

# *Direction*



FY 2021-2024  
Annual Strategic Plan



# The Director's Message

This plan outlines the FY 2021-2024 agency objectives and expectations established by the Idaho Fish and Game Commission through my direction to staff.

The latter half of FY 2020 presented challenges and opportunities that will influence the agency through FY 2021-2024. Some were planned and others were unexpected.

- We devoted nearly a year to planning and implementing the temporary relocation of staff from our Walnut Street Headquarters to other department facilities in the Treasure Valley to accommodate the demolition of our 1960s era Headquarters building to make way for a modern Headquarters at the same location. Demolition began in spring of 2020 with expected occupancy by early 2022. The new building will enhance our public service and house the full complement of Headquarters functions and staff for the first time since the early 1990's.
- Although also challenging, I am excited about our partnership with a new license vendor who has the ability to provide many new customer-friendly features, capacity to handle ever-increasing demand and improved service. Hunters have made it clear that hunter congestion is a key concern and the new vendor has the technical capacity to support Commission intent to establish caps on non-resident hunters in over-the-counter deer and elk hunts. We expect the new license system to "go live" in November, 2020 and be fully operational for the issuance of 2021 licenses, tags, permits and controlled hunts.
- Unanticipated was the challenge of responding to COVID-19 and ensuring that our workforce remained productive and our public service was upheld. A bright spot was the tremendous increase in new Hunter Education students who took advantage of our decision to transition Hunter Education to online only and waive the requirement for an instructor-led field day.

I am proud that we are an innovative and forward-thinking agency. We continually focus our energy and resources on collecting important data that helps inform decisions about how to best manage the public's fish and wildlife resources and balance the multitude of public desires and needs. In 2019, our wildlife staff implemented a revolutionary camera-based monitoring technique that produced the first-ever statewide wolf population estimate. Describing the population and determining the trend over time will allow us to evaluate the short and long-term effectiveness of management actions and conflict resolution. We are also testing this technique for other big game populations with the intent to develop efficiencies in monitoring multiple wildlife populations with the same array of cameras. Fisheries staff partnered with University of Idaho to conduct an innovative and large-scale assessment of angling effects on wild steelhead populations. This will be used to ensure that future steelhead fishery management decisions are consistent and complimentary to state and regional fishery conservation objectives and recovery actions while continuing to provide fishing opportunity. We have also initiated a very ambitious project in northern Idaho to understand the interaction of multiple species of large predators and their prey to inform future management decisions. To accomplish this, we are determining abundance and cause-of-death of white-tailed deer, mule deer, elk, and moose using trail cameras and satellite GPS collars. We are also collecting GPS satellite collar data from mountain lions, black bears, and wolves to estimate their abundance, prey preference and the interactions between predators. The intent of this investigation is to provide a more comprehensive understanding of predator/prey ecology, predict the combined effect of predation, determine whether predation is a limiting factor and inform what management actions are most likely to achieve population objectives for deer, elk and moose.

We are mapping and predicting migration routes across the entire state for mule deer, elk, pronghorn, moose, and bighorn sheep. The GPS satellite collars used to determine cause-specific mortality in deer, elk and moose populations also provide data for us to determine how animals move through a landscape and preferences they have on the pathways they use and timing of travel. Understanding these preferences in conjunction with the natural features of the landscape, facilitate our ability to better predict migration routes in areas where no data exists. We are also using this information to build summer and winter habitat preference models for these same species.

Our substantial investment in expanded science capacity is guided by Commission-approved species management plans, including recently updated plans for Upland Game, Mule Deer and White-tailed Deer, and Moose. Turkey and pronghorn management plans are currently being reviewed and revised.

We recently added additional employee and fiscal capacity to prevent wildlife depredation on private lands and compensate agriculture producers for losses. We are also amplifying our outreach efforts to hunters and the general public to help them understand this important aspect of wildlife management.

Fortunately, unlike several of our neighboring states, we have not yet detected Chronic Wasting Disease (CWD) in wild deer, elk, or moose. Regardless, we are appropriately focused on this important emerging issue. Staff are updating and refining our CWD management and response strategy to ensure our surveillance is rigorous and comprehensive, prevention actions including new rules restricting carcass transport from known CWD areas are implemented, and public information is updated and available. These adaptive efforts will continue through the life of this strategic plan and beyond.

As an agency, we are charged with many responsibilities. I continue to emphasize that meeting our statutory responsibility to Preserve, Protect, Perpetuate and Manage all of Idaho's wildlife is best served when we are impeccable in meeting our responsibility to provide continued supplies of wildlife for hunting, fishing, and trapping.

**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**  
Chairman



**Don Ebert**



**Tim Murphy**

The FY 2021 Commissioners are as follows: Brad Corkill (Panhandle), Don Ebert (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**  
Vice-Chairman



**Lane Clezie**



**Derek Attebury**



**Jerry Meyers**

# The Landscape 2021: 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 and technical assistance 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 for our website and fish and wildlife information platforms to meet and align with Idaho Technology Services standards and guidelines. Staff training and specialized expertise is required to keep our communication and management technology up to date.

# The Landscape 2021: 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 increase resistance, promote resilience, and enable response 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 continues to work with its state and federal partners and other stakeholders on policy issues and provides technical and financial assistance for habitat 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 hunting seasons, 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 priority 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 implemented. The new rules address the transportation of parts of CWD-causing agents in dead animals from states and countries with CWD; restrictions on importation of live mule deer, white-tailed deer, moose and wild-origin elk in to Idaho; 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 2021: 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. COVID-19 has only amplified the importance of communication technology to ensure accurate information and to engage stakeholders.

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 —** Idaho enjoys one of the highest rates of participation in hunting and fishing in the country, however in recent years the percentage of Idahoans who hunt and/or fish has declined as the state's population has increased. With increasing demand for youth's time, natural factors impacting wildlife populations, an aging customer base, shifting public perceptions, and changes to the economy; threats exist to the future participation of hunters and anglers in Idaho. Based on recent survey results, interest in future participation for hunting and fishing is very high - well above the national average - which presents an opportunity for maintaining sustainable participation into the future. This opportunity aligns with efforts by Fish and Game aimed at recruitment, retention, and reactivation (R3) of hunters, anglers, and trappers which sustains a primary funding source for the department's revenue model and maintains agency relevancy with the public. Staff remains committed to R3 and is focused on marketing strategy, programming, communication outreach, communication infrastructure, and staff capacity to ensure future participation.

**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 wolf predation on private livestock or elk depredation

# The Landscape 2021: Strategic Issues

on crops.. 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 and safety 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. 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

# The Landscape 2021: Strategic Issues

authority for managing wildlife by taking proactive measures to prevent future listings under the federal Endangered Species Act. Fish and Game partners with many other governmental and non-governmental entities, such as private landowners, to implement many of these conservation measures necessary to avoid listing species so that Idaho's trust responsibilities are upheld.

**Workforce** — Fish and Game continues to experience a high rate in retirements as Baby Boomers depart the workforce. These retirements 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 including addressing work-family balance considerations through the duration of COVID-19 pandemic. 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 2017-2020

| Cases Managed and/or Key Services Provided  | FY 2017             | FY 2018         | FY 2019             | FY 2020         |
|---|---------------------|-----------------|---------------------|-----------------|
| Provide harvestable surplus of deer and elk ( <i># of deer and elk harvested</i> ). <sup>c</sup>  | 74,750              | 74,434          | 65,761              | 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> )  | 893                 | 729             | 942                 | 695             |
| Alleviate wildlife damage to agriculture ( <i>minimum # of depredation complaints responded to</i> )  | 1,399               | 972             | 1,036               | 1,017           |
| Compensate for wildlife damage to agriculture ( <i># depredation claims paid</i> )  | 58                  | 64              | 88                  | 84              |
| Improve opportunity to harvest game fish ( <i># of Department-operated hatchery-raised resident and anadromous fish stocked in ponds, lakes, and streams</i> )  | 33,853,216          | 30,042,476      | 29,011,041          | 29,699,863      |
| Scientifically assess the abundance and health of fish populations to inform management decisions ( <i># surveys conducted on lakes, reservoirs, rivers, and streams</i> )  | 827                 | 685             | 367                 | 504             |
| Enforce fish and game laws ( <i># of warnings and citations issued</i> )  | 3,387               | 3,752           | 4,060               | 3,727           |
| Protect game populations, provide information, ensure human safety ( <i># of licenses checked by officers in the field</i> )  | 52,548              | 56,416          | 53,801              | 45,369          |
| 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> ) | 2,755               | 1,721           | 2,486               | 1,958           |
| 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> )  | 3,077               | 2,808           | 3,843               | 3,156           |
| Provide information to license buyers to increase their recreation satisfaction and opportunities ( <i># visitors to Idaho Hunt Planner and Fish Planner web pages</i> )  | 405,146             | 521,189         | 624,004             | 709,392         |
| Provide for community and public involvement in management and education while reducing costs ( <i># Volunteer Service hours</i> ) <sup>b</sup>   | 32,109 <sup>a</sup> | NA <sup>e</sup> | 21,949 <sup>a</sup> | 25,418          |

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.

g - Measure added back in FY 2019 because a new tracking system was implemented



# FY 2021-2024 MANAGEMENT DIRECTION

| FY 2020-2023 Management Direction  | Brief statement of FY 2020 status/progress/accomplishment  | FY 2021-2024 Management Direction  | Tasks/Actions planned in FY2021   |
|--|--|--|---|
| <p>Emphasize improvements to elk populations and elk hunting.</p>                                    | <p>Staff Participated in Rocky Mountain Elk Foundation Project Advisory meeting. All high priority proposals were recommended for funding.</p> <p>Remote camera data from cameras placed in FY19 were analyzed and evaluated in FY20. Additional cameras were not placed for elk surveys in FY20.</p> <p>Staff captured and radio-marked 180 elk calves in 11 Game Management Units in 8 Zones. Staff also monitored 718 radio-marked elk in 42 Units in 21 Zones across the state as part of annual elk survival monitoring effort.</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>Remote cameras will not be used for elk surveys in FY21.</p> <p>Capture and radio-mark 240 elk calves and 45 adult cow elk in 9 zones. Monitor approximately 800 radio-marked elk throughout the state.</p> <p>Continue to evaluate results from elk cameras and trail cameras placed to monitor other species for future application for elk.</p> <p>Survival monitoring will continue long term.</p> |
| <p>Continue to align predation management efforts with elk management needs.</p>                     | <p>Wolf hunting seasons and trapping seasons were extended in FY20 and bag limits for both hunting and trapping were increased three-fold.</p> <p>Current predation management plans include the Sawtooth, Panhandle, Middle Fork, and Lolo/Selway elk zones.</p> <p>Staff deployed 569 trail cameras across the state. Wolf abundance was estimated using the approximately 11 million photos taken.</p>  | <p>Continue to align predation management efforts with elk management needs.</p>                     | <p>Continue to aggressively manage wolves when and where they conflict with elk populations.</p> <p>Revise all predation management plans in FY21.</p> <p>Trail cameras will be deployed for FY21 in the same locations and following the same protocol as FY20.</p> <p>Continued implementation and monitoring of predation management efforts where elk are below objectives and predation has been implicated as a limiting factor.</p> <p>Continue long-term monitoring of prey and predator impacts.</p>   |
| <p>Support state actions to maintain state management authority over sage-grouse.</p>                | <p>The State of Idaho and the BLM Idaho State Office have signed an MOA to cooperate on reviews of proposed projects sited in sage-grouse habitat.</p> <p>IDFG and OSC entered 27 sage-grouse habitat improvement projects into the Conservation Efforts Database, as part of the 2020 WAFWA Sage-grouse Conservation Assessment. These state-led projects included fire rehabilitation, juniper removal, wet meadow restoration, and fence marking.</p>   | <p>Support state actions to maintain state management authority over sage-grouse.</p>                | <p>Continue to work with OSC and federal partners to utilize the sage-grouse habitat quantification tool, when appropriate, to evaluate impacts and provide recommendations for compensatory mitigation for proposed projects on federal lands.</p> <p>Participate in the 2020 WAFWA Sage-grouse Conservation Assessment Team to evaluate conservation actions and status of sage-grouse.</p>   |
| <p>Ensure an efficient and effective fish hatchery program and maintain full operating capacity.</p> | <p>Construction has started on phase two of the Hagerman State Hatchery predator exclusion structure. At the Nampa Fish Hatchery, installation of flow control structures is ongoing and the facility's backup generator was replaced. Replacement of the Hayspur Hatchery backup generator is in progress. Four residences replaced; one each at American Falls, Grace, Mackay, and Nampa Hatcheries.</p>   | <p>Ensure an efficient and effective fish hatchery program and maintain full operating capacity.</p> | <p>Complete phase two of the predator exclusion structure at Hagerman, Hatchery, continue working to complete flow control structures at Nampa Hatchery.</p>  |

| FY 2020-2023 Management Direction  | Brief statement of FY 2020 status/progress/accomplishment   | FY 2021-2024 Management Direction  | Tasks/Actions planned in FY2021  |
|--|---|--|--|
| <p>Manage avian predation where it affects native fish conservation and/or sport fish management objectives.</p> | <p>Maintained depredation permit authority and enhanced hazing at the Blackfoot Reservoir pelican colony. There were fewer than 350 nests at Blackfoot Reservoir for a second year in a row. However, a new colony established nearby on Chesterfield Reservoir.</p> <p>Continued hazing/dissuasion and were successful in containing all nesting within an established Conservation Area with minimal use of take authority.</p> <p>Staff continued hazing efforts along the Blackfoot River, including some lethal take of adult pelicans to enhance effectiveness of nonlethal activities. Staff also evaluated dissuasion strategies at the Island Park nesting colony, and contracted with Wildlife Services to implement nonlethal hazing at Silver Creek.</p> <p>Fencing and intensive hazing at Blackfoot resulted in fewer than 350 nests on the reservoir. Fencing and hazing at Island Park Reservoir was effective at confining nests to the designated Conservation Area although nest numbers did exceed the objective by approximately 100.</p> <p>IDFG staff coordinated with U.S. Fish and Wildlife Service on permit issues and updating Idaho's Pelican Conservation Strategy. Staff also provided comments on the Service's proposed rules to provide more flexibility to states to address predation conflicts with Double-crested Cormorants.</p> <p>Conducted surveys at Blackfoot Reservoir, Island Park Reservoir and Minidoka NWR breeding colonies. Also surveyed a 4th, new colony at Chesterfield Reservoir.</p> <p>Downloaded location data from telemetered birds into IDFG database and conducted initial analysis of bird movements.</p> | <p>Manage avian predation where it affects native fish conservation and/or sport fish management objectives.</p> | <p>Actively manage the pelican-nesting colony at Blackfoot Reservoir with a combination of fencing and USFWS-authorized nest take to restrict pelican nesting to the objective of 350 nests.</p> <p>Continue evaluation of dissuasion strategies at Island Park Reservoir to restrict pelican nesting to the objective of 150 nests.</p> <p>Conduct pelican hazing activities at priority waters (e.g., Blackfoot River and Silver Creek).</p> <p>Conduct breeding population and productivity surveys at all active pelican colonies.</p> |



| FY 2020-2023 Management Direction   | Brief statement of FY 2020 status/progress/accomplishment  | FY 2021-2024 Management Direction  | Tasks/Actions planned in FY2021  |
|---|--|--|--|
| <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>Implemented planned project in the Clark Fork Delta to protect and enhance habitats on Derr and White Islands. Breakwaters and emergent benches constructed January through April 2020. Over 68,000 herbaceous wetland and woody plants were installed on constructed areas.</p>  | <p>Pursue, design, and implement restoration opportunities in the Clark Fork, Pack, and/or Priest River Deltas.</p>  | <p>Finalize all environmental and cultural clearances and permits for the project for Areas 7 and 11 in the Clark Fork Delta. Begin preliminary project planning and permitting for restoration work in the Pack River delta.</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>Held half-day SWAP implementation meetings with IDFG Magic Valley, Southeast, and Salmon regions.</p> <p>Compiled observation and movement data for 8 species of greatest conservation need that covered both small- and wide-ranging species. Used these data to evaluate 3 resistance-based models, which conceptually is related to the ease of wildlife movements as a function of human modifications and landscape patterns.</p> <p>Evaluated available spatial data and predicted distribution models for Bighorn Sheep, Mountain Goat, Sharp-tailed Grouse, and Fisher to develop statewide crucial habitat data layers for these 4 species.</p> <p>Finalized SWAP Conservation Opportunity Areas (COAs).</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 IDFG Panhandle, Clearwater, Southwest, and Upper Snake regions.</p> <p>Reconvene SWAP adaptive management teams that involve both Fish and Game staff and external partners.</p> <p>Compare species observation data to 2 climate connectivity models, specifically: (1) climate connectivity margin, and (2) connectivity (current-flow centrality) between current and future climate analogs.</p> <p>Continue to work with Idaho Fish and Wildlife Information System staff to complete and launch beta version of the interactive user interface for a web-enabled SWAP.</p> <p>Create landing page on IDFG SWAP webpage that includes COA profiles and an interactive map.</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>Aquatic habitat improvement/restoration projects were completed in five regions during FY2020 and included projects within the Upper Snake, Blackfoot, and Pend Oreille river drainages. Project objectives included restoring flow and floodplain connectivity, improving fish passage, as well as increasing in-stream and riparian habitat complexity in efforts to increase conservation of native fishes such as salmon, steelhead, as well as cutthroat and bull trout.</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>Aquatic habitat restoration projects planned for FY 2021 include work on Johnson Creek tributary to Pend Oreille, and a large-scale project in the upper Blackfoot. Project objectives include restoring flow and floodplain connectivity, improving fish passage, as well as increasing in-stream and riparian habitat complexity in efforts to increase conservation of native fishes such as salmon, steelhead, as well as cutthroat and bull trout.</p>   |

| FY 2020-2023 Management Direction  | Brief statement of FY 2020 status/progress/accomplishment  | FY 2021-2024 Management Direction  | Tasks/Actions planned in FY2021  |
|--|--|--|--|
| <p>Formalize an effort to gather information to inform the public of the effects of unlawful harvest.</p>                  | <p>Violation data migrated.</p> <p>All officers are entering violation data into RaMS.</p> <p>Delayed: Data inaccessible due to ITS support transition from agency to single statewide ITS.</p>  | <p>Formalize an effort to gather information to inform the public of the effects of unlawful harvest.</p>                  | <p>Work with ITS to create user based report to evaluate unlawful big game data. (ITS)</p> <p>Identify a course of action to merge old unlawful big game data with new.</p> <p>Evaluate mobile internet as used by Idaho State Police.</p> <p>Coordinate with new ITS to develop user based tools to extract, and evaluate, data and inform the public and officer effort.</p> <p>Work with Idaho State Police to evaluate alternate records management system.</p> <p>Increase individual entry capability.</p>   |
| <p>Prevent wildlife damage to private lands and compensate private landowners for wildlife damage to crops and forage.</p> | <p>The Department continued its focus on implementing preventive measures to reduce depredations. All requests for stack yards were addressed.</p> <p>Briefed depredation staff on how to consistently address depredation claims related to seedbed and irrigation equipment across the state. All claims of this type were successful processed.</p> <p>Research project results are expected summer 2020.</p> <p>All vacancies related to depredation have been filled.</p>   | <p>Prevent wildlife damage to private lands and compensate private landowners for wildlife damage to crops and forage.</p> | <p>Stack yard fencing will remain a high priority; the target is 20 stack yards in FY21.</p> <p>Implement legislative changes to depredation compensation, mainly with seedbed prep and irrigation equipment.</p> <p>Initiate discussion and provide recommendations to staff-based depredation research; investigate additional, potential depredation techniques.</p> <p>Conduct ramped up depredation response to Big Sky Farm's depredation issue.</p>   |
| <p>Update wildlife species management plans on a six-year interval.</p>  | <p>The Upland Game Management Plan was presented to and adopted by the Fish and Game Commission in July 2019.</p> <p>The Wild Turkey Management Plan team worked with University of Idaho Human Dimension professor, Dr. Kenny Wallen, to develop a wild turkey hunter opinion survey.</p> <p>The Fish and Game Commission approved and adopted final drafts of the mule deer and white-tailed deer management plans in August 2019 and plans are now being implemented.</p> <p>The Fish and Game Commission adopted the new moose management plan in March 2020.</p> <p>Revision of the Pronghorn management plan was initiated and is underway</p> | <p>Update wildlife species management plans on a six-year interval.</p>  | <p>Deploy the wild turkey hunter opinion survey via email. Analyze and incorporate results into the management plan. Present new Wild Turkey Management Plan to Fish and Game Commission for adoption.</p> <p>Work with University of Idaho staff to conduct analyses of sharp-tailed grouse populations and monitoring using existing data streams.</p> <p>Conduct pronghorn hunter survey to guide management direction; complete pronghorn management plan and present to Fish and Game Commission for adoption.</p> <p>Continue development and complete revisions of management plans for furbearer species and mountain lions.</p> <p>Initiate work to revise species management plans for elk and bighorn sheep.</p> <p>Implement an expanded pheasant-stocking program in each administrative region of the state.</p> |

| FY 2020-2023 Management Direction   | Brief statement of FY 2020 status/progress/accomplishment   | FY 2021-2024 Management Direction   | Tasks/Actions planned in FY2021  |
|---|---|---|--|
| Restore and/or reconnect habitat in the Potlatch and Upper Salmon River basins to increase habitat for anadromous and resident salmonids. | Aquatic habitat improvement/restoration projects were completed in five of eight IDFG administrative regions during FY2020 and included projects within the Upper Salmon and Potlatch river drainages. Project objectives included restoring flow and floodplain connectivity, improving fish passage, as well as increasing in-stream and riparian habitat complexity in efforts to increase conservation of native fishes such as salmon, steelhead, as well as cutthroat and bull trout. | Restore and/or reconnect habitat in the Potlatch and Upper Salmon River basins to increase habitat for anadromous and resident salmonids. | Aquatic habitat restoration projects planned for FY 2021 include: two projects in the Potlatch River drainage, one of which will modify a large water fall to allow fish passage; and, five projects in the Upper Salmon River drainage. Project objectives include restoring flow and floodplain connectivity, improving fish passage, as well as increasing in-stream and riparian habitat complexity in efforts to increase conservation of native fishes such as salmon, steelhead, as well as cutthroat and bull trout. |

## FY 2019-2024 PERFORMANCE MEASURES

| Performance Measure  | 2019                            | 2020 | 2021 | 2022 | 2023 | 2024 | Benchmark   |
|--|---------------------------------|------|------|------|------|------|---|
| 1. Compliance with regulations (# of violations / # of licenses checked)   | 3,727 / 45,369<br>(8.2% / 7.0%) |      |      |      |      |      | Less than 10% of licenses checked result in violation/check 8% of total licenses sold |
| 2. Elk and deer populations are meeting objectives (% zones and units meeting objectives)  | 89%                             |      |      |      |      |      | 90%   |
| 3. Opportunity to harvest game fish (# of Department-operated hatchery-raised resident and anadromous fish stocked in ponds, lakes, and streams) | 29,011,041                      |      |      |      |      |      | 30,000,000  |

### Performance Measure Explanatory Notes:

- The benchmark is based on past performance by Department officers.
- 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.
- 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 2017-2020

| Cases Managed and/or Key Services Provided  | FY 2017             | FY 2018                | FY 2019                | FY 2020                |
|---|---------------------|------------------------|------------------------|------------------------|
| Provide opportunity to harvest game fish and wildlife (# of hunting, fishing, and combination licenses sold)  | 569,563             | 588,632                | 593,782                | 651,511                |
| Provide public access to private lands or through private lands to public lands for hunting, fishing, and trapping (acres provided through Access Yes! program) <sup>d</sup>  | 828,548             | 885,514                | 1,262,639 <sup>d</sup> | 1,251,775 <sup>d</sup> |
| Provide public access to Idaho Endowment Lands for hunting, fishing, trapping and wildlife recreation (# of acres provided through Idaho Endowment Lands Partnership Agreement) <sup>e</sup>  | NA <sup>e</sup>     | NA <sup>e</sup>        | NA <sup>e</sup>        | 2,347,012 <sup>e</sup> |
| Provide public access to important wildlife areas for hunting, fishing, trapping, and viewing (# of acres managed)  | 413,000             | 414,500                | 415,000                | 417,158                |
| Provide opportunity to hunt big game (# elk and deer hunter days) <sup>a</sup>  | 1,537,692           | 1,565,389 <sup>b</sup> | 1,534,402 <sup>b</sup> | NA <sup>b</sup>        |
| Provide opportunity to harvest salmon and steelhead without harming threatened populations (angler hours spent fishing for salmon and steelhead)  | 944,919             | 1,141,000 <sup>b</sup> | 792,089 <sup>b</sup>   | 495,262 <sup>b</sup>   |
| Provide public access to fishing waters (# fishing and boating access sites maintained)   | 340                 | 341                    | 343                    | 346                    |
| Educate students about hunting and firearms safety, ethics and responsibilities, wildlife management, and fish and game rules and regulations (# of students Hunter Education certified)  | 14,748              | 14,567                 | 14,771                 | 15,355                 |
| 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) | 16,254 <sup>c</sup> | 15,682                 | 12,494                 | 7,165                  |

a - Tally is incomplete

b - Measure based on a calendar year

c - Measure added in FY 2017

d - Starting in FY 2019, this measure will include access provided through the new "large tracts" land lease program that targets multi-year access to parcels 50,000 acres or larger and is funded by the access/depredation fee established from House Bill 230

e - Measurement added in FY 2020



# FY 2021-2024 MANAGEMENT DIRECTION

| FY 2020-2023 Management Direction   | Brief statement of FY 2020 status/progress/accomplishment   | FY 2021-2024 Management Direction   | Tasks/Actions planned in FY2021   |
|---|---|---|---|
| <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>Over the past year, multiple changes have taken place in the Licensing section to provide faster response to both internal and external customers when unique purchase situations or system issues occur. This includes reorganization of the HQ licensing section, adoption of an online “chat” tool platform, and overhaul of internal procedures for efficiency and transparency.</p> <p>The cash handling policy has been updated for current payment methods, and is almost final. During FY20, the Department implemented centralized training for consistency across regions.</p> <p>During FY20, a request-for-proposal launched for a new point-of-sale system and was awarded in Spring of 2020. Launch of the new POS and registers were scheduled for spring of 2020, but has been delayed due to the COVID-19 pandemic. As of mid-summer, it is expected that all regions will be using the new system, with rollout of credit card acceptance to be finalized by fall of 2020.</p> <p>Work continues within the Department to identify current needs and fixes with the current vendor while simultaneously testing the new system for launch on November 1, 2020. The new vendor has committed a sizable transition team to the project, with the promise to have significant contractor staff on-site for the entire week of go-live to minimize any launch disruption.</p> <p>A customer opt-in email subscription process was implemented. Customers can subscribe to 13 specie/activity based subscriptions as well as 7 subscriptions to regional information.</p> <p>Bureau increased staff capacity to social media providing coordination between accounts, increased posts, and more engagement with users by strategically responding and monitoring feeds. We also added LinkedIn to our holdings.</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>Perform sufficient testing to ensure the new system’s ability to properly handle rush sales events, the first being sale of nonresident items on December 1, 2020, and comply with Commission rules in place at the time.</p> <p>Work with new license system contractor to design new sales flow to be easier to navigate, and investigate option for online sales to be accomplished without a user ID and password securely.</p> <p>Grow email subscribers and continue to utilize email to keep customers informed on important news and information.</p> <p>Monitor and improve customer service capabilities on social media platforms.</p> |



| FY 2020-2023<br>Management Direction   | Brief statement of FY 2020<br>status/progress/<br>accomplishment   | FY 2021-2024<br>Management<br>Direction   | Tasks/Actions planned in<br>FY2021  |
|--|--|---|---|
| <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>Upgrades to several backcountry airstrips were accomplished this year. This included grading, marking, and reseeding airstrips, outhouse on storage facility construction, and trash removal.</p> <p>Public use facilities (e.g. roads, trails, boat launches, and parking areas) were maintained on all WMAs and new facilities were constructed on several WMAs.</p> <p>Crops were planted on several WMAs to create a diversity on upland game bird hunting scenarios.</p> <p>Developed engineering designs to restore Ft. Boise wetlands and water delivery systems to improve wildlife habitat and waterfowl hunting opportunities.</p> <p>An archery range was created on Boise River WMA and opened to public use.</p> <p>Trapping workshops, archery shoots, field dog training or trails and outdoor skills days were hosted on several WMAs.</p> <p>Department assisted landowners in approximately 6 wetland restorations that will enhance waterfowl hunting opportunities on and around those parcels.</p> <p>Provided technical and financial assistance to improve or open Frank Church Wilderness trails to improve hunting access.</p> <p>Coordinated with the U.S. Forest Service on opening up backcountry airstrip access in the Wilderness; this is an on-going endeavor.</p> <p>The Department is investigating the potential to develop an airstrip on the Lawman South property.</p> <p>Maintained public access facilities (e.g. trails, fences and gates, and parking areas) on Magic Valley and Southwest region isolated tracts.</p> <p>Seven projects were completed including Freemans Eddy (R1), Seven Mile Slough (R3), Hammett (R4), Gavers Lagoon (R4), Scott Pond (R4), Riverdale (R5), and Kids Creek (R7).</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>Implement first year of USDA NRCS Voluntary Public Access and Habitat Incentive Program (VPA-HIP) access agreement.</p> <p>Upgrade Department backcountry airstrips.</p> <p>Provide technical and financial assistance to improve access into the Frank Church Wilderness.</p> <p>Upgrade water delivery system and restore wetlands on Fort Boise WMA.</p> <p>Evaluate wetland restoration options for Sterling WMA.</p> <p>Implement wetland restoration plans for the Marty segment at Mud Lake WMA.</p> <p>Coordinate with land management agencies to address road and trail destruction caused by washouts on Craig Mountain WMA.</p> <p>Host dog field trials, archery shoots, outdoor skills day, and hunter and trapper education on WMAs.</p> <p>Restore wetlands to enhance waterfowl hunting opportunities and plant crops to create a diversity of upland bird hunting scenarios.</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>Twelve projects are in the preliminary stages including Hoodoo Pond (R1); Twin Bridges, Elk Creek Reservoir, and Hordemann Pond (R2); Horsethief Reservoir, Dick Knox Pond, and Gem Island (R3); Eagle Rock (R5); Antelope Creek R6); and Deer Gulch, Hayden Pond, and Hyde Pond (R7).</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>IDFG implemented 21 shoot range projects within allocated budget.</p>   | <p>Continue to teach Hunter Education to 15,000 students annually across all program types, 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 5 projects within all Fish and Game regions totaling \$187,500 in FY 2021.</p>  |

| FY 2020-2023 Management Direction  | Brief statement of FY 2020 status/progress/accomplishment  | FY 2021-2024 Management Direction  | Tasks/Actions planned in FY2021  |
|--|--|--|--|
| <p>Promote Access Yes! and seek out new participants and partners in public access.</p>  | <p>Department produced several news release highlighting recent access agreements with private timber companies.</p> <p>The Access campaign launched with a new section and implemented strategy to discuss "Access Yes!" and all related access areas we manage and maintain. Special attention was given to the Wildlife Management Areas and the Large tracts, and IDL lease.</p>   | <p>Promote Access Yes! and seek out new participants and partners in public access.</p>  | <p>Produce news releases highlighting the VP A-HIP funding received by the Department.</p> <p>Continue to implement 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>Launch and promote expanded pheasant stocking program to hunters and potential non-WMA stocking locations.</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 ongoing in six alpine lakes and five streams in Idaho.</p> <p>Car counters were deployed at Henrys Lake in 2019 concurrent with a traditional creel survey; data analysis is ongoing. Additional car counters were acquired, but not deployed, in spring 2020 due to cancellation of creel surveys.</p> <p>A lakewide telemetry project was implemented to monitor walleye movement patterns and help direct suppression netting. An angler incentive program is in place to promote walleye harvest and evaluate harvest rates. A third year of experimental suppression netting was completed; walleye catch rates have declined since the initial effort.</p> <p>Diploid and triploid Chinook Salmon were stocked in four Idaho waters for 3 years (2017-2019). Evaluations of comparative survival and growth are ongoing, to be completed by 2022.</p> <p>Tributaries to Bear Lake were surveyed to evaluate wild cutthroat trout abundance and movement to the lake. The lake population was also sampled to assess growth rates and other life history traits. This project will be completed in 2021.</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 angler catch and harvest in alpine lake fisheries across Idaho.</p> <p>Continue studies of walleye movement, angler harvest, and effectiveness of suppression netting in Lake Pend Oreille; evaluate walleye diets and potential predation rates on other key fish species.</p> <p>Evaluate population status and management alternatives for wild Cutthroat Trout in Bear Lake.</p> <p>Assess angler encounter rates and potential catch-and-release mortality for wild steelhead in the Snake and Clearwater basins.</p> |
| <p>Train and outfit Idaho trappers with the information they need to trap safely and ethically.</p>  | <p>Maintained course equipment and supplies; trained and certified new instructors.</p> <p>Conducted 36 classes to train Idaho trappers for 818 students. All classes after March 16, 2020 were cancelled due to COVID-19 concerns.</p> <p>Organized and planned annual Fur School for Fish and Game employees. Training was cancelled due to COVID concerns.</p> <p>Developed a new draft course exam to replace ambiguous exam questions and include furbearer identification.</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>Teach trapper ed courses to meet demands of the public.</p> <p>Develop protocols for teaching trapper ed under COVID constraints.</p> <p>Develop final version of course exam, test in courses, and edit as appropriate.</p> <p>Work with AFWA to develop national trapper ed course that meets IHEA standards.</p>  |

# FY 2019-2024 PERFORMANCE MEASURES

| Performance Measure  | 2019            | 2020  | 2021 | 2022 | 2023 | 2024 | Benchmark       |
|--|-----------------|---|------|------|------|------|-----------------|
| 4: Landowners allow access for fish & wildlife recreation (# of properties enrolled / # private acres in Access Yes! Program)  | 77 / 318,042    | [Progress bar showing 77/318,042 vs 90/350,000]           |      |      |      |      | 90 / 350,000    |
| 5: Landowners with 50,000+ acre parcels allow access for fish & wildlife recreation (# private acres in Large Tract Program)   | 867,000         | [Progress bar showing 867,000 vs 941,000]                 |      |      |      |      | 941,000         |
| 6: Idahoans can access endowment lands for fish & wildlife recreation, while maintaining the integrity of IDL's constitutional responsibility (# acres in Idaho Endowment Lands Partnership Program) | 2.35 million    | [Progress bar showing 2.35 million vs 2.35 Million]       |      |      |      |      | 2.35 Million    |
| 7: Idaho citizens hunt, trap, and uphold the North American Model of Wildlife Conservation (# of resident hunting and combination license holders / # resident trapping license holders)             | 245,099 / 1,790 | [Progress bar showing 245,099 / 1,790 vs 245,000 / 2,300] |      |      |      |      | 245,000 / 2,300 |
| 8: Idaho citizens fish and uphold the North American Model of Wildlife Conservation (# of resident fishing license holders)  | 165,774         | [Progress bar showing 165,774 vs 166,000]                 |      |      |      |      | 166,000         |

**Performance Measure Explanatory Notes:**

- 4. The benchmark is based on past success of the Access Yes! program, and the cost per acre.
- 5. This measure was added in FY 2020. The benchmark is based on maintaining the FY 2020 level of acreage, past success of the Large Tract program, available budget, and cost per acre.
- 6. This measure was added in FY 2020. The benchmark is based on maintaining the FY 2020 level of acreage, past success of the Endowment Land Agreement, available budget, and cost per acre.
- 7. This measure was added in FY 2020. The benchmark is based on maintaining the calendar year 2019 level of resident hunting & combo license holders and FY 2020 trapping license holder.
- 8. This measure was added in FY 2020. The benchmark is based on maintaining the calendar year 2019 level of resident fishing license holders.



# 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 2017-2020

| Cases Managed and/or Key Services Provided  | FY 2017 | FY 2018 | FY 2019 | FY 2020 |
|---|---------|---------|---------|---------|
| 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> ) <sup>a</sup> | 417,776 | 389,553 | 464,097 | 523,315 |
| 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> )                       | 219     | 337     | 264     | 141     |
| Provide information to license buyers to increase their recreation satisfaction and opportunities ( <i># visitors to Idaho Hunt Planner and Fish Planner web pages</i> )  | 405,146 | 521,189 | 624,004 | 709,392 |

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

## FY 2021-2024 MANAGEMENT DIRECTION

| FY 2020-2023 Management Direction   | Brief statement of FY 2020 status/progress/accomplishment  | FY 2021-2024 Management Direction   | Tasks/Actions planned in FY 2021   |
|---|--|---|--|
| 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>Volunteer activities continue to be tracked via reporting across programs.</p> <p>Partnership with Children's Museum in progress and exhibit construction is expected to be completed by August 2020.</p> <p>Email newsletter subscription has been implemented, and content shared regularly on social media.</p> <p>Six Master Naturalist Chapters held training for new members. Due to COVID 19, in-person training was not possible, so online video training was implemented.</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>Explore the possibility of producing a comprehensive report gathering volunteer information from all programs.</p> <p>Promote and support volunteer programs to develop an engaged citizenry</p> <p>Continue annual reporting of volunteer hours and activities statewide.</p> <p>Finish work on the online resources needed by Master Naturalists to track their time.</p> <p>Continue support of Master Naturalist Chapters across the state.</p> |

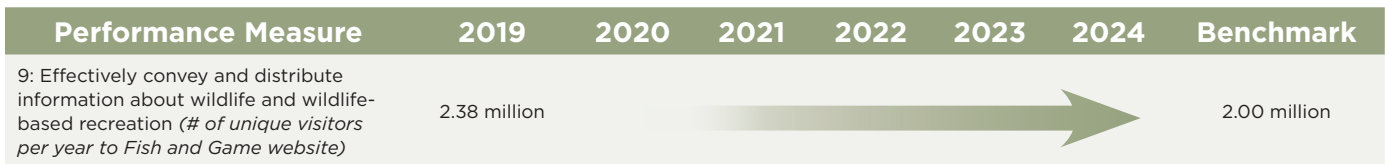


| FY 2020-2023<br>Management Direction  | Brief statement of FY 2020<br>status/progress/<br>accomplishment  | FY 2021-2024<br>Management Direction  | Tasks/Actions planned in<br>FY 2021   |
|---|---|---|---|
| <p>Build capacity and utilize website and social media in a more strategic manner.</p>  | <p>The website has firmly entrenched as the content hub and social media as distribution/amplification channels. This year has seen increases across all digital channels and Idaho's wildlife enthusiasts are seeing more consistent messaging across all channels.</p> <p>Continuing to support and train staff on the best practices, standards, and avenues to share information and data on the website and our digital channels is now a regularly scheduled task. Specifically, this fiscal year, we found that training led to updates that are more consistent and sharing of stories on the website and across all social media channels and email.</p> <p>Priority was given to email distribution channels this year. The public can now subscribe to various topics and manage their preferences and they now receive regular updates as content is appropriate and timely. This serves to both enhance the reach of the content we create, but also to build public engagement.</p> <p>Improved tracking was achieved with email conversions, but a longer-term solution is in planned with the implementation of the new license system.</p> | <p>Build capacity and utilize website and social media in a 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 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 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>Upgrade website and digital content management system to better serve our information and regulatory needs and stay current with technology and user interface needs. This includes focusing on strategically managing dated content and applying best usability practices to our website to create a more streamlined customer service experience.</p> |
| <p>Expand awareness of the role that hunting, fishing, and trapping play in Idaho's overall economy</p>   | <p>Conservation education programs at the MK Nature Center integrate messaging about the role of sportsmen in fish and wildlife conservation as part of program development and presentation. Several outdoor kiosk displays featured elements of this messaging to help increase visitor understanding.</p> <p>Staff worked with Idaho Parks &amp; Recreation, Commerce and Land in "Recreate Responsibly Campaign" to address COVID-19 concerns and provide safe guidelines assist in Governor Little's Idaho Rebounds Plan.</p> <p>Staff has optimized existing communication channels, and utilized new channels such as LinkedIn, and Google Display.</p>  | <p>Continue to increase public knowledge of the importance of sportsmen to fish and wildlife conservation efforts.</p>  | <p>Construction of a new kiosk will increase display space and allow for an increase in the number displays throughout the year.</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>Three cases highlighted: \$11,357.00 in fines/court costs, \$68,718.10 in restitution, 24 years revocation plus two lifetime revocations.</p> <p>Continued IDFG social media efforts.</p> <p>Citizens Against Poaching had 25 billboards and 1 public service announcement.</p> <p>CAP now has a Facebook page and a dedicated web page to further message flagrant violations.</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 on one new media platform.</p> <p>Continue outreach in social media to increase awareness and solicit public assistance.</p> <p>Continue monthly highlight and include additional media outlets.</p>   |



| FY 2020-2023 Management Direction   | Brief statement of FY 2020 status/progress/accomplishment   | FY 2021-2024 Management Direction   | Tasks/Actions planned in FY 2021  |
|---|---|---|---|
| <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>MK Nature Center offered five evening programs for adults, helping them learn about various aspects of agency efforts from sage grouse monitoring to the work of conservation officers. The Spring Wildlife Celebration included interactive stations for visitors to learn about bear identification and safety, pollinators and big game, animal tracks, and others. Retrieving dog demonstrations were offered once again. Master Naturalist training and volunteer opportunities target agency priorities.</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>Continue alignment of educational programs and outreach materials with agency priorities wherever appropriate.</p>   |
| <p>Continue efforts to minimize the timeframe between close of the application period and posting of results.</p>   | <p>New this year is the ability of the current license system contractor to email controlled hunt draw results to applicants who have an email address on file with the Department. Work remains ongoing to put system checks in place to prevent erroneous or ineligible applications before the draw occurs.</p>  | <p>Continue efforts to minimize the timeframe between close of the application period and posting of results</p>  | <p>Work with the new contractor to continue email capability of draw results, and secure internet login to view draw results online without using a user ID and password.</p> |

## FY 2019-2024 PERFORMANCE MEASURES



**Performance Measure Explanatory Notes:**

9. 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 2021-2024 MANAGEMENT DIRECTION

| FY 2020-2023 Management Direction  | Brief statement of FY 2020 status/progress/accomplishment  | FY 2021-2024 Management Direction  | Tasks/Actions planned in FY 2021   |
|--|--|--|--|
| <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>Monthly conference calls with Regional Supervisors and Regional Conservation Officers. Discussions on relevance and efforts.</p> <p>Encouraged officers to engage communities and pass along information as appropriate regarding efforts to place trail cameras and collect data.</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>RCOs to encourage officers to team up with regional wildlife manager to help with public outreach.</p> <p>Determine how local governments and organizations are choosing to communicate post Covid-19.</p> <p>Identify the local information demand and work with regional staff to help meet the information demand.</p>   |
| <p>Continue marketing strategies to maintain growth in nonresident hunting license and tag sales.</p>  | <p>During the 2020 Legislative Session, the Department's fee increase proposal for nonresidents was approved and becomes effective December 1, 2020. Marketing and communication efforts will need to be robust to explain the change in price, and possible availability of tags should a limit be imposed on nonresident over-the-counter tags by Commission as recently authorized in rule.</p> <p>Reduced sport show expos from 6 to 3, increased targeted digital ads, and increased communication to past nonresidents through email, and direct mail.</p> <p>Significant effort directed at NR deer and elk tags has resulted in earlier sell out dates year-over-year.</p> <p>Reduced cost of nonresident mailer through reformatting number of mail pieces.</p> <p>Targeted ads to nonresident hunters as utilized on social media.</p> <p>Completed targeted email and direct mail utilizing the IDFG license database.</p> <p>Idaho Tourism collaborated with IDFG on summer fishing campaign and promotes fishing in the state. Staff also worked with Tourism board on communication related to salmon/steelhead closures and recreation related to COVID-19.</p> | <p>Continue marketing strategies to maintain sustainable revenue in nonresident hunting license and tag sales.</p>   | <p>Marketing and communication effectively communicate the change in nonresident price, and possible availability of tags, should a limit be imposed on nonresident over-the-counter tags by Commission as recently authorized in rule</p> <p>Implement commission changes to the allocation of nonresident tags.</p> <p>Utilize communication and marketing strategies to keep nonresidents informed of changes and attempt to maintain sustainable revenue from a potential decrease in license and tag sales.</p> |




| FY 2020-2023 Management Direction   | Brief statement of FY 2020 status/progress/accomplishment   | FY 2021-2024 Management Direction   | Tasks/Actions planned in FY 2021   |
|---|---|---|--|
| <p>Optimize revenue through HB 230 and Price Lock in accordance to the Commission discount order.</p>   | <p>Multi-channel efforts from the marketing team has resulted in improvement in hunter/angler license renewal numbers.</p> <p>Multiple marketing efforts have resulted in an increase in sales and holders of 3-year license.</p> <p>IDFG promoted “add on” products through the JMT license terminal, email, and social media.</p>   | <p>Optimize revenue through HB 230 and Price Lock in accordance to the Commission discount order.</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 enter controlled hunts, purchase additional permits and tags, and upgrade to a combo or Sportsman Pack license.</p>  |
| <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> | <p>Phase 1 (of 3) dashboards have been completed including Licenses, Permits, and Tags.</p> <p>With staff training, we have improved our capabilities on ad buying, sales tracking, and demographic targeting.</p> <p>Staff started a “Hunter Ed Newsletter,” completed study of license purchasing trends after hunter education, and provide tools, information, and tutorials to encourage future participation.</p> <p>Ongoing effort to increase the number of hunter ed instructors, effort postponed with beginning of COVID-19.</p> <p>2019 graduates increased over 2018, and 2020 graduate on pace to far exceed 2019.</p> <p>Collaborative efforts were completed with Idaho Sportsmen’s Alliance, Idaho Wildlife federation, Idaho Tourism, and Idaho Department of Parks and Recreation.</p> <p>Completed 2019 fishing R3 campaign, and implemented 2020 fishing campaign.</p> | <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> | <p>Continue to build out Tableau dashboards with more detailed information and build new dashboards to report on permit and tag sales.</p> <p>Work with new license vendor to build the ability to track marketing efforts through to a completed sale.</p> <p>Implement hunting campaign to encourage mentorship and recruitment of hunters.</p> <p>Continue to engage hunter education graduates to promote lifelong hunting participation.</p> <p>Reduce churn of annual license buyers</p> <p>Grow number of hunter education instructors from conservation organizations. Focus on diversity of age, gender, and race.</p> <p>Grow number of annual hunter education graduates.</p> <p>Promote beginner-friendly hunting opportunities.</p> |



| FY 2020-2023 Management Direction  | Brief statement of FY 2020 status/progress/accomplishment   | FY 2021-2024 Management Direction  | Tasks/Actions planned in FY 2021   |
|--|---|--|--|
| Comply with Executive Order 2019-02, the Red Tape Reduction Act.   | The Commission eliminated three IDAPA rule chapters through consolidation. The Commission reduced its administrative rules overall through language edits for clarity, consistency, and elimination of duplicative, unnecessary or outdated items.  | Comply with Executive Order 2020-01, Zero-Based Regulation, which replaced E.O. 2019-02.                           | The Department will develop and publish a schedule for review of all administrative rule chapters over a five-year period, and support the Commission in conducting Year 1 of that rules review. |
| Adoption of the NIST Cybersecurity Framework and Implementation of CIS Critical Security Controls 1 – 5. | <p>As a technology customer of the Office of Information Technology Services (ITS) in the Governor’s Office, we are using the cybersecurity systems and technical expertise in ITS to fulfill requirements related to Executive Order 2017-02.</p> <p>Staff from ITS were briefed on the NIST Core Framework, CIS Controls 1-5, and their plan for adoption of the NIST Cybersecurity Framework.</p> <p>We participate in DHR and ITS administered cybersecurity training, as awareness is a critical component of an effective cybersecurity program.</p> <p>As briefed by ITS staff, implementation of the CIS Controls 1-5 will be their responsibility for the systems they operate and, as technological tools applied to the computer systems, largely invisible to us as a customer. ITS, working through the multi-agency Incident Response Task Force, has developed an Incident Response Program in support of our agency</p> | Continued adoption of the NIST Cybersecurity Framework and Implementation of CIS Critical Security Controls 1 – 5. | Actions for FY2021 will be led by the Office of Information Technology Services  |

## FY 2019-2024 PERFORMANCE MEASURES

| Performance Measure  | 2019    | 2020   | 2021 | 2022 | 2023 | 2024 | Benchmark |
|--|---------|--|------|------|------|------|-----------|
| 10: Attract and retain highly qualified personnel ( <i>% successful registers / % retention of hired FTEs after 2 years employment</i> ) | 91 / 92 |  |      |      |      |      | 98 / 88   |

### Performance Measure Explanatory Notes:

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





# *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.

*Idaho Fish and Game adheres to all applicable state and federal laws and regulations related to discrimination on the basis of race, color, national origin, age, gender, disability or veteran's status. If you feel you have been discriminated against in any program, activity, or facility of Idaho Fish and Game, or if you desire further information, please write to: Idaho Department of Fish and Game, P.O. Box 25, Boise, ID 83707 or U.S. Fish and Wildlife Service, Division of Federal Assistance, Mailstop: MBSP-4020, 4401 N. Fairfax Drive, Arlington, VA 22203 Telephone: (703) 358-2156. All photos © IDFG*

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