIST) Cybersecurity Framework. The agency has adopted the newly released version 7.1 of the Center for Internet Security Critical Security Controls (CIS Controls) and is currently using the first six controls to reevaluate Fish and Game systems. The evaluation is being completed using the AuditScripts Critical Security Controls Initial Assessment Tool. Business risk analysis is being performed and the appropriate actions will be taken to mitigate any gaps that are found.  | Continue to comply with Executive Order 2017-02 and maintain cybersecurity.  | Complete new systems evaluation and business risk analysis and mitigate any gaps that are found.   |
|  | Conducted a thorough review of all chapters in IDAPA 13. The Fish and Game Commission adopted moving forward with proposed edits. Submitted proposed edits to delete, consolidate and simplify rule language to the Governor's Office and the Division of Financial Management. Simplified rules published in Administrative Bulletin June 19, 2019.  | <p><b>NEW!</b></p> <p>The Executive Order expires at the end of 2020. Fish and Game staff will continue to review rules and propose additional edits through 2020.</p>                 | <p>Review IDAPA 13 chapters to identify further opportunities to comply with the Executive Order.</p> <p>Propose efficiency edits to the Fish and Game Commission for adoption.</p> <p>Submit proposed edits to Governor's Office and the Division of Financial Management.</p>  |

## FY 2018-2023 PERFORMANCE MEASURES

| Performance Measure  | 2018    | 2019 | 2020 | 2021 | 2022 | 2023 | Benchmark |
|--|---------|------|------|------|------|------|-----------|
| 6. Attract and retain highly qualified personnel (% successful registers / % retention of hired FTEs after 2 years employment) | 92 / 88 |      |      |      |      |      | 98 / 88   |
| 7. All that pay benefit, all that benefit pay (% of funding that comes from the general Idaho public)                          | 2.10%   |      |      |      |      |      | 3%        |

### Performance Measure Explanatory Notes:

6. A "successful register" is defined as one with at least 5 qualified applicants. The percent of successful registers was determined by the formula  $[\# \text{ successful registers} + \text{total open competitive registers}] * 100$ . The benchmark is based on the average over the past four fiscal years.

7. "Funding from the general public" is defined as revenue from the sales of wildlife license plates, the non-game tax check-off, donations to the Department, and interest income. The percent of funding from the general public was calculated by the formula  $[\text{funding from general public} + (\text{funding from general public} + \text{license sales})] * 100$ . The benchmark reflects a goal of increasing this revenue by \$675,000 from FY 2015.





# *Our Mission*

*(Idaho Code Section 36-103)*

All wildlife, including all wild animals, wild birds, and fish, within the state of Idaho, is hereby declared to be the property of the state of Idaho. It shall be preserved, protected, perpetuated, and managed. It shall only be captured or taken at such times or places, under such conditions, or by such means, or in such manner, as will preserve, protect, and perpetuate such wildlife, and provide for the citizens of this state and, as by law permitted to others, continued supplies of such wildlife for hunting, fishing and trapping.

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