

Direction



FY 2018-2021
Annual Strategic Plan

The Director's Message



As set forth in statute, this plan outlines the Idaho Fish and Game Commission's expectations and Fish and Game's overall agency direction for the next four years - FY2018-2021.

In 2017, the Idaho Legislature and Gov. C.L. "Butch" Otter approved the first resident fee increase in a dozen years as part of House Bill 230. From a fiscal perspective, the bill does three primary things:

- Supports the Fish and Game Commission to use their discount authority to allow Idahoans to exempt themselves from paying the higher fees by purchasing an annual license in 2017 and each subsequent year for at least the next 5 years ("Price Lock").
- It provides more resources for fish and wildlife management.
- Includes an access/degradation surcharge fee for the purchase of an annual resident or nonresident license. The fee provides new funding to improve sportsman's access and for wildlife degradation prevention and compensation.

Idaho Fish and Game has launched the beginning phase of an aggressive multi-year marketing and outreach campaign to inform Idahoans about the advantages of Price Lock. The success of Price Lock depends on how many Idahoans "lock-in" at current rates by purchasing a 2017 annual license, and by continuing to buy an annual license in following years.

Resident hunting and fishing license fees will increase about 20 percent when 2018 licenses go on sale. If the Price Lock concept works, by creating an incentive for more Idahoans purchase annual licenses every year rather than intermittently, Fish and Game will be able to go to without requesting a fee increase.

Nothing like Price Lock has ever been tried by any other state fish and wildlife agency. The Idaho Legislature and the Fish and Game Commission will review Price Lock after at least five years and determine whether it should continue.

Fish and Game projections indicate that Price Lock will generate \$3million annually in additional license revenue. These funds will be used for the following:

- Modernize hatcheries and increase production.
- Conduct more population surveys to support management decisions.
- Spend more to improve and maintain public shooting ranges.
- Improve the Fish and Game website and communication with sportsmen and women.
- Increase fish and wildlife predation management and control of noxious weeds.

In recent years, Idaho hunters have enjoyed some of the best big game hunting opportunity in decades. Most recognize that by managing deer and elk at high levels, Idaho Fish and Game must be able to respond effectively when those animals cause problems for private property owners.

The new Access/Depredation fee provides benefits both for sportsmen and for farmers and ranchers. The surcharge (\$5 for residents, \$10 for nonresidents) will be paid prior to purchasing a hunting or fishing license in Idaho. The fee will provide an additional \$1 million each year for wildlife degradation compensation and prevention and \$1 million each year for sportsmen's access.

Winter 2017 brought many challenges for Idaho Fish and Game. I am proud of the way we partnered with landowners and volunteers to put together perhaps the biggest statewide winter feeding and degradation prevention effort ever staged in Idaho.

With added resources from Price Lock and the Access/Depredation fee, Idaho Fish and Game in the coming years is better equipped and positioned to increase fish and wildlife populations, to manage deer and elk impacts to private landowners, and to serve the people of Idaho.

A handwritten signature in black ink that reads "Virgil Moore". The signature is written in a cursive, flowing style.

Virgil Moore
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.



Lane Clezie
Chairman



Derek Attebury
Vice-chairman



Brad Corkill

The FY 2018 Commissioners are as follows: Brad Corkill (Panhandle), Daniel Blanco (Clearwater), Blake Fischer (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.



Daniel Blanco



Blake Fischer



Greg Cameron



Jerry Meyers

The Landscape 2018: Key External Factors

Difficulty in Forecasting Revenue — Due to recent mild winters, abundant game populations, success in strategically marketing nonresident tags, and general improvement in the overall economy, Fish and Game’s license revenue has been on an upswing since FY 2013. Maintaining this trend is largely dependent on factors outside of agency’s control, such as wildfires, weather, and stream flows. The impact of severe weather from early in 2017 on hunting participation is extremely difficult to forecast. To mitigate these variables, Fish and Game received legislative approval in 2017 for its innovative “Price Lock” fee structure. Price Lock is a program that incentivizes Idaho’s resident sportsmen and women to “lock in” to lower cost licenses, permits, and tags purchasing an annual license each year. Should the program be successful, it will improve Fish and Game’s revenue by reducing license “churn” (the infrequent purchase of annual licenses by Idaho residents) and therefore contribute to revenue sufficient to fund agency programs.



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

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

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

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

Sage-Grouse — Fish and Game provided technical assistance to the Governor’s Office, U.S. Bureau of Land Management, U.S. Forest Service, Idaho Department of Lands, and Natural Resources

The Landscape 2018: Strategic Issues

Conservation Service on their management plans for sage-grouse conservation. Fish and Game also provided technical and financial assistance and fire rehabilitation for sage-grouse conservation projects on state, private, and federal lands. Fish and Game coordinates annual lek surveys and manages sage-grouse population data.

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. Significant resources are required to respond to a rapidly growing list of invasive species and to fund interdiction. Fish and Game plays a key support role in prevention, detection and control activities for both aquatic and terrestrial invasive species.

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. We continue to collaborate with many organizations to educate teachers, families, and children coupled with outdoor experiences, including fishing and hunting.

Wolf Management — Wolf management remains a critical focus as Fish and Game continues efforts to minimize wolf depredations on livestock and address impacts of predation on elk populations. The 5-year post-delisting federal oversight period expired in May 2016 and Fish and Game is now developing a new management plan to guide wolf management for the next 10 years. Most federal funding support for wolf monitoring ceased in FY2015. Per state law, general funds, Fish and Game license revenue, and livestock assessment fees financially support actions to reduce wolf impacts on livestock and elk through the Idaho Wolf Depredation Control Board.

Participation in Hunting and Fishing — About one in two Idahoans have fished and one in three Idahoans have hunted in the last two years, yet many hunters and anglers do not purchase a license every year. Similarly, although Idaho enjoys one of the highest rates of participation in the country, the percentage of Idahoans who hunt and/or fish has declined as the state's population has increased. Recruitment, retention, and

reactivation of hunters and anglers affect both the hunting and fishing heritage in Idaho as well as the revenue for the agency to fulfill its mission. Emphasis also is being placed on conveying the contributions and importance of hunting, fishing, and trapping to not only wildlife management but also to Idaho's culture and economy.

Nonresident Hunters — Nonresident hunting license sales over the past year have appeared to “bottom out” and shown marked improvement since 2013, but still remain well below the peak of 2008. Contributing to this increase was continued high winter survival for deer and elk, and strategic discounts on nonresident 2nd deer and elk tags for the fall of 2014, 2015, and 2016. Strong Interest in nonresident deer tags led to the discount not offered for 2016, and demand resulted in selling out the nonresident deer quota for the first time since 2008. The significantly higher cost for nonresidents to hunt in Idaho not only helps keep costs low for residents, but also accounts for more than half of all license revenue. Therefore, a small increase or decrease in nonresident sales has a measurable impact on total license revenue. To continue this trend in nonresident sales, Fish and Game continues to monitor and refine its mailings and marketing techniques in the print and electronic media.

Managing Predation — Fish and Game is taking overt actions to manage predation when it impairs reaching fish and wildlife population objectives. The challenge is to define and find a balance between predators and prey—which is technically difficult, especially when overlaid with legal, policy, or administrative guidelines and recognition that predator and prey may both be important game or at-risk species. Examples include reducing wolf predation on elk to increase elk survival and reducing American white pelican predation on Yellowstone cutthroat trout along the Blackfoot River to improve spawning success. Defining “balance” also includes stakeholders' opinions, which takes time and money to properly assess.

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

The Landscape 2018: Strategic Issues

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. However, 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 which was greatly enhanced by passage of House Bill 230 in 2017 which provided new financial resources for preventing wildlife damage to private lands and for compensation to private landowners for wildlife damage to crops and forage. Fish and Game will be using "lessons learned" during the severe winter of 2016-2017 to formulate more 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, Fish and Game has continued to struggle with the loss of purchasing power due to inflation and increased personnel costs. To mitigate, Fish and Game was successful in gaining legislative approval for its innovative "Price Lock" fee structure, the first change in resident prices since 2005. Price Lock is a program that incentivizes Idaho's resident sportsmen and women to "lock in" to lower cost licenses, permits, and tags purchasing an annual license each year. Should the program be successful, it will improve Fish and Game's revenue by reducing license "churn"; or the infrequent purchase of annual licenses by Idaho residents and therefore contribute to revenue sufficient to fund department programs. While Price Lock is planned

for at least the next five years, it is hoped that this program will enable Fish and Game to have enough funding to meet the public's expectations. Further, a new access/depredation 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.

State Sovereignty — Fish and Game's statutory mission emphasizes that wildlife are managed in trust for the citizens of Idaho. 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.

Idaho State Wildlife Action Plan — The Idaho State Wildlife Action Plan provides a framework for conserving "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. An integrated approach to implementing this plan across all Fish and Game programs will help to preclude listings under the U.S. Endangered Species Act of 1973, as amended, and uphold state authority for managing its wildlife. Fish and Game completed the 10-year revision of the plan in February 2016, which was subsequently approved by the U.S. Fish and Wildlife Service in February 2017.

Workforce — Fish and Game is experiencing an increase in retirements as Baby Boomers reach retirement age and is committed to workforce planning and employee development to bridge forecasted gaps. Compensation, compression, and movement to market pay averages will continue to be challenges within the confines of the state compensation system. Market-driven pay pressures of some high demand and/or critical positions will require flexibility and creativity in attracting and retaining a high qualified workforce to meet department 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.

KEY SERVICES PROVIDED FY 2013-2016

Cases Managed and/or Key Services Provided	FY 2013	FY 2014	FY 2015	FY 2016
Provide harvestable surplus of deer and elk (<i># of deer and elk harvested</i>). ^c	65,780	81,936	93,311	NA ^c
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>)	719	741	1,190	1,156
Alleviate wildlife damage to agriculture (<i>minimum # of depredation complaints responded to</i>)	903	666	525	1,002
Compensate for wildlife damage to agriculture (<i># depredation claims paid</i>)	25	23	23	32
Improve opportunity to harvest game fish (<i># of Department-operated hatchery-raised resident and anadromous fish stocked in ponds, lakes, and streams</i>)	23,837,326	35,253,197	30,774,342	33,573,363
Scientifically assess the abundance and health of fish populations to inform management decisions (<i># surveys conducted on lakes, reservoirs, rivers, and streams</i>)	464	962	868	1,111
Enforce fish and game laws (<i># of warnings and citations issued</i>)	3,480	4,868	4,348	2,635
Protect game populations, provide information, ensure human safety (<i># of licenses checked by officers in the field</i>)	60,653	62,553	65,521	62,380
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>)	2,296 ^a	3,287	2,727	2,788
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>)	2,924	3,274	3,535	3,060
Provide information to license buyers to increase their recreation satisfaction and opportunities (<i># visitors to Idaho Hunt Planner and Fish Planner web pages</i>)	264,962	287,145	268,375	232,107
Provide for community and public involvement in management and education while reducing costs (<i># Volunteer Service hours</i>) ^b	68,986	63,673 ^a	52,768 ^a	42,537 ^{b,d}

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



FY 2018-2021 MANAGEMENT DIRECTION

FY 2017-2020 Management Direction	Brief statement of FY 2017 status/progress/accomplishment	FY 2018-2021 Management Direction	Tasks/Actions planned in FY2018
<p>Emphasize elk restoration, particularly in the Panhandle, Lolo, Selway, Middle Fork, and Sawtooth elk management zones.</p>	<p>Continued collaboration and partnering with the U.S. Forest Service, Rocky Mountain Elk Foundation, and others to improve elk habitat across the state.</p> <p>Continued to work with the Clearwater Basin Collaborative to assess habitat quality, physical condition of elk, elk survival, and population performance.</p> <p>Continued expansion and use of population monitoring with improved and expanded efforts to monitor elk survival and cause-specific mortality by using GPS (global positioning system) radio-collars on both cow and calf elk in eight study areas around the state.</p>	<p>Emphasize elk restoration, particularly in the Panhandle, Lolo, Selway, Middle Fork, and Sawtooth elk management zones.</p>	<p>Serve on the Rocky Mountain Elk Foundation Project Advisory Committee (PAC) grant board to help align projects and funding with statewide goals of elk management and needs.</p> <p>Continue to partner with the Clearwater Basin Collaborative to complete final year of field work.</p> <p>Continue use of GPS collars to monitor elk survival, and development of an integrated population model that will provide population estimates in between aerial survey years.</p>
<p>Align predation management with elk restoration.</p>	<p>The Fish and Game Commission adopted predation management plans for the Panhandle, Lolo and Selway, Middle Fork, and Sawtooth elk management zones. Predation management activities are being implemented in these elk zones that are below elk population objectives.</p> <p>To further assist with elk restoration and implementation, Fish and Game re-assigned a vacant FTE to the Clearwater Region to assist in the monitoring and management of elk and wolves.</p>	<p>Align predation management with elk restoration.</p>	<p>Continue to implement predation management plans, and incorporate newer monitoring tools such as remote camera grids to assist in determining wolf and elk population responses to management actions.</p>
<p>Manage wolves like other big game species at levels compatible with prey-species objectives. Work with the Wolf Depredation Control Board to direct control actions to address wolf depredation conflicts with livestock and excessive impacts of wolf predation on ungulate populations.</p>	<p>During FY 2017, wolf populations in Idaho remained well-above previous thresholds established for delisting under the Endangered Species Act. Consequently, both hunting and trapping seasons were continued.</p>	<p>Continue to manage Idaho's wolf population such that wolf management remains fully under state authority, while reducing impacts to livestock producers and elk populations not meeting management objectives.</p>	<p>Research improvements in wolf monitoring techniques in Idaho.</p> <p>Monitor wolf harvest with a mandatory harvest check.</p> <p>Develop a wolf population management plan to work in conjunction with Idaho's 2002 wolf conservation and management plan</p>
<p>Fish and Game will provide technical assistance to the federal and state land management agencies implementing their sage-grouse conservation plans and will also provide technical and financial assistance to implement sage-grouse conservation measures on private, state, and federal lands.</p>	<p>Fish and Game provided technical assistance (e.g. mitigation program development, habitat restoration) to the Governor's Office and state and federal agencies implementing their sage-grouse conservation plans.</p>	<p>Support state actions to maintain state management authority over sage-grouse.</p>	<p>Support Office of Species Conservation in developing the state sage-grouse mitigation program.</p> <p>Participate on the State Action Team to fund and implement sage-grouse conservation and restoration projects.</p> <p>Represent Fish and Game on multiple sage-grouse conservation teams (e.g., WAFWA Sagebrush Steppe Executive Oversight Committee, Range-wide Interagency Sage-grouse Conservation Team).</p>
<p>With policy leadership from Office of Species Conservation, work with U.S. Fish and Wildlife Service to investigate the feasibility of splitting the contiguous distribution of Bull Trout into several "Distinct Population Segments" to facilitate delisting at the smaller recovery scale.</p>	<p>Discussions with U.S. Fish and Wildlife Service are ongoing regarding "Distinct Population Segments" reclassification and Endangered Species Act recovery plan implementation.</p>	<p>Restore limited and sustainable Bull Trout harvest opportunity where populations are thriving, and investigate the feasibility of delisting at smaller recovery unit scales by working with the U.S. Fish and Wildlife Service with policy leadership from the Office of Species Conservation.</p>	<p>Investigate the feasibility of splitting the contiguous distribution of Bull Trout and realigning into several "Distinct Population Segments" to facilitate delisting at a smaller recovery unit scale. Alternatively, seek ESA Sec 4-d authority to provide limited Bull Trout harvest opportunity in select populations capable of supporting harvest.</p>

FY 2017-2020 Management Direction	Brief statement of FY 2017 status/progress/accomplishment	FY 2018-2021 Management Direction	Tasks/Actions planned in FY2018
<p>Ensure an efficient and effective fish hatchery program and build to full operating capacity.</p>	<p>A statewide plan for renovation of trout and kokanee hatchery infrastructure entered its second year. Projects to repair and modernize obsolete and mission critical structures are ongoing at five facilities.</p> <p>An increased number of Chinook Salmon smolts were released by the Clearwater Fish Hatchery after minor modifications to four ponds provided additional rearing volume. The increased production level is targeted again for 2017 smolt releases.</p>	<p>Ensure an efficient and effective fish hatchery program and build to full operating capacity.</p>	<p>Continue four-year hatchery infrastructure reinvestment plan, implementing and continuing repairs to concrete fish rearing units at the Cabinet Gorge, Nampa, and Mackay fish hatcheries, improving predator exclusion at the Hagerman Fish Hatchery, and replacing or renovating staff residences at the American Falls, Mackay, Hagerman, and Grace fish hatcheries.</p> <p>Increase the number of put-and-take rainbow trout in the hatchery production pipeline by 10%-15% to improve sport fishing opportunity statewide. Stocking of these fish will begin in FY2018 and reach targets in FY2019.</p>
<p>Manage avian predation where it affects native fish conservation and/or sport fish management objectives.</p>	<p>Under depredation permit authority from U.S. Fish and Wildlife Service, Fish and Game used a variety of techniques to reduce pelican-trout conflicts at Blackfoot Reservoir and the Blackfoot River. Activities included managing pelican abundance at the nesting colony and intensive hazing on the river. Using a combination of hazing and nest destruction, the breeding colony was restricted to approximately 389 nests, slightly above the management objective of 350. Staff also continued studies to quantify predation impacts from cormorants in southern Idaho fisheries.</p>	<p>Manage avian predation where it affects native fish conservation and/or sport fish management objectives.</p>	<p>Continue to work with U.S. Fish and Wildlife Service to maintain or enhance depredation permit authority at Blackfoot Reservoir and River and maintain the breeding colony at 350 nests.</p> <p>Conduct hazing activities at priority waters (e.g., Blackfoot River and Silver Creek).</p> <p>Actively manage pelican nesting colonies at Blackfoot and Island Park Reservoirs, through fencing and egg oiling (Blackfoot only).</p> <p>Develop and implement strategies to reduce pelican nesting at Island Park Reservoir to meet the management objective of 150 nests.</p> <p>Upon completion of the cormorant predation study, identify conflicts with conservation and/or sport fish objectives; investigate strategies to reduce conflicts.</p> <p>Conduct breeding population and productivity surveys at all three pelican colonies.</p> <p>Initiate satellite telemetry project of pelicans foraging along the Blackfoot River during the cutthroat trout spawning run.</p>



FY 2017-2020 Management Direction	Brief statement of FY 2017 status/progress/accomplishment	FY 2018-2021 Management Direction	Tasks/Actions planned in FY2018
Implement the southern Idaho wildlife mitigation settlement to reach target acres, and create "stewardship accounts" within the State Endowment Fund that will fund operations and maintenance.	As of March 2017, 760 acres have been credited towards mitigation goal and the existing stewardship account is \$17,703,124.	Continue to implement mitigation by protecting habitat through easements and acquisition; build stewardship account to coincide with new mitigation obligations; and reduce long-term management obligations while increasing mitigation protections.	Complete at least two ongoing habitat protection projects for mitigation credit. Propose and move ahead new mitigation projects for credit under the agreement.
Integrate State Wildlife Action Plan implementation across Fish and Game programs.	<p>The U.S. Fish and Wildlife Service approved the 10-year revision of Idaho's State Wildlife Action Plan (SWAP) in February 2017.</p> <p>Priorities outlined in the State Wildlife Action Plan and Fish and Game's Wildlife Management Area plans were aligned, resulting in the development of a "slicer" (visual filter) to facilitate the use of SWAP.</p> <p>Developed a prioritization process to further prioritize SWAP actions and thus guide the incorporation of SWAP priorities into regional work plans across programs.</p>	Continue to integrate State Wildlife Action Plan implementation across Fish and Game programs.	<p>Incorporate SWAP objectives into annual State Wildlife Grants, Pittman-Robertson, and Dingell-Johnson project statements.</p> <p>Work with Bureaus of Wildlife and Fisheries to incorporate SWAP priorities into work plans.</p> <p>Work with Idaho Fish and Wildlife Information System staff to create interactive online platform for SWAP.</p>
Improve populations and resiliency of native fish by partnering with governmental agencies, landowners, and private entities to enhance habitat and provide fish passage facilities.	<p>Constructed culvert baffles to allow fish passage above Hwy 8 in Big Meadow Creek in Latah County. This opens up six miles of spawning and rearing habitat to wild steelhead in the Potlatch River drainage.</p> <p>Improved and created instream habitat in approximately four miles of the East Fork Potlatch, North Fork Salmon, Lemhi, and Pahsimeroi rivers. Instream habitat complexity is important for rearing and overwinter habitat for juvenile steelhead and Spring/Summer Chinook Salmon.</p> <p>Modified fish passage conditions at Gibson Jack Creek in southeast Idaho for Yellowstone Cutthroat.</p> <p>The Salmon Region fish screen program maintained over 260 screens on irrigation diversions which reduced entrapment of juvenile salmon and steelhead.</p>	Improve populations and resiliency of native fish by partnering with governmental agencies, landowners, and private entities to enhance habitat and provide fish passage facilities.	<p>Complete construction of in-stream habitat, side channel, and floodplain reconnection project on the Eagle Valley Ranch sub-reach 3 of the Lemhi River.</p> <p>Begin new in-stream habitat and floodplain reconnection projects on East Fork Potlatch, North Fork Salmon, and Pahsimeroi rivers.</p> <p>Continue to collaborate with other agencies and private landowners to identify and develop meaningful habitat projects to benefit native Idaho fish, particularly wild steelhead and Chinook Salmon.</p>
Formalize an effort to gather information to inform the public of the effects of unlawful harvest.	Collected data specific to unlawfully taken big game animals (351 in 2016).	Formalize an effort to gather information to inform the public of the effects of unlawful harvest.	Communicate internally and externally to build awareness of which Big Game Management Units have the highest number of unlawfully-taken animals.
	The passage of House Bill 230 provided new financial resources for preventing wildlife damage to private lands and for compensation to private landowners for wildlife damage to crops and forage.	NEW Prevent wildlife damage to private lands and compensate private landowners for wildlife damage to crops and forage.	<p>Use "lessons learned" during the severe winter of 2016-17 to formulate more proactive and effective approaches, in concert with landowners, to further prevent wildlife depredation on private lands.</p> <p>Continue aggressive efforts 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.</p>

FY 2016-2021 PERFORMANCE MEASURES

Performance Measure	2016	2017	2018	2019	2020	2021	Benchmark
1. Compliance with regulations (# of violations / # of licenses checked)	2,635 / 62,380 (4.2% / 10.7%)						Less than 10% of licenses checked result in violation / check 15% of total licenses sold
2. Elk and deer populations are meeting objectives (% zones and units meeting objectives)	86%						90%
3. Opportunity to harvest game fish (# of Department-operated hatchery-raised resident and anadromous fish stocked in ponds, lakes, and streams)	33,573,363						23,900,000

Performance Measure Explanatory Notes:

1. The benchmark is based on past performance by Department officers.
2. The metric is based on cow elk in elk zones; % 4-point mule deer bucks in mule deer data analysis unit; % 5 point whitetail bucks in whitetail data analysis unit. The benchmark is a 5-year target to meet objectives laid out in big game species plans. Objectives in the plans are based on historical biological data as well as the social requests for various hunting experiences. Many external factors, such as wildfire and weather, affect the Department's ability to achieve objectives.
3. The benchmark is based on maintaining the FY2013 level of production.



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.
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- ▶ 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.
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- ▶ 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.
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- ▶ 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 2013-2016

Cases Managed and/or Key Services Provided	FY 2013	FY 2014	FY 2015	FY 2016
Provide opportunity to harvest game fish and wildlife (<i># of hunting, fishing, and combination licenses sold</i>)	566,460	576,063	600,328	584,871
Provide public access to private lands or through private lands to public lands for hunting, fishing, and trapping (<i>acres provided through Access Yes! program</i>)	882,976	1,043,432	887,643	924,331
Provide public access to important wildlife areas for hunting, fishing, trapping, and viewing (<i># of acres managed</i>)	388,000	390,000	395,000	399,000
Provide opportunity to hunt big game (<i># elk and deer hunter days</i>) ^b	1,344,219	1,456,170	1,522,596	NA ^a
Provide opportunity to harvest salmon and steelhead without harming threatened populations (<i>angler hours spent fishing for salmon and steelhead</i>)	1,540,969	1,727,555	1,163,499	1,348,303 ^b
Provide public access to fishing waters (<i># fishing and boating access sites maintained</i>)	328	329	336	338
Educate students about hunting and firearms safety, ethics and responsibilities, wildlife management, and fish and game rules and regulations (<i># of students Hunter Education certified</i>)	9,449	10,195	10,615 ^a	11,774
Educate students about hunting and firearms safety, ethics and responsibilities, wildlife management, and fish and game rules and regulations (<i># of instructor hours volunteered for hunter, bowhunter, trapper, wolf trapper, hunter/bowhunter combo, and field day classes</i>)	NA	NA	NA	16,254 ^c

a - Tally is incomplete

b - Measure based on a calendar year

c - Measure added in FY 2017



FY 2018-2021 MANAGEMENT DIRECTION

FY 2017-2020 Management Direction	Brief statement of FY 2017 status/progress/accomplishment	FY 2018-2021 Management Direction	Tasks/Actions planned in FY2018
<p>Will begin disposing of non-essential infrastructure. Will evaluate Wildlife Management Area priorities and costs/benefits. Redirect resources as appropriate.</p>	<p>Non-essential infrastructure was identified, but funding to remove infrastructure was not available in FY17. Information (e.g. costs, resources, sportsman benefits) was collected about all Wildlife Management Areas. Analyses are on-going.</p>	<p><i>End.</i></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>A new license system contract was successfully awarded and is expected to “go live” on March 1, 2018. Part of this new contract includes elements making the sale of licenses more intuitive for vendors and the public, with options for cross-selling of items.</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>Develop the new license system to “go live” on March 1, 2018.</p> <p>Continue efforts to “reduce friction” for license-buyers, such as improving the nonresident application form and delivering timely email reminders and news releases reminding license-buyers about deadlines.</p> <p>Continue to monitor customer service calls, emails, and other inquiries to ensure adequate staff resources are available for customer service.</p>
<p>Improve access to elk hunting in the Clearwater Region by providing financial assistance to the Clearwater Forest to improve neglected trails. Access Yes! will partner with private landowners to provide access on private lands and to access-limited public lands. Improve or promote hunting, fishing, and trapping opportunities on Wildlife Management Areas.</p>	<p>Access Yes! provided public access to or across 300,000 private acres and provided financial assistance to the Clearwater Forest to improve trail access for elk hunting opportunity. Parking areas and boat launches were constructed or upgraded to improve hunting, fishing and trapping access on Wildlife Management Areas.</p>	<p>Improve hunting, fishing and trapping opportunities on private and public lands and Wildlife Management Areas.</p>	<p>Enroll 300,000 acres in Access Yes!</p> <p>Develop FY 2019 direction for additional access funding enabled by House Bill 230 in 2017.</p> <p>Improve access infrastructure on Wildlife Management Areas.</p> <p>Communicate hunting, fishing and trapping opportunities on Wildlife Management Areas via Fish and Game channels (e.g., Wildlife Management Area webpages, Facebook, blogs, news releases).</p>
<p>Analyze Hunter Education student registrations to determine where demand is needed, and subsequently create and implement a plan to meet those needs.</p>	<p>Class capacity rates for this year were at 82% statewide.</p>	<p>Streamline processes to make it easier to take hunter and bowhunter education courses.</p>	<p>Hunter Education programs will be managed to maintain an 80-85% capacity rate by increasing or decreasing classes offered.</p> <p>Create a statewide plan for the changing environment of hunter education programming. This is in response to eighteen online-only hunter education states and the National Rifle Association’s free online program available in FY 2018.</p>
<p>Promote Access Yes! and seek out new participants and partners in public access.</p>	<p>Worked with 86 landowners to develop Access Yes! agreements.</p> <p>Promoted the Super Hunt to increase sales and how that generates revenue for Access Yes! that benefits hunters, anglers, and trappers.</p> <p>Worked with The Nature Conservancy and Wood River Land Trust to provide public access to over 20,000 acres of rangeland.</p>	<p>Promote Access Yes! and seek out new participants and partners in public access.</p>	<p>Develop an outline for expanded access efforts using the new Access/ Depredation fee revenue. Expanded efforts will include new landowners and partners.</p> <p>Continue promoting Super Hunt sales and how it generates revenue for Access Yes! and provides benefits to hunters, anglers, and trappers.</p>
<p>Develop and implement management-based fishery research projects to enhance the ability to conserve native fish populations and meet sport fish management objectives.</p>	<p>Continued developing and evaluating YY male technology to reduce certain populations of undesirable non-native fishes. Field evaluations of YY male Brook Trout are ongoing, and development of YY broodstock for several other species is under way.</p> <p>Fish and Game continues to use sterile triploid hatchery rainbow trout for most stocking programs, and is evaluating the performance of triploid Kokanee in sport fisheries.</p>	<p>Develop and implement management-based fishery research projects to enhance the ability to conserve native fish populations and meet sport fish management objectives.</p>	<p>Continue field evaluations of YY Brook Trout to assess utility for population control in undesirable or stunted populations.</p> <p>Refine YY broodstock development techniques for Lake Trout and Common Carp.</p> <p>Complete field evaluations of triploid Kokanee.</p>

FY 2017-2020 Management Direction	Brief statement of FY 2017 status/progress/accomplishment	FY 2018-2021 Management Direction	Tasks/Actions planned in FY2018
Initiate mandatory trapping education.	IDAPA 13.01.02 was passed in 2017 that enables a mandatory trapper education program beginning July 1, 2018. Successful budget development, course syllabus and course supplies were completed during FY 2017. Staff time was dedicated to this new program by re-aligning the roles of our Clearwater Region Volunteer Services Coordinator and hiring a part-time technician.	Reduce trapper violations and non-target catches by training new trappers about responsible, ethical and safe trapping practices.	<p>Outfit all regions of the state with course equipment and materials.</p> <p>Train and certify new trapper education instructors.</p> <p>Increase information and communications to trappers about the new rule.</p> <p>Field test and implement end of course assessment.</p> <p>Align with International Hunter Education Association-USA standards; two Fish and Game employees are members of this national committee.</p> <p>Develop an Idaho-specific trapper education student manual.</p>

FY 2016-2021 PERFORMANCE MEASURES

Performance Measure	2016	2017	2018	2019	2020	2021	Benchmark
4. Landowners allow access for fish & wildlife recreation (<i># of properties enrolled / # private acres in Access Yes! Program</i>)	91 / 374,486						90 / 350,000

Performance Measure Explanatory Notes:

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



GOAL

Working with Others

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

OBJECTIVE

Improve citizen involvement in the decision-making process.

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

STRATEGIES

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



KEY SERVICES PROVIDED FY 2013-2016

Cases Managed and/or Key Services Provided	FY 2013	FY 2014	FY 2015	FY 2016
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>)	255,913	301,429 ^c	332,863	332,686
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>)	654	390	346	371
Provide information to license buyers to increase their recreation satisfaction and opportunities (<i># visitors to Idaho Hunt Planner and Fish Planner web pages</i>)	264,962	287,145	268,375	232,107

a - Tally is incomplete

b - Measure combines fiscal and calendar years

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

FY 2018-2021 MANAGEMENT DIRECTION

FY 2017-2020 Management Direction	Brief statement of FY 2017 status/progress/accomplishment	FY 2018-2021 Management Direction	Tasks/Actions planned in FY 2018
Strengthen citizen engagement in wildlife conservation and management and use existing programs such as Master Naturalist, Project Wild, and volunteers to keep citizens engaged.	Just over 800 Master Naturalists are involved in eight chapters across the state. In 2017, they have donated 14,560 hours of service - primarily to various habitat improvement projects.	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.	NA
Build capacity and use the "create once, publish everywhere" approach for more effective communications, both internally and externally.	Fish and Game's new website was successfully launched just prior to the start of the fiscal year. Visits to the new website increased 28% compared to last fiscal year.	Build capacity and utilize website and social media in a more strategic manner.	Develop a website/social media plan emphasizing that content will first be posted to the website and later promoted on social media. The goal is to use social media to drive more website traffic.
Continue to expand awareness of the important role that hunting, fishing, trapping and viewing plays in Idaho's overall economy.	Developed materials for the Fish and Game Price Lock and the Access/Depredation Fee proposal that included information on the economic contribution of hunting, fishing, and trapping to Idaho's economy.	Combine with: "Emphasize the important role hunters, anglers, and trappers have played in wildlife conservation and management for over 100 years.	
Increase awareness of the resources necessary to manage Idaho's fish and wildlife.	Developed materials for the Fish and Game Price Lock and the Access/Depredation Fee proposal to inform Idahoans and state leaders about resources needed to manage fish and wildlife and potential impacts to private property. Developed a Gantt-style graphic detailing how sportsmen's dollars were spent among the various parts of Fish and Game. This graphic was shared with legislators and the general public as part of the outreach demonstrating how Fish and Game spends its license dollars and why a fee adjustment was necessary. Published the annual Director's Report to the Commission, the Performance Measurement Report, and the Direction document.	Combine with: "Optimize revenue through HB 230 and Price Lock in accordance to the Commission discount order."	

FY 2017-2020 Management Direction	Brief statement of FY 2017 status/progress/accomplishment	FY 2018-2021 Management Direction	Tasks/Actions planned in FY 2018
Emphasize educating Idahoans about the important role hunters, anglers, and trappers have played in wildlife conservation and management for over 100 years.	<p>Created approximately two dozen "Faces of Conservation" videos to complement the interpretive signs at MK Nature Center explaining the role of hunting and fishing in funding wildlife conservation.</p> <p>The "You are the Face of Conservation" message was included on marketing emails to tens of thousands of license-buyers and included on a variety of printed materials that were mailed to about 50,000 nonresident hunters.</p>	Emphasize the important role hunters, anglers, and trappers have played in wildlife conservation and management for over 100 years.	<p>Post the new "Faces of Conservation" videos on the Idaho Fish and Game website and promote them via social media and other means. Expand use of MK Nature Center signs at other Fish and Game facilities.</p> <p>Expand use of the "You are the Face of Conservation" on other promotional materials.</p> <p>Expand awareness of the role that hunting, fishing, and trapping play in Idaho's overall economy.</p>
Increase public knowledge of unlawful activity in relation to fish and wildlife and fishing and hunting. Promote Citizens Against Poaching (CAP) as a way to help and get involved.	<p>Highlighted an enforcement case on the website each month.</p> <p>Assisted CAP Board in obtaining Jim and Eva Shockey as spokespersons for CAP.</p> <p>Regularly updated the CAP Facebook page.</p> <p>Idaho State Police took over answering and dispatching the 1-800 CAP report number.</p>	Increase public knowledge of unlawful fishing and hunting activity. Promote citizen reporting of wildlife crime.	Continue highlighting an enforcement case on the website each month and regularly update the CAP Facebook page.
Reorganization of MK Nature Center staff and duties will allow for continued development of educational outreach materials and programs aligned with Fish and Game Commission & agency priorities and goals to be used throughout the state.	Began scheduling and teaching hunter education courses at the MK Nature Center – fourteen courses were taught in FY 2017. These courses are in addition to existing programs about habitat, wildlife conservation and aquatic education.	Continue to develop educational outreach materials and programs aligned with Fish and Game Commission & agency priorities and goals to be used throughout the state.	Develop a new interpretive display in the MK Nature Center's large central corridor. The new display will feature information about hunter education. Work to increase the number of hunter education courses offered at the MK Nature Center in FY 2018.
Further develop and utilize social media platforms to distribute information, answer questions and drive interest to the new Fish and Game website	Fish and Game now has seven "region-specific" Facebook pages in place in addition to a statewide page administered at headquarters. Content on the regional pages focuses on local opportunities/projects while statewide page content focuses,	Create a coordinated approach to management of Fish and Game Facebook pages in more of a strategic manner designed to drive traffic to Fish and Game website.	Develop a website/social media plan outlining strategy for website postings and social media promotions of website traffic.

FY 2016-2021 PERFORMANCE MEASURES



Performance Measure Explanatory Notes:

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



GOAL

Management Support

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

OBJECTIVE

Attract and retain a diverse and professional workforce.

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

Improve information management and business systems.

STRATEGIES

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



FY 2018-2021 MANAGEMENT DIRECTION

FY 2017-2020 Management Direction	Brief statement of FY 2017 status/progress/accomplishment	FY 2018-2021 Management Direction	Tasks/Actions planned in FY 2018
<p>Increase public outreach and community involvement at the local level to keep citizens informed of opportunities to engage and participate.</p>	<p>Statewide message reminding officers to remain or become engaged in their communities.</p> <p>Documented that 72% of all unlawfully-taken big game animals were reported by citizens.</p> <p>Added two dogs to the K9 program.</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>Seek out new technologies to find feasible, affordable, achievable ways to detect and document wildlife crimes (e.g. UAS, trail cameras, digital/photo binoculars, body cameras, K9, electric bicycles).</p>
<p>Continue marketing strategies to maintain growth in nonresident hunting license and tag sales.</p>	<p>Sold out of nonresident deer tags in the fall of 2016 for the first time since 2008, and almost sold out of nonresident elk tags that same year.</p>	<p>Continue marketing strategies to maintain growth in nonresident hunting license and tag sales.</p>	<p>Improve our presence at out-of-state sports shows, including reviewing and refining display and handout materials, presenting seminars, and developing a follow-up protocol.</p> <p>Track and improve nonresident mailers, cards, and emails, and consider buying lists from other western states to target hunters who've failed to draw in their state or other states.</p>
<p>Continue public and legislative engagement about funding the agency.</p>	<p>Worked with the Governor's Office, legislators and other stakeholders to pass House Bill 230 that included a resident fee increase starting with 2018 license sales that enabled the Fish and Game Commission Price Lock Discount Order to encourage consecutive license sales. The bill also included a new depredation/access fee to increase funding for wildlife depredation prevention and compensation, and to increase funding for sportsman access. Initiated outreach and promotion to make the public aware of Price Lock and the new fees.</p> <p>With the passage of HB 230 and Price Lock, Fish and Game will promote and advertise the innovative fee structure. Part of the conversation on the outreach is to ensure that Idaho's wildlife management is funded so it is there when you go afield.</p>	<p>Optimize revenue through HB 230 and Price Lock in accordance to the Commission discount order.</p>	<p>Continue outreach and promotion about Price Lock and how additional license revenue from Price Lock is being used to improve hunting and fishing in Idaho.</p> <p>Specifically emphasize how purchasing licenses helps Fish and Game make sure fish and wildlife are there the next time they go afield.</p> <p>Report to the Legislature on the participants and the financial results of Price Lock</p> <p>Publish ongoing updates on how Access/Depredation funds are being utilized.</p> <p>Continue other marketing strategies, as appropriate, to engage lapsed anglers and hunters.</p>
<p>Continue marketing strategies to engage lapsed anglers and hunters; specifically emphasize how purchasing licenses helps Fish and Game make sure fish and wildlife are there the next time they go afield.</p>	<p>Fish and Game was successful in gaining legislative approval for its innovative "Price Lock" fee structure, the first change in resident prices since 2005. Price Lock is a program that incentivizes Idaho's resident sportsmen and women to "lock in" to lower cost licenses, permits, and tags by purchasing an annual license each year. Should the program be successful, it will improve Fish and Game's revenue by reducing license "churn"; or the infrequent purchase of annual licenses by Idaho residents and therefore contribute to revenue sufficient to fund department programs. While Price Lock is planned for at least the next five years, it is hoped that this program will enable Fish and Game to have enough funding to meet the public's expectations.</p>	<p>Combine with: "Optimize revenue through HB 230 and Price Lock in accordance to the Commission discount order."</p>	

FY 2017-2020 Management Direction	Brief statement of FY 2017 status/progress/accomplishment	FY 2018-2021 Management Direction	Tasks/Actions planned in FY 2018
<p>Will continue to work with Idaho trappers to develop/refine proposed trapper education rules for consideration by the legislature during the 2017 legislative session, for implementation in FY 2018.</p>	<p>IDAPA 13.01.02 was passed in 2017 that implements a mandatory trapper education program beginning 7/1/2018. Successful budget development, course syllabus and course supplies were obtained during this time frame. Staff time was dedicated to this new program by re-aligning the roles of our region 2 Volunteer Services Coordinator and hiring a part-time technician.</p>	<p>Combine with: "Reduce trapper violations and non-target catches by training new trappers about responsible, ethical and safe trapping practices."</p>	
<p>Acquire appropriate resources to support Southwest regional staff and public services.</p>	<p>Worked with the Governor's Office and legislators to facilitate approved spending authority in the Fish and Game base budget for leasing land (FY 2017) and inclusion of spending authority during the 2017 session in the FY 2018 budget for leasing a building. Also assisted the Division of Public Works to issue RFP for leased land that allowed partnership with Idaho Fish and Wildlife Foundation to purchase land as an office site in 2017.</p> <p>For the FY 2018 budget year, the Legislature approved the budget necessary for a capital lease to acquire and construct a 27,000 square foot new regional office in Nampa. This facility will be located near I-84, accessible to the public, and easy to locate.</p>	<p>Continue work with Idaho Fish and Wildlife Foundation or other partner if awarded the building lease RFP to complete design and construction of a Southwest regional office building, utilizing a lease-to-own agreement. Achieve groundbreaking in spring 2018 and occupancy by late 2019.</p>	<p>Assist the Division of Public Works to issue a building lease RFP including lease-to-own requirement. Upon RFP award, enter into a land/building lease agreement.</p>
<p>Improve efforts—including evaluation of existing efforts and initiation of new ones - that recruit new participants, retain current ones, and reactive those who have dropped out.</p>	<p>Assessed Fish and Game programs that are related to recruitment, retention, and reactivation (3R).</p> <p>Tested effectiveness of using paid Facebook ads to increase sales of Junior 3-year fishing licenses.</p> <p>Examined license database to identify demographic groups for targeted 3R efforts.</p> <p>Received a Recreational Boating and Fishing Foundation (RBFF) grant to further examine using Facebook for outreach and to assess opportunities for in-store outreach at large retailer license vendors.</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>Assess efficacy of Price Lock at retaining/reactivating intermittent purchasers.</p> <p>Complete the RBFF grant projects.</p> <p>Work with new Business Manager to help integrate 3R and Marketing efforts.</p> <p>Further assess license-buyer database to identify 3R opportunities.</p> <p>Continue marketing efforts that retain and reactivate both resident and nonresident license-buyers.</p>
<p>Develop and launch a new Fish and Game website that will contain more regional-specific and interactive information for the public.</p>	<p>The newly designed website was successfully launched. Website visits to the new site are up 28 percent compared to prior year.</p>	<p>Continue to add capacity to the website through additional web development to improve customer service.</p>	<p>Conduct additional training to improve regional blogging as outlined in website/social media plan, which is in development.</p>
	<p>Per Executive Order 2017-02, Fish and Game has adopted the National Institute of Standards and Technology (NIST) Cybersecurity Framework and implemented the first five (5) Center for Internet Security Critical Security Controls (CIS Controls) for evaluating Fish and Game systems. The evaluation was completed using the AuditScripts Critical Security Controls Initial Assessment tool. Business risk analysis is being performed and the appropriate actions will be taken to mitigate any gaps that are found.</p>	<p>NEW Continue to comply with Executive Order 2017-02 and maintain cybersecurity.</p>	<p>Complete business risk analysis and mitigate any gaps that are found.</p>

FY 2016-2021 PERFORMANCE MEASURES

Performance Measure	2016	2017	2018	2019	2020	2021	Benchmark
6. Attract and retain highly qualified personnel (% successful registers / % retention of hired FTEs after 2 years employment)	96 / 86						98 / 88
7. All that pay benefit, all that benefit pay (% of funding that comes from the general Idaho public)	2.2%						3%

Performance Measure Explanatory Notes:

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

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





Our Mission

(Idaho Code Section 36-103)

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

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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