



Direction 2009

Issues, Accomplishments, & Priorities



© Jeff Heindel



A Useful Tool

Direction 2009 is a link between Fish and Game's strategic plan and the work that you – Fish and Game employees – do. It is organized by the four goals in *The Compass* and should help guide your 2009 work planning and the FY 2011 budget development.

This document was built from the ground up. Information and input from field staff was compiled prior to any review or input from the Director's Office. Although reporting and planning may seem tedious and even trivial at times, these feedback loops ultimately provide the next bearing in our long journey.

Direction 2009 does not mention the more routine, but no less important, activities Fish and Game employees have done and will continue to do. We could not and would not fulfill our mission without looking after these everyday tasks. Each day Fish and Game employees listen to the public, monitor fish and wildlife populations, review and comment on projects affecting wildlife, stock fish, conduct research, enhance habitat, enforce regulations, train teachers, answer questions, and inform, educate, and work with the public on all things concerning fish and wildlife in Idaho.



Our Vision

The Department shall work with the citizens of Idaho in providing abundant, diverse fish and wildlife and ensuring a rich outdoor heritage for all generations.

The Director's Message

As we enter 2009, the state of the economy is foremost in Americans' minds. Similarly, making sure that Fish and Game has adequate funding to meet legal mandates and public expectations is foremost on my mind and is my top priority for 2009. I am approaching this challenge in four ways. First, we continue to seek cost-efficiencies in our day-to-day operations to use existing revenues as responsibly and effectively as possible. Second, we are assertively seeking a license fee adjustment so that we can meet the demands for hunting and fishing. Third, I remain committed to more fairly distributing the costs of wildlife management to all citizens. Finally, we are reviewing and restructuring our entire budgeting process under Governor Otter's zero-based budgeting initiative, which is intended to better align budget requests with legal mandates and our strategic plan.



Despite the challenging economy, I am holding fast to my five main themes as your Director: honoring and strengthening our hunting and fishing heritage, getting our children outdoors, facing the challenges of growth, building strong on-the-ground partnerships and initiatives, and ensuring that all who pay benefit and all who benefit pay.

Idahoans love their wildlife – 91 percent of Idahoans say that wildlife issues are important to them. And, healthy wildlife populations boost Idaho's economy – hunting, fishing, and wildlife viewing in Idaho in 2006 generated \$1.3 billion in economic output and \$105 million in state and local tax revenues. That's a remarkable return on investment considering that Fish and Game receives no general revenue funds.

This past year, you and I have worked hard to strengthen Fish and Game's relationships with sportsmen's groups, landowner organizations, and outdoor dependent businesses, and we have bolstered the role of Fish and Game as an executive agency in the Governor's cabinet. With these reinforced bridges, our strong Fish and Game Commission, and your ongoing collaborations in the field, I am confident we can adapt to these tough economic times. Together, we'll make a difference for the wildlife and the people of Idaho.

Cal Thoen

The Landscape 2009:

Timely Issues

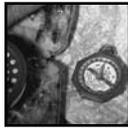


ECONOMIC RECESSION – The national economy and Idaho’s economy undoubtedly will affect license sales, budget, and workforce although how and to what extent is unknown.

NARROW FUNDING BASE – At-risk species conservation, rapid growth and development, shifting patterns in wildlife-based recreation, and the public’s changing expectations of wildlife management require broader funding beyond hunting and fishing license fees.

ENERGY DEVELOPMENT – Idaho has the natural potential for wind, geothermal, hydro, and solar power; has the physical space for natural gas, coal, and nuclear power generation; and lies in the path of proposed transmission corridors. Potential effects to fish, wildlife, and habitat will be considered in meeting in-state and out-of-state energy demands.

RESIDENTIAL DEVELOPMENT – Between 2000 and 2006, Idaho’s population grew by 172,000 people, and in the Southwest Region alone there are 31 planned communities on the books. These projects gnaw away at wildlife habitat and public access and strain staff time for providing technical assistance to developers and local governments.



TRANSPORTATION DEVELOPMENT – Transportation update projects – which can affect big game migration, animal mortality, and at-risk species conservation – are a high priority throughout the state, will be fueled by increased funding, and will require technical input from Fish and Game to minimize effects on fish, wildlife, and habitats.

NATURE DEFICIT DISORDER – The average child spends 44 hours per week plugged into electronic media and a mere 30 minutes outside in unstructured play. This disconnection not only has been linked to childhood obesity, attention deficit disorders, and developmental problems, but also will affect the future of wildlife stewardship.

PARTICIPATION IN WILDLIFE-BASED RECREATION – Participation in hunting, fishing, and wildlife viewing is shifting both nationally and in Idaho. Because half of Fish and Game’s revenue comes from license sales, we must understand the relationship between participation and license sales.

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. The State of Idaho is struggling with how to respond to a rapidly growing list of invasive species and to funding interdiction.

OFF-HIGHWAY VEHICLES – OHVs continue to increase in numbers, size, and sophistication. Fish and Game must articulate their effects on fish, wildlife, and habitats and also must address existing and potential conflicts between hunters and anglers who use OHVs and those who do not.

WOLF AND GRIZZLY BEAR MANAGEMENT – The delisting of these two species brings new public relations responsibilities and funding challenges to Fish and Game.

WILDLIFE MANAGEMENT AREAS – Increased use throughout the year is causing conflicts among users and is affecting wildlife and habitat. Many visitors use these areas simply for its open space and not for its wildlife value, and not all visitors contribute financially.

CLIMATE CHANGE – Technical information and funding are not in place for Fish and Game to address how climate change will affect fish, wildlife, and habitats.

SALMON AND STEELHEAD RECOVERY – The federal court is poised to direct fish passage on the Lower Snake and Columbia Rivers if the new Biological Opinion once again fails to meet judicial review. Recovery plans for Snake River salmon and steelhead remain incomplete.

The Landscape 2009: *Enhancements*

As of this printing, Fish and Game requested to increase its license revenue by a total of 15 percent or \$5.1 million. About 70 percent would be used to cover baseline operations that have been eroded by increased costs of equipment, supplies, and fuel. The remaining 30 percent would be allocated to the following proposed enhancements that are intended to improve hunting and fishing in Idaho.

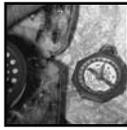
HATCHERY TROUT – There is unmet demand for fishing in Idaho, and rising costs of fish eggs, fish food, and fuel have made it difficult for hatchery production to keep up with the demand. This enhancement would be used to increase hatchery fish production, develop new fishing waters, and encourage families to go fishing.

WILDLIFE HABITAT – Fish and Game has been working for many years to improve sagebrush steppe and associated riparian habitat in southern Idaho for mule deer, sage grouse, pronghorn antelope, and other wildlife. This enhancement would be used to cover the anticipated increases in fire protection fees and noxious weed control, expand on-the-ground habitat projects, and hire two, part-time volunteer coordinators.

WILDLIFE MANAGEMENT AREAS – Fish and Game has 32 Wildlife Management Areas (WMAs) around the state. As costs for fuel and materials have increased, the maintenance of pumps, buildings, and fences on several WMAs has been delayed. This enhancement would be used to fix or upgrade structures and equipment on WMAs and improve wildlife habitat.

PHEASANT HUNTING – Hunting game-farm pheasants on WMAs is very popular with pheasant hunters. However, the costs of purchasing game-farm pheasants have increased 25 percent over the last few years, and as a result, fewer pheasants have been stocked. This enhancement would be used to purchase more game-farm pheasants to stock on WMAs and other wildlife tracts.

FAMILY FISHING AREAS – There is unmet demand for community fishing opportunities, particularly those geared towards families with young children. This enhancement would be used to build new family fishing areas in communities throughout the state.



PUBLIC ACCESS – In 2003, Fish and Game launched the *Access Yes!* program that provides incentives for landowners who allow public access. This successful program is limited entirely by funding – there are many more landowners who want to participate than there is funding. This enhancement would be allocated to both *Access Yes!* and to projects on new parcels that improve hunters’ and anglers’ access.

KIDS IN THE OUTDOORS – Fish and Game is a key player in the *Be Outside* campaign to reconnect children with nature. This enhancement would be used to raise awareness about nature deficit disorder and to help parents and their kids to be outside.

FINANCIAL SYSTEM – Fish and Game’s financial system is old, cumbersome, and cannot be easily upgraded. Also, its budget system is not integrated with the state government’s financial system. This enhancement would be used to conduct a study of alternatives with the State Controller’s Office and to produce a plan to address the various problems with our financial system.

LEGAL SUPPORT – Fish and Game recently was assigned a second deputy attorney general to improve the focus and coordination of its legal issues. This enhancement would provide salary, benefits, and an operating budget for the second deputy attorney general.



GOAL—Fish, Wildlife, and Habitat

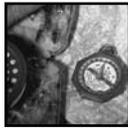
SUSTAIN IDAHO'S FISH AND WILDLIFE AND THE HABITATS UPON WHICH THEY DEPEND.

2008 Accomplishments

Accomplishments throughout this document correspond to the priorities in last year's Direction 2008 and generally are listed in the same order. Other significant accomplishments also are noted.

- Completed the Idaho **Wolf** Population Management Plan, developed hunting rules and mortality limits, monitored wolf populations, investigated wolf predations and wolf kills, and helped shape the new federal delisting rule.
- Captured and/or monitored 830 radio-collared **mule deer** and 516 radio-collared **elk** to assess survival and cause-specific mortality, and funded a graduate student project at Tex Creek to study interactions between mule deer and elk.
- Revised the **mule deer** population monitoring strategy that provides annual estimates of abundance, composition, body condition, age structure, and survival.
- Co-developed a statewide policy that promotes separation of domestic sheep and **bighorn sheep** on public lands and developed separation strategies for several locales.
- Increased **kokanee** survival in Lake Pend Oreille by removing 24,781 lake trout and 4,695 rainbow trout through netting and angler incentives.
- Focused **enforcement** efforts on habitual violators, unlawful commercial hunting/fishing activities, anadromous fisheries, and wintering mule deer. Enforcement emphasis on salmon and steelhead has reduced violation rates from 28 percent in 2005 to 6 percent in 2008.
- Compiled and analyzed statewide data on **bull trout** and worked with the U.S. Fish and Wildlife Service to make a new determination about the Endangered Species Act status of bull trout in 2010.

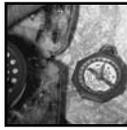




- Completed the Management Plan for Conservation of **Snake River White Sturgeon** in Idaho.
- Monitored radio-marked **sage-grouse** throughout the state, sampled and tested 100 birds for West Nile virus, and concluded there were no sage-grouse mortalities from the virus this year.
- Protected **mule deer habitat** by treating noxious weed infestations and monitoring for new infestations; planting tens of thousands of bitterbrush, sagebrush, and mountain mahogany plants; providing technical assistance to local governments on development proposals; participating in U.S. Forest Service travel planning; encouraging landowners to enroll in Farm Bill conservation programs; and acquiring habitat adjacent to existing Wildlife Management Areas.

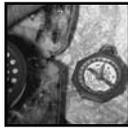


- Conducted surveys on more than 20 bodies of water for zebra/quagga mussel larvae; assisted Idaho Department of Agriculture and local canal companies to control Hydrilla in the Bruneau River; and worked in regional forums to prevent **aquatic nuisance species** introductions in the West. Trained staff in watercraft inspection and decontamination, provided and/or assisted with boat washing stations throughout the state, and conducted education and outreach.
- Assisted in aerial seeding of sagebrush on 22,420 acres on Idaho Department of Lands land and 256,740 acres of U.S. Bureau of Land Management land for the Murphy Complex **Fire rehabilitation**. Harvested 2.5 million board-feet of salvage timber on 300 acres and reseeded 250 acres of grassland from the Chimney Complex Fire on Craig Mountain Wildlife Management Area.



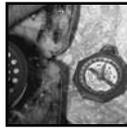
- Finalized Post Falls Dam mitigation settlement agreement with Avista Corporation, which includes \$150,000 per year for **fish habitat restoration** and enhancement and \$75,000 per year for wetlands. The agreement also doubled minimum flows in the Spokane River downstream from Post Falls Dam.
- Began implementing the Pack River Delta cooperative **restoration** project, and three islands already have been constructed.
- Continued **fish habitat** improvement work, including 11 projects in the Salmon, Lemhi, and Pahsimeroi Rivers, seven projects on the Potlatch River, and three on the upper Snake River. Projects included reconnecting creek sections, restoring in-stream and riparian habitat, acquiring key properties for recovery, increasing in-stream flows, improving fish passage, and screening irrigation diversions.
- Completed the third year of **nutrient supplementation** in the Kootenai River and the first year in the Boise, Payette, and Weiser Rivers. Monitoring in the Kootenai River is indicating improvement in the salmonid component of the fishery.
- Worked with Atlanta Power to establish flow management guidelines for the fish ladder and attraction flow system to benefit **bull trout** and **redband trout** in the Boise River.
- Provided **technical support** to developers, state agencies, and city and county governments statewide to avoid or minimize impacts of proposed developments on wildlife.
- Summarized the first four years of the **Idaho Bird Inventory and Survey** program and received scientific peer review.





- Surveyed and mapped approximately 47,900 acres of land under Fish and Game management for **noxious weeds**, and treated about 15,450 acres. Aggressively treated new infestations on Wildlife Management Areas.
- Implemented the ***Brucellosis Action Plan*** including such actions as developing plans with Idaho Department of Agriculture for winter trapping and testing; fencing nearly 40 operations to maintain elk/cattle separation; testing 24 returned hunter test kits with one animal testing positive; and trapping seven elk near Freedom with all animals testing negative. Sampled 1,200 birds for avian influenza, and found none of high pathogenicity Asian strain. Tested 32 birds for West Nile virus with four testing positive.
- Completed the Eagle Hatchery **Sockeye** Facility and completed the **westslope cutthroat** incubation/raceway at Cabinet Gorge Hatchery.
- Assisted federal, state, and local governments in developing long-term management plans that **balance** natural resource use with resource conservation, including sage-grouse local working groups, U.S. Forest Service and Bureau of Land Management travel management plan revisions, and alternative energy technical teams.
- Negotiated \$500,000 to \$1 million per year to **mitigate** impacts of high total dissolved gas generated at the Cabinet Gorge Dam until structural fixes at the dam are made. Mitigation funding is being used to recover Lake Pend Oreille kokanee.
- Developed a management plan for **American white pelican** to establish population goals that balance its predation on **cutthroat trout**.

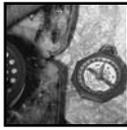




2009 Priorities

- Continue researching the effects of **wolves** on big game populations; implement the *Idaho Wolf Population Management Plan*; and secure appropriate funding for wolf management.
- Build partnerships and provide **technical support** to local governments when community planning, land use, and development may affect fish, wildlife, and habitat.
- Implement revised **mule deer** monitoring strategy and protect and improve mule deer habitats from development and noxious weeds.
- Continue researching how competition between **deer** and **elk** may be affecting management objectives for each species.
- Focus **enforcement** on habitual violators, unlawful commercial hunting/fishing activities, anadromous fisheries, wintering mule deer, and westslope cutthroat trout.
- Pursue delisting of **bull trout** populations in Idaho where Endangered Species Protection is deemed unnecessary.
- Complete the update of the range-wide status assessment for **westslope cutthroat trout**.
- Assess visitor use at **Wildlife Management Areas** and its effect on wildlife and habitat.
- Continue to survey, control, and/or eradicate *Hydrilla* and other **aquatic nuisance species** in Idaho and surrounding states in partnership with other governmental agencies.
- Implement early detection and rapid response to **noxious weed invasions** on Wildlife Management Areas.





- Expand monitoring and management activities for **pronghorn antelope**.
- Implement the *Idaho Wildlife Conservation Strategy* – with public and private partners – to benefit **species of greatest conservation need**.
- Implement the *American White Pelican Management Plan*.
- Assist with the federal government’s recovery planning for threatened and endangered **salmon and steelhead** in Idaho.
- Partner with land management agencies to prevent **wildland fires** and lead fire rehabilitation efforts.
- Increase efforts for **aspen** restoration, primarily with federal and non-governmental partners, to benefit deer and other wildlife.
- Continue **fish habitat** improvement work, particularly in the Salmon River, upper Snake River, Kootenai, Pend Oreille, and Lake Coeur d’Alene watersheds. Use mitigation funding whenever possible.
- Implement the *Brucellosis Action Plan* and other **disease** surveillance plans as needed.
- Continue **Lake Pend Oreille kokanee** recovery efforts.
- Increase the frequency of **bighorn sheep** and **mountain goat** populations surveys.
- Plan and implement anadromous **salmon and steelhead** supplementation strategies with tribal and federal partners by building on current research.

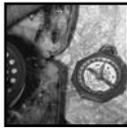


GOAL—Fish and Wildlife Recreation

MEET THE DEMAND FOR FISH AND WILDLIFE RECREATION.

2008 Accomplishments

- Adjusted seasons and regulations so that “quality” **mule deer** buck hunting now is available in all seven regions and “high-quality” hunting now is available in five regions.
- Renovated eight fishing **access** sites and five boating access sites.
- Focused **enforcement** on OHV rule compliance; worked with Idaho Department of Parks and Recreation, U.S. Forest Service, and U.S. Bureau of Land Management on enforcement issues, access, and travel plans.
- Remodeled the classroom building for the **Sandpoint WaterLife Center**.
- Initiated the process to revise IDAPA rules for **Access Yes!** property rule enforcement and investigated additional funding options as well as non-monetary incentives for participants.
- Mentored thousands of **children** across the state by holding hunting and fishing clinics, camps, workshops, free fishing days, and special youth hunts often in partnership with cities and counties.
- Partially completed expansions and safety measures at Farragut and Blacks Creek **shooting ranges**.
- Began revising the **Hunter Education** curriculum to reduce the average class length from 18 to 14 hours and created on-line registration for Hunter Education, making signing up for classes much easier.
- Completed an angler use and economic analysis of Treasure Valley **urban fisheries**. These fisheries provided over 82,000 angler trips and stimulated more than \$3 million in direct spending by anglers.
- Completed a **trapper education** curriculum which is available to instructors wishing to teach this voluntary class.
- Completed a land exchange to enhance fishing and boating access on the **Payette River**.
- Developed new **community fishing ponds** by collaborating with various entities throughout the state, such as the City of Weiser and Twin Falls Canal Company.
- Expanded **moose** hunting opportunities in the Panhandle Region.
- Re-opened approximately 30 miles of the upper Salmon River to **Chinook salmon** fishing after 30 years of closure. Re-opened nearly 27 miles of the South Fork Salmon River to Chinook salmon fishing after almost 40 years of closure.



2009 Priorities

- Develop four new **community fishing ponds**.
- Address **off-highway vehicle** use to ensure adequate wildlife security, maintain diversified hunting opportunities, and protect watersheds and downstream fish habitat.
- Expand funding options for the *Access Yes!* program.
- Assess existing and potential conflicts among users at **Wildlife Management Areas**.
- Continue upgrades at Farragut, Lewiston, Jerome, and Blacks Creek **shooting ranges**.
- Complete the **Sandpoint WaterLife Center**.
- Encourage **youth** to hunt and fish and develop a statewide protocol for evaluating these efforts.
- Evaluate and improve the **Hunter Education** curriculum and other efforts aimed at encouraging youth to hunt and fish.
- Revise rules for **youth** participation in hunting to make hunting more easily accessible.
- Evaluate the **pheasant**-stocking program on Wildlife Management Areas for its cost and efficiency relative to its contribution to promoting hunting, especially for young hunters.
- Incorporate the outfitter and guide database into the **Idaho Hunt Planner**.
- Implement recommendations from the *Five-Year Statewide Fishing/Boating Access Facilities Plan 2005-2009*.
- Maintain or increase angler opportunity by developing **Chinook salmon** fishing regulations and by renewing the federal Endangered Species Act permit proposal for salmon and steelhead fishing.
- Describe the economic impacts of **community fishing** programs by compiling angler use and demographics data.



GOAL—Working With Others

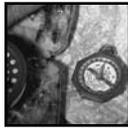
IMPROVE PUBLIC UNDERSTANDING OF AND INVOLVEMENT IN FISH AND WILDLIFE MANAGEMENT.

2008 Accomplishments

- Reorganized and reworded the **big game** regulation booklet to make rules easier to find, read, and understand.
- Created **web pages** for all seven Fish and Game regions; launched on-line registration for Hunter Education; and initiated design of a children's webpage.
- Helped lead the organization of the Idaho Children and Nature Network, a coalition of public and private partners working together to re-connect Idaho's children with the outdoors. The Network's *Be Outside* initiative was launched in January 2009.
- Established the *Trout in the Classroom* program in about 75 classrooms across the state, reaching an estimated 2,100 students. Partnerships with Idaho schools, Trout Unlimited, and U.S. Environmental Protection Agency helped pay for curriculum printing, classroom supplies, and aquariums.
- Increased awareness about preventing the spread of **aquatic nuisance species** by working with Idaho Department of Parks and Recreation, Idaho Department of Agriculture, several counties, and the media.
- Provided real-time fish information to Idaho **anglers** on the Fish and Game website by expanding several databases.
- Developed new **wildlife viewing**/interpretive areas, including Red Rock Access Area for viewing bighorn sheep, the outdoor viewing aquarium alongside Fischer Pond in Cascade, and the WaterLife Center in Sandpoint by partnering with non-profit organizations and schools.
- Conducted **bird** tours for the public on Boise River Wildlife Management Area, created the "Osprey Watch" program in Salmon, and co-hosted several Migratory Bird Day events.
- Emphasized getting **children** interested in fish, wildlife, fishing, and hunting by conducting youth hunting and fishing clinics, hunter education, aquatic education,



© Hollie Miyasaki



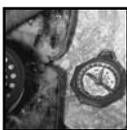
classroom visits, and *Trout in the Classroom*; mentoring children in youth hunts, school fishing trips, scouting and 4-H projects, and sagebrush planting; distributing Fish and Game's school newspaper, *Wildlife Express*, to nearly 100 Idaho schools that subscribe; and training 773 teachers in *Project WILD* programs that ultimately reached an estimated 19,000 schoolchildren.

- Graduated 25 people from the first **Idaho Master Naturalist** program, which was held in Island Park. Enrollment for a Boise course and a Pocatello course have created long waiting lists – indicating a big demand for this type of intensive educational program.
- Engaged the **National Wild Turkey Federation** in co-sponsoring five hunting/fishing clinics, four mentored turkey hunts, and presenting the *WILD About Wild Turkeys* teacher workshop to 23 teachers in eastern Idaho.
- Signed an agreement with local, state, and federal agencies in areas with **grizzly bears** to better coordinate responses to grizzly bear incidents.



to better coordinate responses to grizzly bear incidents. Expanded education and outreach efforts by including bear safety information in regulations and brochures, placing new warning signs in the forest, and presenting information in classrooms, fairs, and even door-to-door.

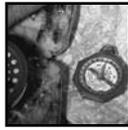
- Provided 46 job-shadow field days to youth and young adults wishing to learn more about what **conservation officers** do.
- Completed construction of the outdoor **Cascade Aquarium**, which will be stocked with fish for viewing, in cooperation with the City of Cascade and the Cascade High School.
- Increased outreach about **wolf** management by using a detailed website, press releases, and television interviews.
- Produced **maps** on bighorn sheep distribution, domestic sheep allotments, wolf distribution, and other species for public use.
- Received an average of 192,928 visits per month to the Fish and Game **website**.



2009 Priorities

- Maintain momentum generated by the ***Be Outside*** campaign by keeping the message fresh and sustainable.
- Expand *Trout in the Classroom*, *Project WILD*, and other *WILD teacher workshops* around the state.
- Focus public outreach about wolves on managing them similarly to cougars and bears, on the science of wolf biology and ecology, and on the challenge of making reasonable management decisions with such diverse opinions about wolves.
- Promote wildlife-based recreation in Idaho as a relatively **inexpensive alternative** to other travel and recreation.
- Create media interest and public attention about preventing the spread of **aquatic nuisance species**.
- Emphasize programs and events that get **families and children** interested in fish, wildlife, fishing, and hunting. Develop a plan to create an apprentice hunting program – like 30 other states already have – to remove some of the current barriers to hunting.
- Respond to the public’s interest in taking the **Idaho Master Naturalist** program and increase the number of cities in which it is offered.
- Establish a standardized method to assess participation in and satisfaction with Fish and Game’s **public involvement** processes.
- Emphasize programs and events that increase public awareness of **nongame and watchable wildlife**.
- Continue to develop new electronic means of **communicating** with the public.
- Work with local communities to reduce conflicts between **grizzly bears** and humans, and increase Fish and Game funding to maintain efforts that have been supported by federal funding.
- Continue to work toward a productions web portal that allows the public and partner agencies controlled access to the **Idaho Fish and Wildlife Information System**.
- Post deer and elk population information on Fish and Game’s website within two months of collecting the data, and annually post wildlife **research** summaries on the website.



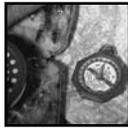


GOAL—Management Support

ENHANCE THE CAPABILITY OF THE DEPARTMENT TO
MANAGE FISH AND WILDLIFE AND SERVE THE PUBLIC.

2008 Accomplishments

- Graduated eight employees from the Certified Public Manager program and two bureau chiefs from the National Conservation **Leadership** Institute.
- Used special **compensation** plans on a case-by-case basis to recruit, promote, and transfer especially-qualified people, and attended university career fairs and established networks with their career placement offices.
- Completed defensive driving and harassment **training** for all employees through web training, which is more cost-effective and time-flexible than in-person training.
- Implemented several measures to reduce **greenhouse gas emissions**, including exchanging three pickup trucks for hybrid sedans; allowing some telecommuting; providing incentives for employees to walk, bike, bus, and/or carpool to work; consolidating volunteer travel; and reducing bottled water use by installing a water purifier.
- Added three new databases (lakes and reservoirs, anadromous fish adult trapping, and anadromous fish spawning) to the **Idaho Fish and Wildlife Information System** and updated one (standard stream survey).
- Aligned fisheries, wildlife, and enforcement work **plans** with *The Compass, Direction 2008*, and management plans.
- Established a **statewide management system** to uniformly capture and report conservation officers' efforts, activities, and accomplishments (rolled out January 2009).
- Simplified and streamlined **purchasing and invoicing** procedures by increasing the amount allowed for purchases without requiring approval from Department of Administration.
- Introduced the Payment Services application, an electronic system of routing and approving **invoices**, allowing invoices to be handled in regional offices rather than Headquarters.
- Developed Family Fishing Waters brochures for all seven regions of Idaho and direct-mailed copies to 34,000 **lapsed anglers** statewide – of which an estimated 10 percent ultimately purchased a fishing license.
- Held negotiations with northern and southern Idaho Tribes and Bonneville Power Administration to settle the wildlife mitigation debt; submitted funding proposals and auction process for selling surplus lands; and began developing the structure of the **Land Legacy Trust**.



- Installed **videoconferencing** capabilities in all seven regional offices and Headquarters.
- Shifted **spending** authority and minimized non-cognizant requests and reversions to more efficiently use existing appropriations.
- Increased funding for the *Access Yes!* program by aggressively **marketing** SuperHunt ticket sales nationally and in targeted ads in hunter-rich states – ticket sales increased 21 percent from 2007 and 63 percent from 2006 when the marketing campaign began.
- Leveraged personnel costs by rallying thousands of **volunteers**, reservists, and Hunter Education instructors who collectively volunteered over 95,000 hours of time – worth over \$1.5 million.

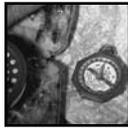


- Assigned an **efficiency specialist** in the Director's Office to seek cost-efficiencies in our day-to-day operations.
- Maintained and/or updated **databases** on wolf pack distributions; bighorn sheep distribution, domestic sheep grazing allotments, and areas of potential interaction; and westslope cutthroat trout status.
- Sold 357,511 resident and 196,065 nonresident hunting and fishing **licenses**.
- Received an **Information Technology** Achievement Award for Fish and Game's automated licensing system from Governor C. L. "Butch" Otter.



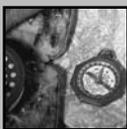
2009 Priorities

- Develop proposals for broadening Fish and Game's **funding** base to address the challenges of managing and conserving **at-risk species**.
- Invigorate **wildlife license plate** sales and the **tax check-off** by using research and marketing.
- Complete the **zero-based budgeting** process, identify options, and incorporate into the FY11 budget. Reallocate funding to the highest priorities and identify opportunities for cost savings.
- Craft a new Stockholder's Report that is transparent and readable, and consolidate and align other **performance reports** where appropriate.
- Replace the heating/cooling system in the **Panhandle** Regional Office.
- Furnish energy-efficient, cost-effective, and employee- and public-friendly facilities at Fish and Game **Headquarters**.
- Move to a two-year cycle for developing deer, elk, pronghorn antelope, black bear, and mountain lion **regulations**.
- Improve the data quality and timeliness of **mandatory harvest reports**.
- Continue to seek and implement mechanisms to recover costs for providing **technical services**.
- Align annual Fisheries, Wildlife, and Enforcement work **plans** with *The Compass* and *Direction 2009*, and establish annual work planning for Communications, Information Systems, Administration, and Engineering.
- Evaluate Enforcement's **management system** for its use as a model for other Fish and Game programs.
- Explore using **economic stimulus** funding to construct new community fishing ponds, to upgrade existing fishing and hunting access sites, and to acquire new access sites.
- Increase hunting and fishing **license sales** by using market research, campaigns, education programs, and mentoring programs.
- Continue developing the **Land Legacy Trust** and finalize a mitigation settlement with Bonneville Power Administration for resident fish and wildlife.



- Expand the **Southwest Regional Office**, which has outgrown its office and storage space, to improve the work environment and the ability to serve customers.
- Complete the interactive, web-based delivery for fish and wildlife information contained in the ***Comprehensive Wildlife Conservation Strategy*** databases.
- Continue immediate measures and initiate long-term measures in the ***Greenhouse Gas Emissions Reduction Action Plan***, and increase awareness about the plan among Fish and Game employees.
- Continue to offer the Certified Public Manager program and other **leadership** training to employees.
- Use cost-effective ways to get **training and professional development**, such as web-based training courses, webinars, and job shadowing.
- Ensure that **students** are being prepared to enter the workforce with Fish and Game by working with colleges and universities offering fish and wildlife degrees and internship programs.





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.*

*Costs associated with this publication are available from IDFG
in accordance with section 60-202, Idaho Code. 04/2009/1,000 PCA 11814 mb*