

Part I – Agency Profile

Agency Overview

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 Department. Commissioners are appointed by the Governor from the seven administrative regions of the Department and serve staggered, four-year terms. The FY 2014 Commissioners were as follows: Brad Corkill (Panhandle), Fred Trevey (Clearwater), Bob Barowsky (Southwest), Mark Doerr (Magic Valley), Randy Budge (Southeast), Kenny Anderson (Upper Snake), and Will Naillon (Salmon). The Commission holds most of the regulatory authority for hunting, fishing, and trapping.

The Director, Virgil Moore, is appointed by the Commission and serves as Secretary to the Commission and leader of the Department. The Department's 568 classified employees are divided into six core functions: Administration, Communications, Enforcement, Engineering, Fisheries, and Wildlife. Each function is divided into operations and program staff. Operations staff, led by Regional Supervisors, implements Department programs in seven regional offices and one sub-regional office. Boise program staff, led by Bureau Chiefs, direct and integrate statewide operations as well as hatchery, research, fish and wildlife health, intergovernmental, and interagency programs. The Department's strategic plan, *The Compass*, was approved by the Commission in 2005 and describes the goals, desired outcomes, and objectives of the Department.

The Department's FY 2015 original appropriation of \$95.8 million is funded by license and tag sales, federal and private grants, and contracts. The budget does not include any annual Idaho general tax revenue appropriation. Hunters, anglers, and wildlife viewers in Idaho generate over \$2.1 billion in economic output that provides 25,700 jobs and almost \$155 million in state and local tax revenue to Idaho (in 2011 dollars). In FY 2010, the number of classified employees increased from 528 to 567 as a result of an employee consolidation. While 39 full-time positions were added, 53 temporary positions were permanently eliminated for a net personnel savings of \$200,000.

Key challenges to fulfilling the Department's mission are population growth and development, changes in how people use the land, how people value fish and wildlife, finding an acceptable mechanism for funding public expectations for wildlife, and disconnection of children from the natural world.

Core Functions/Idaho Code

The Department's mission and charter are outlined in *Idaho Code*, Section 36-103. Briefly, it states that all wildlife in Idaho is to be preserved, protected, perpetuated and managed for the citizens of the state in a manner that provides continued supplies for hunting, fishing and trapping. In 2012, 70% of voters in Idaho approved a constitutional amendment that ensures the public's right to hunt, fish and trap and signifies that the preferred method of managing wildlife populations is through regulated hunting, fishing and trapping. The Department also has the legal responsibility to preserve and protect native plants whenever it appears that they might possibly become extinct (*Idaho Code*, Section 18-3913) and to consult with the Office of Species Conservation on threatened and endangered wildlife and plant issues (*Idaho Code*, Section 67-818[3]a).

To fulfill this mission, the Department has four goals:

- Sustain Idaho's fish and wildlife and the habitats upon which they depend.
- Meet the demand for fish and wildlife recreation.
- Improve public understanding of and involvement in fish and wildlife management.
- Enhance the capability of the Department to manage fish and wildlife and serve the public.

The Department achieves its goals through its core functions:

- **Administration** - Provide fiscal services, information systems, internal controls, human resources, policy, and direction.
- **Communications** - Inform, educate, and involve people in the management of Idaho's fish and wildlife.
- **Enforcement** - Enforce the law and provide public information to achieve compliance with regulations.
- **Engineering** - Construct and maintain facilities in a cost-effective, efficient, and safe manner.
- **Fisheries** - Inventory, monitor, and manage Idaho's fish resources.
- **Wildlife** - Inventory, monitor, and manage Idaho's wildlife and plant resources.

Revenue and Expenditures

Revenue	FY 2011	FY 2012	FY 2013	FY 2014
License & Permits	\$31,023,289	\$33,485,151	\$32,754,043	\$33,953,131
Dingell-Johnson	5,769,574	6,963,911	6,395,936	\$6,269,403
Pittman-Robertson	7,026,540	6,345,066	7,260,456	\$7,082,851
Federal	22,759,031	24,502,817	30,939,302	\$28,558,861
Private & Local	9,741,756	7,338,765	7,072,429	\$8,340,460
Miscellaneous	2,240,419	2,551,151	1,903,886	\$2,265,451
Current Year Revenue	\$78,560,609	\$81,186,861	\$86,326,052	\$86,470,157
Expenditure	FY 2011	FY 2012	FY 2013	FY 2014
Personnel	\$39,765,189	\$41,663,716	\$42,661,600	\$43,355,900
Operating	29,206,659	30,217,331	29,110,100	\$29,149,200
Capital Outlay	7,702,583	8,589,910	21,349,000	\$6,838,500
Trustee/Benefit Payments	578,840	268,671	403,300	\$440,200
Total	\$77,253,271	\$80,739,628	\$93,524,000	\$79,783,800

Profile of Cases Managed and/or Key Services Provided

Cases Managed and/or Key Services Provided	FY 2011	FY 2012	FY 2013	FY 2014
Provide opportunity to harvest game fish and wildlife (<i># of hunting, fishing, and combination licenses sold</i>)	523,698	573,714	566,460	576,063
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>)	795	427	719	741
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>)	918,227	924,080	882,976	1,043,432
Provide public access to important wildlife areas for hunting, fishing, trapping, and viewing (<i># of acres managed</i>)	364,800	380,000	388,000	390,000
Provide opportunity to hunt big game (<i># elk and deer hunter days</i>) ^b	1,301,670	1,258,684	1,344,219	NA ^b
Alleviate wildlife damage to agriculture (<i>minimum # of depredation complaints responded to</i>)	1,232	737	903	666
Compensate for wildlife damage to agriculture (<i># depredation claims paid</i>)	28	22	25	23
Improve opportunity to harvest game fish (<i># of Department-operated hatchery-raised resident and anadromous fish stocked in ponds, lakes, and streams</i>)	32,351,311	23,007,356	23,837,326	35,253,197
Provide opportunity to harvest salmon and steelhead without harming threatened populations (<i>angler hours spent fishing for salmon and steelhead</i>)	1,928,312	1,928,916	1,540,969	1,727,555
Provide public access to fishing waters (<i># fishing and boating access sites maintained</i>)	350	330	328	329
Scientifically assess the abundance and health of fish populations to inform management decisions (<i># surveys conducted on lakes, reservoirs, rivers, and streams</i>)	652	1,297 ^h	464	962
Enforce fish and game laws (<i># of warnings and citations issued</i>)	4,053	4,175	3,480	4,868
Protect game populations, provide information, ensure human safety (<i># of licenses checked by officers in the field</i>)	65,893	65,684	60,653	62,553

Cases Managed and/or Key Services Provided	FY 2011	FY 2012	FY 2013	FY 2014
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>)	2,886	2,438 ^a	2,296 ^a	3,287
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>)	2,954	2,825	2,924	3,274
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>)	10,971	8,703 ^a	9,449	6,501 ^a
Provide information about 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>)	265,410	208,525	255,913	170,837
Train schoolteachers 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>)	446	425	654	390
Provide information to license buyers to increase their recreation satisfaction and opportunities (<i># visitors to Idaho Hunt Planner and Fish Planner web pages</i>)	226,592	174,483	264,962	287,145
Provide for community and public involvement in management and education while reducing costs (<i># Volunteer, Reservist, and Hunter Ed Instructor hours</i>) ^f	71,868	74,848	68,986	63,673 ^a

^a - Tally is incomplete

^b - Measure based on a calendar year

^c - FY07 is first year to include Fisheries Research surveys in tally

^d - FY08 is first year to include Idaho Fishing Planner

^e - Tally incomplete because databases were combined and transferred to different servers causing a gap in tracking

^f - Measure combines fiscal and calendar years

^g - No new sites were added; the increase is a result of a review of the database and including access sites that had not been included in the previous counts.

^h - The noticeable increase is due to a change in how anadromous fish creel surveys are counted. Rather than counting each season's worth of surveys as one, each day of surveying is now counted as one.

Performance Highlights

Mule deer and **white-tailed deer** populations are unusually high this year due to three consecutive mild winters and high survival rates for over five years; Fish and Game is encouraging hunters to take advantage this fall, particularly with the second tag discounts.

A **cost-neutral shift** in fish hatchery management will increase efficiency and provide greater angler satisfaction. Evaluation of fisheries research data revealed that in larger water bodies, 12" rainbow trout are caught at a much higher rate than 10" fish, which have been produced historically. Reprogramming rainbow trout production to stock 12" trout in lakes and reservoirs will sustain current harvest rates while stocking fewer fish.

Fish and Game provided technical assistance to the Governor's Office, U.S. Bureau of Land Management, and U.S. Forest Service on the draft Environmental Impact Statement for **sage-grouse** conservation. Fish and Game also provided technical and financial assistance for sage-grouse conservation projects.

A new ten-year **elk management plan** was completed, culminating a three-year effort involving the input of over 5,000 citizens through surveys, web chats, open houses, and public meetings held around the state. The new plan sets goals to provide ample hunting opportunities, address crop and property damage problems, and restore elk populations in the backcountry by managing predators and supporting habitat improvement projects.

Conservation officers are integral to both wildlife management and to the safety and well-being of Idahoans. In addition to checking over 62,000 license-holders, officers responded to 6,425 calls-for-service and interacted with an additional 60,634 people on non-enforcement issues.

When not handling calls, conservation officers conducted 577 **youth-related events**, including hunter safety courses, youth fishing clinics, and mentored youth hunt activities, involving a total of 13,823 youngsters.

New licensing options were implemented. The new nonresident disabled veteran license structure received great feedback and has created some first-time Idaho hunters. The 3-year license is a convenience option, as is the new option to buy an annual license on the internet and immediately print the license from home to go out in the field. The license system was updated to allow trappers to renew at any vendor location instead of only Fish and Game field offices.

The ramp-up to full production at the new IDFG Springfield **sockeye** salmon hatchery near American Falls is underway. At full production in 2016, the hatchery will produce 1 million smolts for release into the outlet of Redfish Lake in the central Idaho mountains. From this increased production, an average of 5,000 adult sockeye is expected to return to Idaho annually.

The third consecutive **wolf harvest** season was completed. In response to hunter and trapper harvest of wolves – in addition to control actions to address wolf depredations on livestock and elk populations – the number of incidents of wolf depredation on livestock have declined to their lowest level in the last 7-8 years.

The first-ever **wolverine** management plan was completed, which is intended to guide conservation actions and collaboration at a multi-state scale to keep the wolverine populations sustainable and prevent listing as an endangered species.

Ten-year management plans were completed for **32 Wildlife Management Areas (WMAs)** and better integrated public input, recreational uses, and wildlife diversity objectives. These WMAs provide about 380,000 acres of valuable wildlife habitat that also provide about 700,000 user days of recreation annually.

Thirty-eight **fishing trailer** events were held at local ponds across the Southwest Region alone. More than 3,200 persons attended one or more of these events during the year; many were first-time anglers and many caught their first fish at one of these trailer events.

A statewide **Hunter Recruitment & Retention** Program was launched to better coordinate and measure the efficacy of the large variety of efforts Fish and Game conducts to maintain the hunting legacy.

Hunter Education has been taught or will soon be taught in many Southwest Idaho schools: Rocky Mountain High School, Meridian High School, Kuna Middle and High Schools, West Canyon and East Canyon Elementary Schools, Homedale Middle School and Fruitland Middle School. Interest in the program continues to build with other regional school administrators and across the state.

Deyo Reservoir, the newest of Fish and Game's reservoirs, celebrated its grand opening. This event commemorated 20 years of collaborative efforts where many people made significant sacrifices, contributions, and efforts to make this dream a reality. It is only the second reservoir Fish and Game has built in over 50 years that is more than 50 acres. It is a family fishing water and has a boat ramp, numerous docks, camp grounds, a walking trail, and ample parking.

One recent Certified Public Manager (CPM) graduate was recognized for her outstanding CPM project for which she developed a master plan to more effectively and efficiently use financial resources to keep and **maintain equipment and structures** on the Cecil Andrus Wildlife Management Area. The CPM project will be used as a template for other WMAs.

The **Lake Pend Oreille kokanee** fishery continues to improve from intensive management. This spring, the limit was expanded from six fish to fifteen fish, and angler participation has notably increased. In addition, more trophy rainbow trout are being caught and the bull trout population is stable to increasing.

The Multi Species Baseline Initiative is an innovative project with fifteen partner organizations and over 300 people – including some **200 volunteer citizen scientists** – to complete wildlife surveys across the Panhandle to assess status of Species of Greatest Conservation Need.

Steelhead in the Classroom occurs in twelve locations in and around Lewiston, including all eight public elementary schools; over 400 students attended the release day when the children released about 1,200 fish into the Clearwater River near Lapwai.

This year was the fourth of the statewide **Tag-You're It!** hatchery trout evaluation. This effort continues to refine Fish and Game's understanding of how to best utilize limited license funds to maximize angler opportunity and satisfaction associated with the pursuit of hatchery-produced trout.

The **Citizens Against Poaching** program received 875 calls reporting fish and game violations resulting in 162 citations issued and paying out \$19,459 in rewards money. CAP displayed two billboards on Interstate 84 to raise awareness and increase participation.

Cost savings are **offsetting the increased cost** of fish feed in an attempt to keep statewide fish production and stocking whole. Ashton Hatchery was closed resulting in two vacant FTE's and savings of license funded personnel and operating dollars (with no reductions in fish stocking). Trout egg production at Hayspur Hatchery continues to increase, thereby reducing the cost of purchasing eggs from commercial sources.

Over 300 acres of forested habitats on Craig Mountain Wildlife Management Area were thinned to reduce risk of wild fire and improve habitat conditions for wildlife via a \$175,000 **Forest Health** and Habitat Restoration Grant and was conducted in coordination with Nez Perce County.

Fish and Game expanded its use of "**web-chats**" to expand public participation. In FY14, eight live chat events (1,198 participants) were hosted on topics including elk management, licensing, fishing, and wolverine conservation.

When a new owner acquired lands along the **Little Salmon River**, Fish and Game staff worked closely with the owner to reach agreement on access for the 2014 Chinook salmon season. Fish and Game will continue to seek a long-term solution to resolve access issues on this highly-used section of river.

Fish and Game contributed \$302,000 dollars for **fire rehabilitation** on 19,000 acres of big game winter range and sage-grouse habitat on state land.

The **Fishing Planner** was updated to work on both computers and any mobile device. With a click of the mouse – maps, videos, rules, proximity to the closest fishing water for a specific type of fish, angler access facility locations, weather forecasts, information on salmon and steelhead fisheries, Family Fishing Waters, best trail to your mountain lake, and how to prepare your catch for a meal are easily found.

Fish and Game is bolstering marketing efforts to both add value to license-buyers and increase revenue. Efforts include a strategic **marketing research and communications** project, changing Fish and Game's website theme to highlight the appeal of hunting and fishing in Idaho, promoting new license options such as the 3-year license, and improving sales of Super Hunt tags and second tags for deer and elk.

Fish and Game operated and maintained 265 fish screens and 340 pump intake screens; these screens eliminate entrainment and safely bypass juvenile **salmon and steelhead** as well as **bull trout**.

Two-way interaction with anglers was improved by the "Ask Fish and Game" button on our webpage and the "Fish Talk" feature that allows anglers to share pictures and reports of their fishing adventure with fellow anglers.

It also allows Fish and Game to send fishing information, like when salmon fishing is good, to the tech-savvy anglers.

Fish and Game, along with many collaborators, are doing research to better understand respiratory disease in **bighorn sheep** that ultimately will result in larger sheep populations.

Fish and Game partners with other agencies to control noxious weeds and is actively engaged in many of the 34 **Cooperative Weed Management Areas** across the state, participates in the Idaho Weed Coordinating Committee and helps fund the Idaho Weed Awareness Campaign. Fish and Game manages noxious weeds on Wildlife Management Areas (366,000 acres) and at our boating access sites.

Fish and Game promoted opportunities for **wildlife viewing** and getting children outdoors through hosting and/or supporting events such as International Migratory Bird Day celebrations, the “Bird by Bird” school program, tours at the Market Lake Wildlife Management Area, and EagleWatch on Lake Coeur d’Alene. The first annual Hagerman Bird Festival was held and brought in over 150 people from around the country.

Seven regional working groups were convened to develop proposals for Commission consideration on the issue of **trapping** and accidental take of pets.

Sixteen miles of the Kootenai River have been opened up to Idaho **float boat anglers** by working with Montana Fish, Wildlife, and Parks and a private landowner.

As part of the Coeur d’Alene Basin Restoration Trust Partnership, Fish and Game worked with the Coeur d’Alene Tribe and federal agencies to conduct **outreach to communities** on developing the restoration plan, which will drive how over \$140 million in settlement funds are used.

Fish and Game celebrated the **75th anniversary** of Idaho’s first citizen initiative, which created the Fish and Game Commission. The year-long 75th Anniversary Celebration webpage and YouTube video channel (9,197 views) highlights weekly stories about historical and current Fish and Game milestones.

A website improvement strategy has been launched to increase Fish and Game’s **public outreach** and make the site more dynamic and compelling. Improvements include the following: a Photo Gallery where hunters and anglers can post pictures; a negotiated rulemaking page and legislative updates page, a “Seen and Heard” section; a steelhead and salmon count page; a refined “Ask Fish and Game” section; and improvements to the Wildlife Observation and Road Kill and Wildlife Salvage reporting systems and databases.

Two focus groups with **license buyers** were conducted to test concepts and messages for the proposed Fee Lock; the messages and taglines were changed completely by listening to the participants’ words. Fish and Game will use this approach more often to better understand what license-buyers desire and why.

Over twenty miles of **fish habitat** were opened up to both resident and ocean-going fish and approximately five miles of stream channel were rehabilitated through bank stabilization, riparian planting, channel reconfiguration, structure placement, and barrier removal.

Reduction in the number of wolves in the Sawtooth Elk Zone through regulated harvest is being followed with higher **elk calf survival** during the winter months and overall higher survival rates, which should start the upward trend of the overall elk population towards population objectives. In addition, researchers are immersed in preliminary data analysis investigating the role of predation, weather, habitat, and topography on elk populations in the Sawtooth and Lolo Zones.

Part II – Performance Measures

Performance Measure	FY 2011	FY 2012	FY 2013	FY 2014	Benchmark
1. Compliance with regulations (# of violations / # of licenses checked)	4053 / 65,893 (6.1% / 12.6%)	4175 / 65684 (6.4% / 11.5%)	3480 / 60,653 (5.8% / 10.7%)	4868 / 62,583 (7.8% / 10.9%)	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)	83%	83%	83%	82%	90%
3. Opportunity to harvest game fish (# of Department-operated hatchery-raised resident and anadromous fish stocked in ponds, lakes, and streams)	32,351,311	23,007,356	23,837,326	35,253,197	23,900,000
4. Landowners allow access for fish & wildlife recreation (# of properties enrolled / # private acres in Access Yes! Program)	80 / 443,222	110 / 448,435	110 / 442,951	113 / 437,177	115 / 700,000
5. Effectively convey and distribute information about wildlife and wildlife-based recreation (# of unique visitors per year to Fish and Game website)	NA	NA	1.35 million	1.64 million	NA ^a
6. Attract and retain highly qualified personnel (% successful registers / % retention of hired FTEs after 2 years employment)	98 / 93	96 / 91	98 / 90	97 / 88	94 / 88
7. All that pay benefit, all that benefit pay (% of funding that comes from the general Idaho public)	2.9%	2.6%	2.6%	2.5%	20% by 2011 ^a

^a – Benchmarks are under review.

Performance Measure Explanatory Note:

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 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. This measure was added in FY2014. The benchmark is based on maintaining the FY 2013 level of production. Note that it also is reported in Cases.
4. The benchmark is based on past success of the Access Yes! program.
5. This performance measure was added in FY 2014. The benchmark is under review; the website is being restructured and new goals will be set by the web strategy team for FY2016.

6. A “successful register” is defined as one with at least 5 qualified applicants. The percent of successful registers was determined by the formula **$[\# \text{ successful registers} \div \text{total open competitive registers}] * 100$** . 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 **$[\text{funding from general public} \div (\text{funding from general public} + \text{license sales})] * 100$** . The benchmark is a 5-year target based on data from the U.S. Sportsmen's Alliance Foundation's *2001 Survey of State Wildlife Agency Revenue*. By using the formula **$[\text{general fund revenue} \div (\text{general fund} + \text{license revenues})] * 100$** for all state fish and wildlife agencies, we calculated a nationwide percent of about 20%.

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