



Strategic Plan

“Preserve, Protect, Perpetuate and Manage”

2015



“First bull elk.” photo courtesy of Janessa Kluth



A MESSAGE FROM THE DIRECTOR

A decade ago, Idaho Fish and Game created a 15-year strategic plan called *The Compass* with the intent to review it every five years. Much has changed over the last 10 years, so much so that we felt a revised, shorter and more direct Fish and Game strategic plan was needed. This new strategic plan outlines the same goals and objectives as the original document, but reduces and simplifies strategies for meeting objectives. With this revision, we feel that the new strategic plan is better focused on improving hunting, fishing and trapping.

Like the original *Compass*, this new version is designed to give overall, big picture-direction. It is one of four Fish and Game strategic planning documents; the other three are revised and updated every year. They are:

The Direction document – due July 1 every year, the annual step-down of *The Compass*. It outlines priorities for the coming year and serves as Fish and Game’s annual updated 4-year strategic plan required by Idaho Code.

<http://fishandgame.idaho.gov/public/about/?getPage=192>

Annual Performance Measurement Report – due September 1 every year. Template is provided by the Division of Financial Management and is included in the annual budget request. The Performance Measurement Report is also required by Idaho Code.

<http://fishandgame.idaho.gov/public/about/?getPage=339>

Director’s Annual Report to the Commission – delivered to commissioners every January. Provides a more detailed accounting of organization structure and functions, staffing levels and expenditures.

<http://fishandgame.idaho.gov/public/about/?getPage=270>

Our top priority at Idaho Fish and Game is managing fish and wildlife so the people of our state can enjoy excellent hunting, fishing and trapping opportunities. But with each passing year, more of our time and resources are spent working to keep various species off the Endangered Species Act list. This too is a priority for our sportsmen and all citizens of Idaho because ESA listings potentially affect us all—impacting our state authority to manage our wildlife and too often causing real effects to our economy and use of public lands. We are working daily to prevent such listings from occurring and to fulfill our mission to preserve, protect and manage for continued supplies for the people of Idaho.

This strategic plan is Idaho Fish and Game’s high-level blue-print for getting it done.

Virgil Moore
Director

IDAHO FISH AND GAME COMMISSION



Left to right:

Daniel Blanco, Clearwater Region;

Blake Fischer, Southwest Region;

Brad Corkill, Panhandle Region;

Chairman Mark Doerr, Magic Valley Region;

Lane Clezie, Southeast Region;

Derick Attebury, Upper Snake Region;

Will Naillon, Salmon Region

The Idaho Fish and Game Commission was established in 1938 by public initiative by the biggest margin of any initiative in Idaho's history. This initiative sought to insulate wildlife management from politics by establishing an independent citizen commission and professional fish and game department.

The Commission's purpose is to implement the wildlife policy of the state consistent with the provisions of state law. The seven commissioners are members of the public appointed by the governor as advocates for Idaho's fish and wildlife resources. Each commissioner must be well informed and interested in wildlife conservation and restoration, and must be a resident of the respective Fish and Game administrative region. No more than four commissioners can belong to the same political party, and all must be confirmed by the Senate. Each may serve two four-year terms.

The Commission supervises the director of the Idaho Department of Fish and Game. The Commission adopts seasons and rules for hunting, fishing and trapping, approves budgets for submission to the legislature, holds public hearings, and makes decisions about management of fish and wildlife resources.

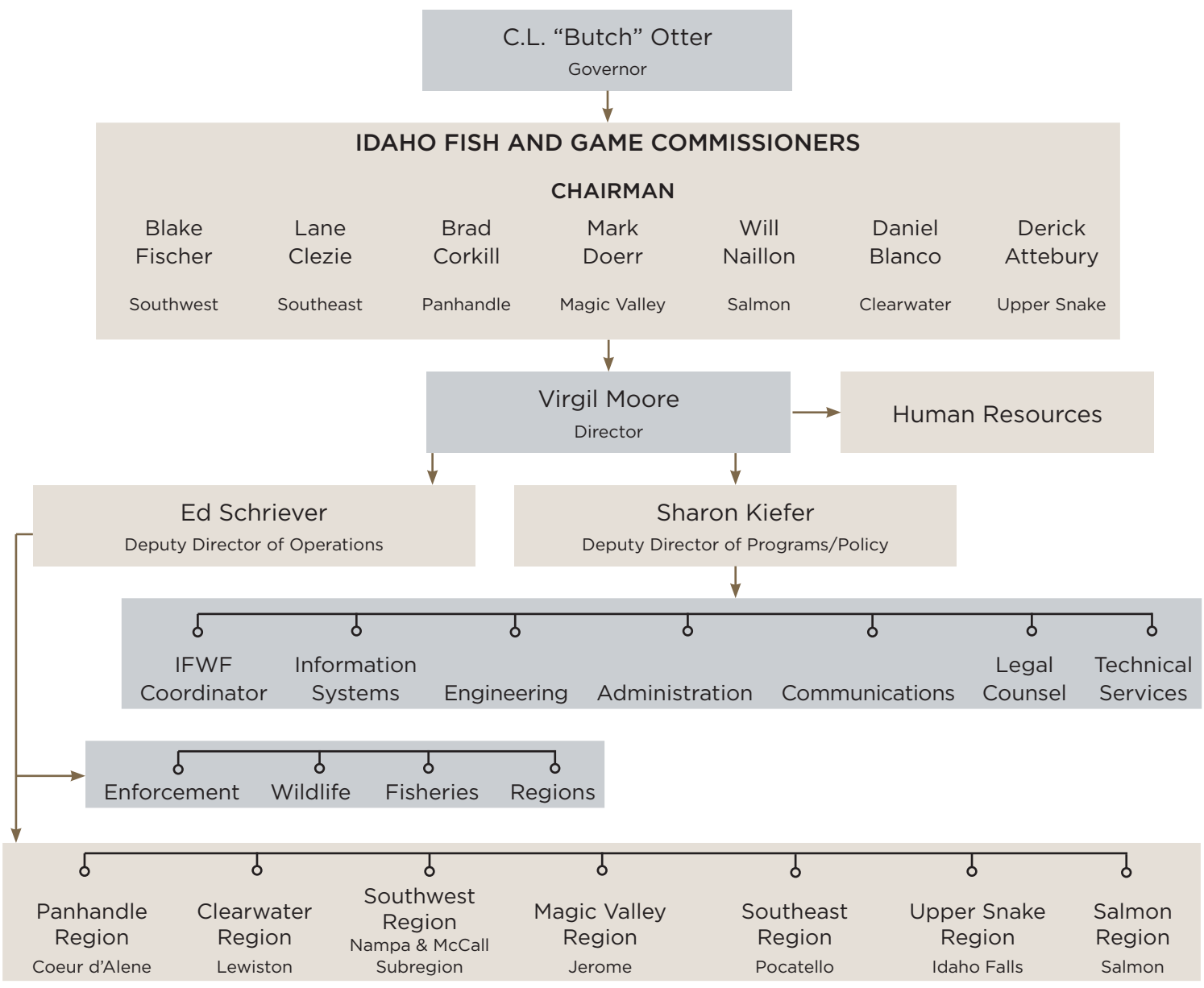
Idaho law requires the Commission to hold quarterly meetings (four times per year) but the complexity of fish and wildlife issues often requires the Commission to meet more often.



AGENCY OVERVIEW

In 1938 the people of Idaho, through a voter initiative, created the Idaho Fish and Game Commission to administer the state’s wildlife policy and oversee the department. Fish and Game Commissioners are appointed by the governor and confirmed by the legislature. Each commissioner represents one of seven geographically distinct administrative regions and serves staggered, four year terms. The commission holds most of the regulatory authority for fish and wildlife management.

2015 IDAHO FISH AND GAME ORGANIZATIONAL CHART





OUR MISSION

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 be only 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 (Idaho Code 36-103a).

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.

CORE VALUES

- **Public Service** – We believe in having open, two way communication with the public, facilitating understanding and participation in management decisions and providing diverse hunting, fishing, trapping and viewing opportunities and educational experiences.
- **Science** – We believe that scientifically developed knowledge and information are the foundation of fish and wildlife management, and that we are obligated to develop, use and share such knowledge and information.
- **Sustainability** – We believe our management responsibility is to foster stewardship of Idaho’s fish and wildlife in a manner ecologically viable, economically feasible, and socially acceptable.
- **Ecosystem Management** – We believe productive habitats and healthy ecosystems are essential in sustaining diverse fish and wildlife and Idaho’s communities and economies.
- **Credibility** – We believe that we maintain credibility by achieving the highest level of employee and agency objectivity, expertise, professionalism and effectiveness.



HISTORY AND CHALLENGES

North American Model of Wildlife Conservation

Over a century ago, wildlife exploitation by market hunting nearly wiped out most game populations. It was the hunting community that banded together to end market hunting and launch a new era of conservation. Hunters were joined by others to support a uniquely North American approach to wildlife use and conservation that was sustainable and lawfully-based. Today, this is known as the **North American Model of Wildlife Conservation**. It is a framework that safeguards our wildlife and our hunting heritage today and for the future.

Fish and Wildlife Held in Public Trust

All wildlife in Idaho belongs to the citizens of this state. It is held in trust by the state of Idaho for the benefit of its people. As the managers of that **Public Trust**, it is Fish and Game's statutory responsibility to preserve, protect and perpetuate and manage all wildlife for the people of Idaho and to provide continued supplies for hunting, fishing and trapping.

State Sovereignty over Wildlife

Demands and issues facing Idaho Fish and Game (i.e. endangered species, habitat loss, etc.) are much greater than they were when the Fish and Game mission was created in 1938 and the challenges will continue to grow. Healthy wildlife populations and the ability to conduct active scientific management across the landscape are key to maintaining state sovereignty over wildlife and its management.

Meeting Public Expectations

Constant dialog with hunters, anglers, trappers, other wildlife enthusiasts and private landowners is required to exchange information and ideas to better understand the public's desires and to provide effective management, public access and participation.

Promoting and Sustaining Idaho's Outdoor Heritage

Idahoans love the outdoors and hunting, fishing and trapping are woven into the fabric of our state's rich outdoor heritage. In 2012, Idaho voters reaffirmed the Fish and Game mission by overwhelmingly approving a constitutional amendment (75 percent of voters) preserving the public's right to hunt, fish and trap. The amendment also states that these are the preferred methods for managing Idaho's wildlife. In order to counter threats from anti-hunting and anti-trapping groups, Idaho Fish and Game will work with hunters, anglers and trappers to re-energize and promote the legacy of the **Sportsman Conservationist** to build participation and to ensure hunting, fishing and trapping continue for recreation, conservation and wildlife management in Idaho.

Economic Benefits of sustainable wildlife management for Idaho

Hunting, fishing, trapping and viewing are major economic drivers in Idaho, supporting over 14,000 jobs and hundreds of small businesses, many of which are in rural parts of our state and generating over \$1.4 billion per year for Idaho's economy. Professional management creates strong wildlife populations, recreational and sustainable harvest opportunities for Idahoans, and is the backbone for an important segment of our state's economy.

Goal 1: *Sustain Idaho's Fish and Wildlife and the Habitats upon which they depend.*

Objectives—Statements describing what we hope to achieve in the future	Strategies
<p>A. Maintain or Improve Game Populations to meet the Demand for Hunting, Fishing and Trapping.</p>	<ul style="list-style-type: none"> • 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.
<p>B. Ensure the Long-term Survival of Native Fish, Wildlife, and Plants</p>	<ul style="list-style-type: none"> • 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.
<p>C. Increase the Capacity of Habitat to Support Fish and Wildlife.</p>	<ul style="list-style-type: none"> • 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.
<p>D. Eliminate the Impacts of Fish and Wildlife Diseases on Fish and Wildlife Populations, Livestock, and Humans.</p>	<ul style="list-style-type: none"> • 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.

Goal 2: *Meet the Demand for Hunting, Fishing, Trapping and other Wildlife Recreation.*

Objective – Statements describing what we hope to achieve in the future	Strategies
<p>A. Maintain a Diversity of Fishing, Hunting, and Trapping Opportunities.</p>	<ul style="list-style-type: none"> • 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 of a wide variety of user groups.
<p>B. Sustain Fish and Wildlife Recreation on Public Lands.</p>	<ul style="list-style-type: none"> • 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.
<p>C. Increase the Variety and Distribution of Access to Private Land for Hunting, Fishing and Trapping.</p>	<ul style="list-style-type: none"> • 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.
<p>D. Increase Opportunities for Wildlife Viewing and Appreciation.</p>	<ul style="list-style-type: none"> • 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.
<p>E. Maintain Broad Public Support for Hunting, Fishing, Trapping and Viewing.</p>	<ul style="list-style-type: none"> • 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.

Goal 3: *Improve Public Understanding of and Involvement in Fish and Wildlife Management.*

Objective – Statements describing what we hope to achieve in the future	Strategies
<p>A. Improve Citizen Involvement in the Decision-Making Process.</p>	<ul style="list-style-type: none"> • 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.
<p>B. Increase Public Knowledge and Understanding of Idaho’s Fish and Wildlife.</p>	<ul style="list-style-type: none"> • 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 and hunting, fishing, trapping and viewing opportunities.

Goal 4: *Enhance the Capability of Fish and Game to Manage Fish and Wildlife and Serve the Public.*

Objective – Statements describing what we hope to achieve in the future	Strategies
<p>A. Attract and Retain a Diverse and Professional Workforce.</p>	<ul style="list-style-type: none"> • Seek competitive salaries for Fish and Game employees. • Provide training and professional development opportunities. • Reward leadership, integrity, competency, professionalism and innovation.
<p>B. Provide Programs, Equipment and Facilities for Excellent Customer Service and Management Effectiveness.</p>	<ul style="list-style-type: none"> • 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.
<p>C. Improve Information Management and Business Systems.</p>	<ul style="list-style-type: none"> • Develop a 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.