



Direction FY 2011

Issues, Accomplishments, & Priorities



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The Director's Message

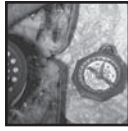
Last year, my top priority was to make sure Fish and Game would be financially secure. Despite a state budget shortfall and a significant decline in nonresident hunting license sales, we managed to stay within budget. How? We aligned budget requests better with legal mandates and *The Compass* by going through Governor Otter's zero-based budgeting process. The Legislature passed a non-resident license fee increase in 2009 that helped buffer downturns in license sales. We accumulated rather notable savings by consolidating agency-wide expenses, such as with cell phone calling plans. But most of all, each one of you spent more wisely than ever before. We can all feel good about living within our means and at the same time be grateful that Fish and Game was not hit as hard as many of our sister agencies.



The first regulated wolf hunt was historic. Hunters took 188 wolves, coming within 32 of the statewide limit set by the Commission. I am very proud of those 188 hunters – they complied with tight reporting requirements and many graciously dealt with harassment. The hunt was orderly, and only two citations were written.

The Commission presented a bold, cost-saving budget proposal for FY2011 that included consolidating several temporary positions into full-time ones and included a return to full-funding of our business-smart vehicle fleet program. In a time of economic scrutiny, both the governor and the Legislature supported our proposed budget, including 39 new, full-time equivalent positions, which eliminated 53 temporary positions for a net savings of over \$200,000 per year. This support is a testament to building trust, doing our homework, and presenting a solid case for sensible and efficient government.

My most challenging goal has been to more fairly distribute the costs and benefits of wildlife management to all citizens. Our hunters and anglers have been footing the bill for too long. The Commission and many hunters and anglers advocate that revenue from license sales be dedicated primarily to maintaining and improving hunting and fishing. Yet, Fish and Game is legally



required to preserve, protect, perpetuate, and manage all wildlife (*Idaho Code*, Section 36-103) as well as being legally responsible to preserve and protect native plants whenever it appears that they might possibly become extinct (*Idaho Code*, Section 18-3913). Because these are legal responsibilities for Idaho's common good, then it only makes sense that we develop a mechanism to share the costs beyond just hunters and anglers.

I truly believe that to successfully hold Idaho's wildlife in trust for present and future generations, both Fish and Game and Idaho's citizens must adapt. The spirit of 1938 – the year the Commission was created – still remains a seminal moment for wildlife conservation in Idaho, but it is not 1938 anymore. Now is the time to expand our partnerships, our services, our science, our funding base. Now is the time to build the next great moment in wildlife conservation.

Cal Thoen



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. Commissioners are appointed from seven administrative regions by the governor and serve staggered, four-year terms. The 2010 Commissioners are as follows: Tony McDermott (Panhandle), Fred Trevey (Clearwater), Bob Barowsky (Southwest), Wayne Wright (Magic Valley), Randy Budge (Southeast), Cameron Wheeler (Upper Snake), and Gary Power (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 strategic plan called *The Compass*.



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.

A Useful Tool

You may notice a difference this year: the Direction has shifted from a calendar-year cycle to a fiscal-year cycle. This was done to better synchronize with annual work planning and out-year budgeting and to minimize information requests from you.

Direction FY 2011 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 FY 2011 work planning and the FY 2012 budget development.

This document was built from the ground up. Information and input from field staff was compiled before 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 FY 2011 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.



The Landscape FY 2011: *Timely Issues*

Economic Slowdown — The slow economy has greatly affected the state of Idaho and has affected Fish and Game's license revenue (albeit to a lesser extent). However, it also has created opportunities to build new relationships with nonresidents, to acquire key land parcels for lower prices, to be more creative and collaborative to solve common problems, and to foster sustainable solutions to fish and wildlife issues.

Narrow Funding Base — More than 90 percent of Idahoans say wildlife issues are important to them, yet Fish and Game receives no general tax revenue – the agency's revenue almost exclusively comes from license sales, federal aid, mitigation funding, and grants. At-risk species conservation, urban wildlife management, shifting patterns in wildlife-based recreation, and the public's changing expectations of wildlife management and of Fish and Game require involvement and funding beyond that from hunters and anglers. Several legislators agree, but agreement on the mechanism is elusive.

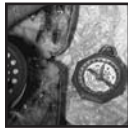
NonResident Hunters — We sold noticeably fewer hunting licenses to nonresidents than the previous year. Nonresident hunters expressed a “triple whammy” – the wolves' effects on elk hunting, the 2009 fee increase, and the economy were main reasons they gave for not yet planning a trip to Idaho in 2010. Fish and Game has historically charged significantly higher rates for nonresidents to hunt in Idaho, and this has helped keep costs low for our residents. In good times this works well but nonresidents are more likely to defer hunting trips to Idaho in difficult economic times, and when they do, Fish and Game's revenue stream is directly affected. Direct mailings to nonresidents appear to be effective in affecting perceptions, issues, and sales, but they are very time-sensitive and costly.

Wolf Management — A 2010-2011 hunting season on wolves is dependent on the outcome of a pending lawsuit. Seasons, limits, and rules may vary from 2009 to achieve management objectives. Our management efforts appear to have stopped growth, but wolf predation on elk continues to suppress certain elk populations, particularly in the Lolo and Sawtooth Zones. Wolf management remains highly controversial.

Energy Development — Idaho has the natural potential for wind, geothermal, hydro, and solar power. Nuclear power generation may also be on the horizon. Energy development in our neighbor states puts Idaho right in the path of several proposed transmission corridors. Potential effects to fish, wildlife, and habitat must be assessed and considered as in-state and out-of-state energy demands are addressed.

Managing Predation — Fish and Game is taking overt actions to manage predation when it impairs reaching game 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. 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' desires, which can be difficult to assess scientifically.





Climate Change — Collaborative efforts 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. All field staff and program managers are challenged with using emerging climate information to adapt their on-the-ground management. Current legal and policy frameworks also may need to be adapted.

Greater Sage-Grouse — The “listing warranted but precluded” determination under the Endangered Species Act will be reviewed every year by the U.S. Fish and Wildlife Service, so progress towards greater sage-grouse recovery must be shown.

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 fund interdiction.

Off-highway Vehicles — OHVs continue to increase in numbers, size, and sophistication. About half of Idaho’s big game hunters are using OHVs during hunting season. Fish and Game must assess and explain how OHV use affects fish, wildlife, and habitats and also must address existing and potential conflicts between hunters and anglers who use OHVs and those who do not.

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.

Idaho Comprehensive Wildlife Conservation Strategy — The Idaho Comprehensive Wildlife Conservation Strategy provides a framework for conserving 229 “species of greatest conservation need” and the habitats upon which they depend. It is the state’s guiding document for managing and conserving at-risk species, most of which are not hunted, trapped, or fished. An integrated approach to implementing this strategy across all Fish and Game programs will reduce potential listings under the Endangered Species Act.

Wildlife Diseases — Increased movement of people, animals, and materials worldwide has increased the potential for native and exotic wildlife diseases to affect Idaho. Additionally, increased human awareness and concern for existing diseases such as hydatid disease, chronic wasting disease, brucellosis, avian influenza, and *Pasteurella* requires a proactive approach to detecting and managing both new and existing diseases.

GOAL—Fish, Wildlife, and Habitat

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

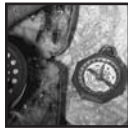
2009 Accomplishments

Accomplishments throughout this document correspond to the priorities in last year's Direction 2009 and generally are listed in the same order. Other significant accomplishments also are noted.

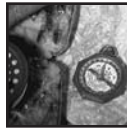
- Held first-ever regulated wolf hunt in the lower 48 states. Hunters harvested 188 wolves – 85 percent of the 220 harvest limit set by the Commission. Monitored 142 radio-marked wolves to monitor movements, assess mortality, confirm reproduction, and estimate population size. Secured \$704,000 in congressionally-appropriated federal funds for wolf monitoring, management, outreach, information/education, flights, collars, salaries, ungulate/wolf interaction study, depredation compensation, research and reporting, and vehicles.
- Monitored radio-marked elk cows, bulls, and calves to determine survival and cause-specific mortality throughout the state, and worked with Rocky Mountain Elk Foundation to radio-mark and study the elk in the Boise Front range and flats along Interstate 84.
- Provided technical assistance on issues such as county planning, energy development and operation, human-wildlife conflict, new subdivisions, and stream alterations to local governments and organizations throughout the state, including irrigation districts, Soil & Water Conservation Districts, highway districts, state and federal land management agencies, counties, and cities.
- Provided funding and labor and fostered public support for rebuilding the Hot Springs Diversion on the Lower Bruneau River, for which Fish and Game partnered with the Hot Springs Ditch Company, Idaho Office of Species Conservation, and the National Fish and Wildlife Foundation, to keep this river the largest native-only fish system in southern Idaho.



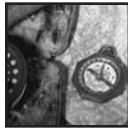
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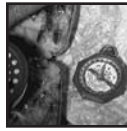
- Conducted the second year of **mule deer** herd composition and sightability surveys based on the new monitoring strategy defined in the *Idaho Mule Deer Management Plan 2008-2017*. Protected and improved mule deer habitat by aggressively controlling noxious weed invasions on Wildlife Management Areas, restoring aspen stands, and helping secure critical winter range.
- Implemented Mule Deer Initiative measures, including planting 250,000 shrubs on mule deer winter ranges on both private and public lands; initiating three collaborative projects to prevent mule deer mortalities along 18 miles of roads and railways; and establishing new three-year objectives for MDI. Increased technical assistance with state and federal land management agencies, corporations, and conservation organizations has led to several new landscape-level conservation projects for mule deer.
- Completed research that suggests competition between **deer** and **elk** occurs during severe winters but not so much in mild winters.
- Checked 79,874 license-holders and issued 5,549 citations and warnings. Focused **enforcement** on salmon and steelhead anglers in the Clearwater, Southwest, and Salmon Regions; on westslope cutthroat and bull trout waters in the Panhandle Region; and mule deer winter ranges in the Southeast and Upper Snake Regions. One notable case came up when a search warrant turned up four poached deer, two poached elk, and dozens of illegal firearms in the home of a convicted felon.
- Unsuccessfully negotiated with U.S. Fish and Wildlife Service to reclassify **bull trout** in areas where Endangered Species Act protection (threatened) is deemed unnecessary. Monitored known populations of bull trout, assessed population status in other waters, and removed lake trout from Upper Priest Lake to reduce competition between the two species.
- Completed updating the range-wide assessment for **westslope cutthroat trout**, concluding that they occupy an estimated 80 percent of their historical range in Idaho.
- Estimated more than 700,000 user days on **Wildlife Management Areas** throughout the state. Uses included hunting, fishing, trapping, wildlife viewing, hiking, dog-walking, mountain biking, geocaching, and antler collecting. Adopted new rules (Commission action) to help reduce conflicts among users and impacts to wildlife and habitat.



- Took measures to control or eradicate Eurasian watermilfoil, New Zealand mudsnails, and other **aquatic nuisance species**; sampled dozens of waters for their presence and for quagga and zebra mussels; worked with Idaho Department of Agriculture and U.S. Fish and Wildlife Service on sampling, funding, planning, developing protocols, and clarifying roles and responsibilities; and provided space for boatwashing stations and trained biologists in disinfection procedures.
- Surveyed 46,000 acres of Fish and Game-managed lands to identify and map **noxious weeds**; biologically, chemically, or mechanically treated 15,000 acres; and revegetated 1,200 acres. Actively engaged in local weed committees and Cooperative Weed Management Areas throughout the state.
- Established a new monitoring protocol to determine dynamics of **pronghorn antelope** herds, conducted baseline aerial surveys in the Southwest and Magic Valley Regions, and helped Lava Lake Land & Livestock and Wildlife Conservation Society outfit 12 pronghorn with GPS/satellite collars to track seasonal movements and migration routes.
- Spent more than \$500,000 – and leveraged even more with various partners – on 16 *Comprehensive Wildlife Conservation Strategy* projects throughout the state including habitat restoration, acquisition, planning, inventories, and research. These projects benefitted more than 60 **species of greatest conservation need**, such as Idaho giant salamanders, fisher, redband trout, long-billed curlews, pygmy rabbits, Harlequin ducks, bull trout, mountain quail, wolverines, pebblesnails, and trumpeter swans.
- Trapped and banded **pelicans**, surveyed pelicans at key recreational fisheries, and explored nonlethal means of reducing pelicans' impacts on native and stocked trout as called for in the Commission-approved *American White Pelican Management Plan*. Began developing a proposal to the U.S. Fish and Wildlife Service to study pelican diets and predation impacts.
- Worked with NOAA Fisheries Service and other Snake River Basin organizations to develop a basin-wide **salmon and steelhead** recovery monitoring strategy. Provided technical assistance and input regarding the 2008 *Federal Columbia River Power System Biological Opinion*.
- Partnered with the Bureau of Land Management, U.S. Forest Service, Latah Soil and Water Conservation District, and others to rehabilitate and restore shrub-grassland, riparian, and forested areas from **wildland fires**, and conduct prescribed burning and arrange timber sales as fire prevention strategies.

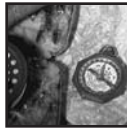


- Worked with the East Idaho **Aspen** Working Group to help restore aspen stands, provided technical assistance on U. S. Forest Service and U.S. Bureau of Land Management planning efforts to promote aspen regeneration, and monitored selected aspen stands within the 2007 Black Pine fire area.
- Implemented six **fish habitat** restoration programs with various partners in the upper Salmon River drainage, one in the Clearwater River drainage, five in the upper Snake River (above Hells Canyon) drainage, two in the Pend Oreille system, and one in the Coeur d'Alene system. Completed one acquisition in the Pend Oreille basin and one conservation easement in the upper Salmon basin to protect fish habitat. Constructed and installed eight fish screens, consolidated several ditches, and restored fish passage in several creeks in the Salmon Region.
- Sampled more than 1,500 deer and elk to monitor for chronic wasting disease, epizootic hemorrhagic disease, exotic lice, West Nile virus, and pseudotuberculosis; held several depredation hunts for elk to prevent interactions between elk and cattle; and delivered haystack materials to more than 20 cattle producers.
- Removed about 24,000 lake trout and 6,000 rainbow trout from Lake Pend Oreille by providing incentives to anglers and netters. **Kokanee** survival has increased seven-fold and biologists observed the highest kokanee spawner counts and egg take in five years. **Bull trout** spawner numbers also rebounded after declining for two years.
- Completed seven Best Management Practices agreements with local domestic sheep producers to help manage **bighorn sheep/domestic sheep** interactions.
- Coordinated planning and permitting of anadromous **salmon and steelhead** supplementation strategies with federal, state and tribal partners, and began writing plans for 14 fish hatcheries managed by Fish and Game.



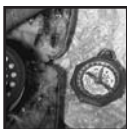
- Worked with the Idaho Transportation Department to site, design, and secure funding for **wildlife crossing structures** along Highway 95 in the Panhandle and along Highway 21 outside of Boise.
- Started developing new **genetic technologies** that will provide more powerful and cost-effective tools for managing wild and hatchery salmon and steelhead.
- Signed a **mitigation** agreement with Avista, Idaho Department of Environmental Quality, and U.S. Fish and Wildlife Service on abatement of and mitigation for high total dissolved gas generated by Avista's Cabinet Gorge Dam. The agreement calls for funding projects, such as lake trout suppression in Lake Pend Oreille, as well as engineering solutions for reducing high gas levels in the Clark Fork River.
- Increased the capacity of hundreds of acres of **habitat** to support wildlife through Fish and Game volunteer projects; partnerships with conservation and sportsmen organizations, K-12 and higher education schools, and private landowners; and collaborating with federal land management agencies.
- Partnered with National Wild Turkey Federation to capture and relocate 76 **turkeys** from north Idaho to Andrus Wildlife Management Area. Radio-marked 20 of these turkeys to understand turkey population dynamics better within the Southwest Region.
- Rebuilt, restored, and revegetated eight previously submerged islands in the Pack River Delta, benefitting a 640-acre **wetland** complex. The project was funded by a \$500,000 North American Wetlands Conservation Act grant and was a cooperative effort among 200 community members from Fish and Game, Ducks Unlimited, Avista, Bonner County schools, and local sportsmen's groups.
- Approved nine proposals through the **Idaho Watershed Initiative**, costing Fish and Game \$227,000 yet leveraging an additional \$1,197,400 in matching funds from partners.





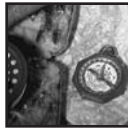
FY 2011 Priorities

- Participate in legal forum to uphold delisting of **wolves** from the endangered species list.
- Develop and implement **predation management** plans for elk zones where predation has been identified as the primary factor preventing achievement of population management objectives.
- Build partnerships and provide **technical support** to local governments when community planning, land use, and development may affect fish, wildlife, and habitat, and participate in county comprehensive planning efforts.
- Work with Blaine County on their wildlife overlay ordinance, and seek opportunities to expand the use of **decision-support tools**, such as this, in other counties and in statewide and regionwide forums.
- Participate in resource management planning, travel planning, and other **long-term planning** processes with federal land management agencies.
- Complete the *Idaho Columbian Sharp-tailed Grouse Management Plan* and initiate the revision of the *Idaho Upland Game Management Plan*.
- Focus **enforcement** on habitual violators, unlawful commercial hunting/fishing activities, anadromous fisheries, wintering mule deer, westslope cutthroat trout, and illegal harvest of sturgeon.
- Develop a new data collection system to track and manage **fish and game violations**.
- Work with land management agencies on **off-highway vehicle** use to ensure adequate wildlife security and to protect watersheds and downstream fish habitat.
- Work closely with state, federal, and local governments to avoid, reduce, or mitigate potential effects of **energy development** and energy infrastructure projects on fish, wildlife, and habitat. Develop new tools to support that work, such as the multi-state decision support system envisioned by the Western Governors' Association.
- Use emerging **climate change** information to adapt on-the-ground management of fish, wildlife, and habitat.
- Participate in the Idaho **Sage-grouse** Advisory Committee and Sage-grouse local working groups, develop Candidate Conservation Agreements with Assurances and site-specific plans with private landowners, and begin implementing conservation tasks as called for in the *Conservation Plan for the Greater Sage-grouse in Idaho, Chapter 6 Revision* (2009).



- Implement the **Idaho Comprehensive Wildlife Conservation Strategy** with public and private partners and integrate it into other plans and projects.
- Implement actions in the **American White Pelican Management Plan** in an adaptive management framework and in collaboration with other natural resource management agencies.
- Improve the methodology for evaluating **moose, black bear, and wolf** populations in the Panhandle Region.
- Begin implementing the Post Falls Dam **mitigation** settlement agreement.
- Develop plans and secure funding for protecting and restoring the **Clark Fork Delta**.
- Continue Lake Pend Oreille Fishery Recovery efforts and **lake trout** suppression on Upper Priest Lake. Evaluate methods to curtail lake trout immigration from Priest Lake.
- Partner with land management agencies to prevent and manage **wildland fires** and to lead fire rehabilitation efforts.
- Implement early detection and rapid response to **noxious weed invasions** on Wildlife Management Areas, access sites, Wildlife Tracts, and other Fish and Game-managed properties.
- Implement tasks and recommendations from the *Idaho Aquatic Nuisance Species Plan (2007)* for prevention, detection, and rapid response; containment, control, and restoration; research and knowledge expansion; and creating an adequate legal structure.
- Initiate habitat enhancement and restoration through the nine projects funded through the **Idaho Watershed Initiative**, totaling 40,346 acres and 12,340 linear feet of streambank.
- Continue **fish habitat** improvement work, particularly in the Upper Salmon, Clearwater, Pend Oreille, Coeur d'Alene/St. Joe, Kootenai, Big Wood, and Silver Creek river basins.





- Rehabilitate populations of white sturgeon, burbot and bull trout in the **Kootenai River** to fishable levels; restore nutrients in the Kootenai River to pre-Libby Dam levels to improve redband and westslope cutthroat trout and mountain whitefish populations to improve fishing success; and reduce passage barriers in tributaries to the Kootenai River to improve redband trout spawning access.
- Continue working with federal, state and local governments – using the Idaho Stream Channel Protection Act and local government ordinances – to protect and improve **aquatic habitat** for fish and wildlife.
- Leverage funds toward habitat projects that will benefit **sage-grouse** and **mule deer** by working with the Natural Resources Conservation Service to identify opportunities in Farm Bill Programs.
- Focus **mule deer** management in southeastern Idaho using the *2010 Mule Deer Initiative Action Plan* (MDI) to guide priorities. Measures include better integrating Farm Bill and MDI programs; helping landowners assess wildlife resources on their land, design habitat projects, and steer them towards programs and funding; developing more projects with Idaho Transportation Department to reduce/prevent deer/vehicle collisions; and increasing technical assistance to state and federal land management agencies and conservation organizations to promote a landscape-level approach to mule deer habitat improvement.
- Continue partnership efforts to restore **aspen** stands that will benefit deer and other wildlife.
- Engage in the U.S. Fish and Wildlife Service's process to delineate **bull trout** critical habitats and develop recovery plans.
- Use 2009 baseline population estimates for **pronghorn antelope** to set reasonable seasons and tag quotas and begin revising the *Idaho Pronghorn Management Plan*.
- Evaluate the efficacy of remote self-contained game bird rearing units for brood-rearing **pheasant** chicks and re-establishing huntable populations in the Magic Valley, Southeast, and Upper Snake Regions.
- Work cooperatively with domestic sheep and goat producers to reduce the risk of contact with **bighorn sheep**, and work with universities and the sheep industry to find long-term solutions to disease transmission between domestic and bighorn sheep.

GOAL—Fish and Wildlife Recreation

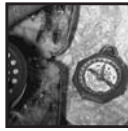
MEET THE DEMAND FOR
FISH AND WILDLIFE RECREATION.

2009 Accomplishments

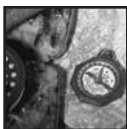
- Completed one new community fishing pond – Weiser Community Pond in Weiser – and three more are in various stages of development: Edson Fichter Pond in Pocatello, Ryder Park Pond in Idaho Falls, and Deyo Reservoir near Weippe.
- Assessed off-highway vehicle use by participating on at least a dozen travel plan steering and/or technical committees – including those for the Sawtooth, Panhandle, Clearwater, Nez Perce, and Targhee National Forests and the Challis Resource District – and collaboratively patrolled and enforced OHV users with U.S. Forest Service, U.S. Bureau of Land Management, and county enforcement officers.



- Created a new private lands program leader position to manage the Access Yes! and other private lands programs; evaluated the cost-benefit ratios of currently-enrolled lands; established more consistent guidelines for enrolling lands; and received \$75,000 from the National Shooting Sports Foundation.
- Applied new Commission-adopted rules for public use on Fish and Game-managed lands to help reduce conflicts among users.
- Constructed the berm, baffles, and shooting enclosure for the 100-yard range at Farragut Shooting Range; completed the earthwork for the 50-yard and 200-yard ranges at Farragut; converted the Lewiston and Jerome indoor ranges to air rifle (CO₂) use; and completed the roof over the shooting positions on Black's Creek Range.



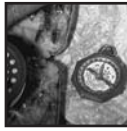
- Completed the outflow stream, waterfall, inflow stream “spring”, grassy yard area, and sidewalks at the **Sandpoint WaterLife Center**.
- Held hundreds of events to encourage **youth** to hunt and fish. Began compiling a list of statewide efforts and became involved in a national study to evaluate the effectiveness of hunter and angler recruitment strategies.
- Revised the **Hunter Education** Course Curriculum, reducing the course length from an average of 19.5 hours to about 16 hours with the intent to increase student enrollment.
- Reduced the cost of **pheasants** 7.8%, from \$15.24 per bird in 2008 to \$14.05 per bird in 2009.
- Began revising rules for **youth** participation in hunting, offered additional days for youth turkey hunts in the Clearwater Region, and promoted youth-only Access Yes! lands for hunting in the Upper Snake Region.
- Linked the outfitter and guide database with the **Idaho Hunt Planner**, in which one may search for a hunt and view available outfitters for that species and location and vice versa.
- Renovated eight motorboat access sites and seven fishing access sites throughout the state and completed the five-year addendum (2010-2014) to the original *Five-Year Statewide Fishing/Boating Access Facilities Plan*.
- Organized five events around the state, such as International Migratory Bird Day, to promote **watchable wildlife** to the public.
- Opened the upper Salmon River from Salmon to Stanley for **Chinook salmon** fishing for the first time in more than 30 years; modified **steelhead** bag limits in response to record fish returns; and allowed twice as many days (two months) of opportunity as last year to harvest fall Chinook salmon in the Snake River.
- Held the second-ever **fall Chinook** season since the Snake River dams were constructed, and estimated that anglers fished 36,649 hours and harvested 110 adult and 1,250 jack fall Chinook salmon during the September 1-October 31 fishery.
- Successfully implemented a new business model to address **salmon and steelhead** marking and tagging needs. Produced, tagged, and released about 15 million salmon and steelhead in selected locations in Idaho for recreational fishing.
- Offered the first-ever regulated **wolf** hunt in Idaho, selling 30,612 resident wolf tags and 781 non-resident tags. Hunters harvested 188 wolves out of the 220 statewide limit.



FY 2011 Priorities

- Provide \$100,000 to the city of Idaho Falls for building Ryder Park **community fishing pond**; transfer water rights and subsequently break ground on the Edson Fichter community fishing pond in Pocatello; secure bids and break ground on Deyo Reservoir in the Clearwater Region; and select suitable sites for a community fishing pond in the Magic Valley Region.
- Consider modifying the **Access Yes!** rules to increase hunter opportunity on enrolled parcels; consider a standardized payment-per-acre approach to agreements; develop **Access Yes!** on corporate lands;
- Develop alternatives for a **bonus-point system** for controlled hunts for the Commission to consider.
- Address concerns raised in the 2009 **Nonresident Hunter Survey** as appropriate.
- Assess demand and satisfaction from the **wolf hunter** survey and adjust hunting opportunities as appropriate.
- Emphasize programs, events, and publicity for **watchable wildlife** opportunities.
- Promote the **Idaho Birding Trail** by using an Idaho Department of Transportation/ Scenic Byways grant to place signs along Idaho's highways that identify key birding sites.
- Develop the northern yard area of the Sandpoint **WaterLife Discovery Center**, build the dock-to-house walks, put up educational signage, and finish general details.





- Continue to expand **youth** hunts on Wildlife Management Areas, host youth hunting clinics and mentored hunts, and revise rules for youth participation in hunting to make hunting more easily accessible.
- Open public- and private-lands access to more hunters in **Unit 45** (Magic Valley Region) by working on land trades and by working with the outfitter in Unit 45.
- Implement recommendations from the updated *Five-Year Statewide Fishing/Boating Access Facilities Plan 2010-2014*.
- Address **off-highway vehicle** use to maintain diversified hunting opportunities.
- Work with the Fish and Game Advisory Committee and the Idaho Sportsmen Caucus Advisory Council to modify the **Landowner Appreciation Program** in ways that balance landowners', sportsmen's, and Fish and Game's needs.
- Build a record of **recruitment and retention** efforts throughout the state, improve efforts to track participants, and fully engage in the Recruitment and Retention Program Evaluation study being conducted by Responsive Management Inc. and National Wild Turkey Federation.
- Continue to monitor visitor use of **Wildlife Management Areas** using traffic counters, random visitor surveys, targeted field contacts, hunter participation check stations, and trailhead surveys.

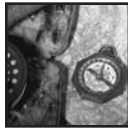


GOAL—Working With Others

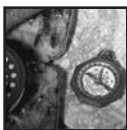
IMPROVE PUBLIC UNDERSTANDING OF AND INVOLVEMENT IN FISH AND WILDLIFE MANAGEMENT.

2009 Accomplishments

- Officially launched the **Be Outside** campaign in January 2009 with First Lady Lori Otter, and Governor Otter proclaimed 2009 as "Be Outside — Idaho Children in Nature Year." Partnered with 150 organizations statewide; helped more than 50 families join the Be Outside Southern Idaho Challenge; and helped with the week-long Team Camp in Lewiston to redirect at-risk teens and offer structure, guidance, and team-building skills.
- Expanded Trout in the Classroom from 50 to 85 classes statewide, offered seventeen Project WILD workshops – including three new ones – to 476 teachers, and offered eight different specialized **teacher workshops**.
- Conducted an extensive public outreach campaign about **wolf** management in Idaho that generally resulted in positive coverage. Outreach included YouTube® videos, statewide television appearances, press conferences, and written articles with local, regional, and national press including *National Geographic*, *The New York Times*, *ABC World News Tonight*, *National Public Radio*, and *Public Broadcasting Service*. Met with sportsmen's groups, schools, elected officials, local homeowners associations, elected officials, emergency response groups, and many personal contacts to teach people about living with wolves.
- Promoted **wildlife-based recreation** in Idaho communities by staffing county fairs, staffing the Big Horn Sports Show in Spokane and the SHOT Show in Las Vegas, publishing a promotional article highlighting hunting and fishing in *Sunset* magazine, cooperatively producing a birder's map for vacationers on the Selkirk International Loop, publishing the Magic Valley Sportsman's calendar, and participating on the Board of Directors for South Idaho Tourism.
- Partnered with the Idaho Department of Agriculture and the Idaho Department of Parks and Recreation to raise awareness about quagga and zebra mussels and other **aquatic nuisance species** by staging a media event demonstrating proper washing techniques for watercraft, co-producing an educational video on aquatic nuisance species, and distributing information at fishing clinics, tournaments, and Lake Pend Oreille Task Force meetings.
- Emphasized programs and events for thousands of Idaho **families and children** by purchasing and outfitting five Take Me Fishing trailers that travel to community fishing ponds; by participating in the Idaho Children and Nature Network's Be Outside initiative; and by holding dozens of fishing, hunting, and other wildlife-oriented clinics around the state.



- Created five more chapters of the Idaho **Master Naturalist** Program, training a total of 110 master naturalists who volunteered more than 3,500 hours of service toward wildlife conservation.
- Hired a **social media** specialist to build relationships with the public via electronic means; set up a Facebook® page and nine Twitter® feeds (one for each of the seven regions, Hunter Education, and the MK Nature Center) to drive more traffic – especially younger hunters and anglers – to the Fish and Game website; and compiled several e-mail lists for communicating with various stakeholders.
- Worked with thousands of rural residents in the Panhandle, Clearwater, and Upper Snake Regions on how to live safely with **grizzly bears**; purchased and outfitted a “bear education trailer;” presented awards to media and citizens who helped promote bear safety; and obtained grants to augment diminishing federal dollars for research, protection, and management.
- Completed the basic design and template of the **Idaho Fish and Wildlife Information System**.
- Co-developed an educational video on safe and ethical use of **off-highway vehicles** while hunting, and co-developed another video that features a Fish and Game officer explaining the motorized vehicle restriction rule.
- Cooperated with Idaho Department of Transportation to install signs tallying deer and elk mortalities on a stretch of Highway 21 that runs through the Boise River Wildlife Management Area to reduce **big game–vehicle collisions**.
- Donated meat from more than a dozen illegally-taken big game animals to more than 20 families needing food assistance in the Clearwater Region during the winter holidays, and donated about 20,000 lake trout from the Pend Oreille and Priest Lake netting programs to local **food banks**.
- Completed the Sandpoint **WaterLife Center** classroom and a corresponding *Teacher’s Manual*.
- Quickly warned anglers and quickly worked to fix a blown-out check dam at Winchester Lake, which was both a **public safety** concern and an environmental concern.

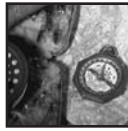


FY 2011 Priorities

- Focus public outreach about **wolves** on Idaho's first regulated wolf hunt; how it demonstrated Idaho's ability to manage wolves responsibly; and to begin reducing wolf populations in places where their predation impairs reaching game management objectives.
- Complete a strategic plan for **Communications**.
- Focus public outreach on **pelican** management as actively managing a balance of predators and prey in an artificially-created system.



- Develop a web-based course to teach hunters how to distinguish **black bears** and **grizzly bears**.
- Present the 2011-2012 **fishing rules** in a new, more user-friendly format.
- Continue to promote the **Idaho Master Naturalist Program**, increase the number of active chapters, and recruit more members.



- Emphasize programs and events that increase public awareness of **nongame and at-risk species** conservation.
- Expand Fish and Game-sponsored "mentored" waterfowl, upland bird, and big game hunts and hunting clinics for **young and/or novice hunters**.
- Offer the **Wildlife CSI** education program to more schools and outdoor programs.
- Maintain the **relationships** and sense of community between Fish and Game and sportsmen, elected officials, and wildlife enthusiasts by holding chili-feeds, sportsman's breakfast, public meetings, electronic newsletters, fish fries, sportsman's calendars, etc.
- Continue to build relationships with **nonresident hunters** and provide forums for them to be involved.
- Implement tasks and recommendations from the *Idaho Aquatic Nuisance Species Plan* (2007) to educate key audiences on preventing the spread of **aquatic nuisance species**.
- Maintain the momentum of the **Be Outside** campaign.
- Improve information about **access** and improve consistency between Wildlife Management Area access and Access Yes! information.
- Emphasize that Fish and Game is legally mandated to protect and manage **all wildlife** yet is funded almost exclusively by user fees from a narrow segment of society.
- Emphasize that broadening the funding and stakeholder base is necessary to uphold legal mandates and **public expectations** of Fish and Game.
- Develop informational and educational language regarding **climate change** and climate change adaptations (such as renewable energy development) and its potential effects on fish, wildlife, habitats, and Fish and Game management actions in Idaho.
- Increase outreach efforts about wildlife diseases that potentially affect wildlife populations, people, and/or the livestock industry.

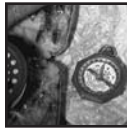


GOAL—Management Support

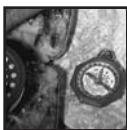
ENHANCE THE CAPABILITY OF THE DEPARTMENT TO
MANAGE FISH AND WILDLIFE AND SERVE THE PUBLIC.

2009 Accomplishments

- Explored the idea of a **conservation permit** to generate revenue by charging the public a small fee for access to Fish and Game properties for activities other than hunting and fishing.
- The Idaho Fish and Wildlife Foundation clarified the link between **wildlife license plates** and supporting Idaho's wildlife on Idaho Department of Transportation's billboards and hung banners in Fish and Game offices to promote the **nongame tax check-off**.
- Completed the **zero-based budgeting** process for FY 2011, and the results were the basis for our formal budget request to the governor and Legislature. Aligned spending authority with programs, reduced temporary employees and employee benefit costs, and recommended changes to statutes to improve fiscal efficiencies.
- The **Director's Report to the Commission** – intended for legislators and license buyers – was presented showing accomplishments, major issues, FY09 financials, Fish and Game structure and personnel, and relevant historical references.
- Completed preparation work and bidding for a new heating/cooling system in the **Panhandle Regional Office** and replaced the **Southwest Regional Office** roof (both funded by the Permanent Building Fund).
- The Commission approved Fish and Game's request to gather proposals/bids for a new **Headquarters** building.
- Partially recovered staff costs for providing **technical services** to U.S. Bureau of Land Management's Upper Snake and Jarbidge Field Offices.
- Aligned annual Fisheries, Wildlife, and Enforcement **work plans** with *The Compass* and *Direction 2009*.
- Worked with Idaho Transportation Department to garner \$500,000 in **economic stimulus** funding to build an underpass under Highway 21 near Boise to reduce deer/auto collisions.
- Surveyed more than 30,000 **nonresident hunters** and followed up with a direct-mailed newsletter, reflecting concerns illuminated by the survey. Several nonresidents expressed appreciation for the candid follow-up.
- Promoted the Super Hunt drawing in national publications; partnered with the Recreational Boating and Fishing Foundation on a direct-mail marketing campaign aimed at lapsed anglers; created five "Take Me Fishing" trailers to recruit new anglers; and staged high-visibility displays at regional outdoor shows to increase license sales.



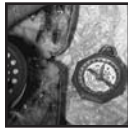
- Promoted *May in Motion* – an Ada County Highway District Commuterride program that fosters carpooling, biking and walking, Park & Rides, and other ways to reduce greenhouse gas emissions – to headquarters staff.
- Graduated three employees from the **Certified Public Manager** program.
- Developed **career plans** for future district conservation officer candidates and offered local training courses to minimize travel costs.
- Worked with several **colleges and universities** to fill seasonal jobs, conduct student research, and make presentations to classes to build skills necessary to compete for permanent positions with Fish and Game. Many of these students eventually work for Fish and Game or pursue advanced degrees.
- Completed an **electronic invoice** approval application that eliminates the need to route paper copies of bills within regions and to headquarters and will improve internal controls, improve efficiency, and ensure vendors are paid on time.
- Improved cost-effectiveness of collecting fish harvest data through the **Tag! You're It** program, which uses an automated phone system and a web page and is coordinated across the state.



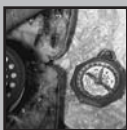
FY 2011 Priorities

- Complete **temporary employee** consolidation/conversion plan that was approved by the 2010 Legislature.
- Continue to seek **cost efficiencies** in day-to-day management, spend money wisely, and be creative in building partnerships.
- Develop proposals for **broadening** Fish and Game's funding base to address the challenges of managing and conserving nongame and at-risk species.
- Study alternative funding sources to stabilize Fish and Game **revenue** from year-to-year and find a reasonable balance between costs to our residents and non-residents.
- Continue developing the **Land Legacy Trust** by completing ongoing policy-level negotiations with Bonneville Power Administration for construction and inundation impacts of the Southern Idaho Federal Columbia River Power System projects and by selling surplus properties.
- Align *Direction* documents on fiscal year to correspond better with budgeting and reporting; create a chart for tracking progress on priorities; and establish work **planning** for Communications.
- Decide (Commission action) to accept or reject a proposal for constructing a new **headquarters building**.
- Roll out the consolidation of the **mandatory harvest reports** with our **licensing** system, which is expected to save significant money.
- Continue to seek and implement mechanisms to recover costs for providing **technical services**.
- Send monthly, electronic **GREEN NOTES** to Fish and Game employees that will highlight measures in the **Greenhouse Gas Emissions Reduction Action Plan**.
- Finalize the login system and add content to the **Idaho Fish and Wildlife Information System**.





- Implement tasks and recommendations from the *Idaho Aquatic Nuisance Species Plan (2007)* to capture funding for management.
- Pursue federal funding for Access Yes!.
- Develop a strategic plan with measurable objectives for producing and stocking resident fish species efficiently and cost effectively. Identify repair, maintenance, and modernization needs for **resident fish hatcheries**.
- Extend the **Idaho Watershed Initiative** into FY 2011 and expand by leveraging Fish and Game's contribution with more from partners.
- Explore opportunities for funding **Conservation Sciences** projects from climate change and adaptation grant opportunities.
- Assertively campaign to **nonresidents** to hunt in Idaho and bring sales back up to 2008 levels.
- Develop management tools that reduce the need to conduct expensive **radio-marking** projects.
- Participate in the Western Governors' Association pilot project with Montana, Oregon, and Washington to develop a decision-support system that will help our states respond to **renewable energy and transmission** project proposals that could impact fish and wildlife.



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.*

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