

Meeting Date: November 19, 2015

Agenda Item No. 5-C

Agenda Item: 2015 Strategic Plan Approval

Bureau Chief Approval: _____

Prepared by: Mike Keckler

Background:

At its November 2014 meeting, the Idaho Fish and Game Commission directed staff to conduct a review of the Fish and Game Strategic Plan titled “The Compass” and bring it up to date. In 2005, the Fish and Game Commission adopted The Compass with the intent it be reviewed every five years. A team consisting of Deputy Director Ed Schriever, Regional Supervisors Chip Corsi (Panhandle), Jerome Hansen (Clearwater), Steve Schmidt (Upper Snake) and Communications Chief Mike Keckler conducted the review and update.

The primary changes are as follows:

- The updated director’s messages focuses primarily on how the Fish and Game strategic plan fits with other strategic planning documents produced annually by the agency, some of which are required by statute.
- An agency overview was added along with an organizational chart demonstrating how Fish and Game is organized and overseen by the commission and the governor.
- The Vision Statement was revised placing more emphasis on hunting, fishing and trapping.
- “Desired Outcomes” were removed, replaced with a definition for “Objectives.”
- The goals and objectives from The Compass are basically the same in the new Strategic Plan but the number of strategies has cut by more than half from 104 in the original document to 43.
- The 2015 Strategic Plan includes new strategies intended to reflect new Commission emphasis and timely issues such as concern over state sovereignty over wildlife management and new communications technologies such as social media.

Statutory Authority and/or Policy issues:

The Idaho Fish and Game 2015 Strategic Plan is intended to give a big-picture overview of Commission and agency priorities

Idaho Code 67-1903 requires Idaho Fish and Game to have an annual updated 4-year strategic plan. “The Directions” document is submitted annually to the Division of Financial Management as is intended to be the annual step-down of the Strategic Plan outlines priorities for the given year.

Public Involvement Process:

Idahoans from throughout the state were involved in developing “The Compass” adopted in 2005. Last fall, the Commission directed staff to review and update The Compass, rather than create an entirely new strategic plan, therefore a public involvement process wasn’t conducted.

Staff Recommendation:

Staff recommends the Fish and Game Commission formally adopt the Idaho Fish and Game 2015 Strategic Plan.

Justification:

The team that conducted the review of “The Compass” believes that the four goals and 15 objectives, along with many of the strategies outlined in the document are still relevant. However, new issues and challenges have arisen over the last decade and Commission priorities have changed too. A strategic plan cannot be relevant if it does not reflect the changes that occur over time. The team believes that the Idaho Fish and Game 2015 Strategic Plan takes those changes into account and places proper emphasis in areas as directed by the Idaho Fish and Game Commission.