FY 2022-2025
Annual Strategic Plan

The Director's Message

This plan outlines the FY 2022-2025 agency objectives and expectations established by the Idaho Fish and Game Commission through my direction to staff.

I am proud of the level of responsiveness, adaptions, connectivity to constituents and our ability to continue to deliver high-priority outcomes through the pandemic in FY21. We successfully transitioned to a new license vendor, implemented game management unit limits for nonresident in general deer and elk hunts and started constructing new headquarters building.

Our new partnership with Brant, our license vendor, provides features and capacity to more effectively meet public and policy expectation. The new system, which became operational November 2020 to sell 2021 licenses, tags and permits, has provided many new customer-friendly features, and the capacity for increasing demand and improved service.

Hunters made it clear that hunter congestion is a key concern, and with Brant's technology, the Department implemented Commission-established limits on nonresident hunters in general deer and elk hunts.

We devoted nearly a year to planning and implementing the temporary relocation of staff from our Walnut Street Headquarters to other department facilities in the Treasure Valley to accommodate the demolition of our 1960s-era Headquarters building to make way for a modern Headquarters at the same location. The new building will enhance our public service and offer a full complement of Headquarters functions, as well has house all Headquarters staff for the first time since the early 1990s.

The recently completed Southwest Regional office in Nampa and soon-to-be completed Headquarters will allow the department to dispose of two properties now surplus to our needs and the opportunity to stop leasing office space in the Treasure Valley.

The Department responded to the unanticipated challenge of COVID-19 by successfully ensuring our workforce remained productive and we upheld our public service. A bright spot was the tremendous increase in new Hunter Education students who took advantage of our decision to transition Hunter Education to online only and waive the requirement for an instructor-led field day.

I am proud that we are an innovative and forward-thinking agency. We continually focus our energy and resources on collecting important data that helps inform decisions about how to best manage the public's fish and wildlife resources and balance the multitude of public desires and needs as evidenced by the following examples.

- In 2019, our wildlife staff implemented a revolutionary camera-based monitoring technique that produced the first-ever statewide wolf population estimate. We are now testing this technique for other big game populations with the intent to develop efficiencies in monitoring multiple wildlife populations with the same array of cameras.
- Fisheries staff partnered with University of Idaho to conduct an innovative and large-scale assessment of angling effects on wild steelhead populations. This will be used to ensure that future steelhead fishery management decisions are consistent and complimentary to state and regional fishery conservation objectives and recovery actions while continuing to provide fishing opportunity.
- We initiated an ambitious project in northern Idaho to understand interactions of multiple species of large predators and their prey to inform future management decisions. We are determining abundance and cause of deaths for white-tailed deer, mule deer, elk and moose using trail cameras and satellite GPS collars. At the same time, we are collecting GPS satellite collar data from mountain lions, black bears and wolves to estimate abundance, prey preference and interactions between predators. The intent is to provide a comprehensive understanding of predator/prey ecology, predict the combined effects of predation, determine whether predation is a limiting factor and inform management actions to achieve population objectives for deer, elk and moose.

- We are mapping and predicting migration routes across the state for mule deer, elk, pronghorn, moose and bighorn sheep. The GPS satellite collars used to determine cause of deaths in deer, elk and moose populations also provide data to assess how animals move through a landscape and preferences on the pathways and timing of travel. Understanding these preferences, in conjunction with the natural features of the landscape, facilitates our ability to better predict migration routes in areas where no data exists. We are also using this information to build summer and winter habitat preference models for these same species.

Our substantial investment in expanding science capacity is guided by Commission-approved species management plans, including recently updated plans for upland game, mule deer and white-tailed deer and moose. Turkey and pronghorn management plans are currently being reviewed and revised.

Fortunately, unlike several of our neighboring states, we have not yet detected Chronic Wasting Disease (CWD) in our wild herds, including deer, elk, or moose. Regardless, we are appropriately focused on this important emerging issue. Staff is updating and refining our CWD management and response strategy to ensure our surveillance is rigorous and comprehensive, prevention actions including new rules restricting carcass transport from known CWD areas are implemented, and public information is updated and available. These adaptive efforts will continue through the life of this strategic plan and beyond.

As an agency, we are charged with many responsibilities. I continue to emphasize that meeting our statutory responsibility to Preserve, Protect, Perpetuate and Manage all of Idaho's wildlife is best served when we are impeccable in meeting our responsibility to provide continued supplies of wildlife for hunting, fishing and trapping.

Ed Schriever
Director

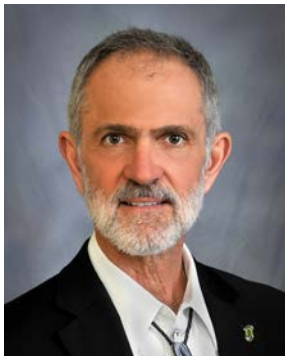
Idaho Fish and Game Commission

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.

The FY 2021 Commissioners are as follows: Brad Corkill (Panhandle), Don Ebert (Clearwater), Tim Murphy (Southwest), Greg Cameron (Magic Valley), Lane Clezie (Southeast), Derick Attebury (Upper Snake), and Ron Davies (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.

Brad Corkill
Chairman

Don Ebert



Tim Murphy

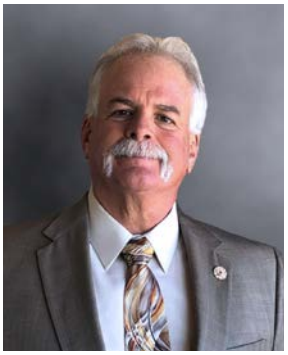
OUR VISION

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.

Greg Cameron
Vice-Chairman

Lane Clezie

Derek Attebury



Ron Davies

The Landscape 2022: Key External Factors

Revenue — Many external factors affect purchase of fish and game licenses including natural conditions affecting fish and wildlife populations such as big game winter mortality, or negative effects on hunter/angler opportunities and access such as wildfires and low stream flows.

License revenue is a critical component of agency funding and stable revenue is important to ongoing programs. For example, license sales completely funds the enforcement program and provides 45% of the agency's fiscal resources to meet other agency priorities. After a sudden 35-40% decline, beginning in 2009 generally tied to the national recession, Fish and Game's license revenue has been on an upswing since FY 2013. After substantial analysis, Fish and Game deployed innovative action in 2017 to address the trend of license buyers not purchasing a license every year. Specifically, the Fish and Game Commission worked with the Idaho Legislature to implement the "Price Lock" fee structure as a special discount – the first change in resident prices since 2005. Price Lock incentivizes Idaho's hunters, anglers, and trappers to "lock in" 2017 lower-cost licenses, permits, and tags by either purchasing an annual license each year or purchasing a 3-year license. Price Lock is planned to continue for at least two more years, and early analysis indicates more residents are choosing to either renew annually or purchase a multi-year license. Fish and Game has enhanced this approach with a new online license vendor that offers auto-renewal of licenses.

In recent years the Fish and Game Commission has heard complaints about hunter congestion during big game seasons, likely exacerbated by an increase in overall outdoor recreation during the COVID-19 pandemic. As a first step to manage congestion, the Commission reduced the number of 2021 adult nonresident tags in each uncapped general elk zone and created nonresident limits for general deer tags in each individual deer unit. This meant that 2021 nonresident deer tags were only valid in individual units rather than being eligible statewide, so nonresident deer hunters could only hunt in one unit. Recognizing that managing congestion could affect revenue to fund important programs, the Idaho Legislature passed a nonresident fee increase, the first since 2009, to offset expected revenue loss. Even with the new limits, the 2021 nonresident deer and elk tags sold out much earlier than usual supporting the trend of revenue upswing.

Energy and Mineral Development — Idaho's geography supports abundant renewable energy resources, including wind, geothermal, hydro, and solar. Developing the country's renewable energy resources on federal lands, including in Idaho, is a national priority for the current presidential administration. Idaho's geology also contains valuable mineral resources (e.g., gold, silver, zinc, lead, and phosphate), which created a storied mining history for the State beginning in the early 1860s. Idaho's mineral resources have historically contributed and will continue to contribute importantly to the Nation's economic development and geopolitical standing.

Idaho is currently experiencing significant growth and economic prosperity, including many new or revitalized renewable energy and mining projects. Responsible development of the State's energy and mineral resources is essential to Idaho and the nation. These vital energy and mineral resources are often associated with the public lands and waters that support Idaho's fish and wildlife resources and associated recreation (i.e., hunting, fishing, and trapping), which are also essential to the State's culture, heritage, and economy. Consequently, the Department's Technical Assistance Program routinely coordinates with the Governor's offices of Energy and Mineral Resources and Species Conservation, along with other state agencies, to address the potential effects of energy and mineral development on fish and wildlife resources. The Department's technical assistance will continue to focus on assessing on potential project effects and recommending avoidance, minimization, and mitigation measures to offset adverse effects on priority resources including for example anadromous fish, resident fisheries, greater-sage grouse, big game winter range and migration routes, wetlands, and species of greatest conservation need.

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The Landscape 2022: Key External Factors

Weather and Climate — Extreme weather, such as harsh winters with excessive snow and cold temperatures or severe summers with prolonged drought and heat, can create adverse conditions for fish and wildlife populations. For example, the 2021 drought and record-setting heat across much of Idaho are affecting water supplies and temperatures for sportfish, reducing forage quality for big game, and elevating detrimental wildfire risks for sage-grouse habitat, and Department managed lands. Extreme weather can also affect fishing and hunting opportunity by reducing fish and wildlife abundance and distributions, and wildfire can limit hunter and angler access to public lands. Although a continually developing science, climate change is a factor that could influence the frequency and intensity of future extreme weather events, which could then shift historic average weather conditions. Staff are applying emerging modeling tools to forecast potential habitat effects of climate change and corresponding weather trends on crucial fish and wildlife habitats. Forecasts can then inform adaptive management approaches to promote long-term habitat resilience and interconnectedness that optimize opportunities to perpetuate affected fish and wildlife populations and associated fishing, hunting, and trapping.

Population Increase and Urbanization — Idaho continues to grow statewide, reportedly with the fastest-growing population in the country during 2019-2020. Recent census data estimated a 17.3% population growth for Idaho over the last 10 years. The COVID-19 pandemic amplified this trend, because remote working opportunities and other factors motivated many people to relocate. Much of the growth has been in urban locations creating substantial need for new housing, which diminishes the wildlife value of land compared to private working lands such as rangeland or forest.

Many new residents not attuned to living with wildlife has increased the service demand for Fish and Game to respond to complaints and wildlife-human conflicts as well as meet an increased need for education and outreach.

Idaho's increasing population and visitation are also increasing recreational demands and causing congestion (often for activities other than fishing, hunting, and trapping) at Department managed resources including Fishing and Boating Access Sites and Wildlife Management Areas. This increasing recreational demand is potentially diminishing the experience of Fish and Game license holders whose fees support these resources. Maintenance costs to meet public expectations for clean and safe facilities are also rising.

Chronic Wasting Disease — Prevention of disease continues to be a priority for establishing and maintaining wildlife populations that meet management objectives. CWD is a contagious and fatal neurological disease that affects deer, elk, and moose in North America. There is no live test or known cure for CWD. CWD has not been detected in Idaho to date; however, animals in Montana, Utah and Wyoming have the disease, and infected animals have been found close to the Idaho border. Chronic Wasting Disease is a threat to Idaho's big game populations. Fish and Game has been conducting surveillance testing on wild deer, elk and moose since 1997 and the Idaho State Department of Agriculture ensures CWD surveillance in Idaho's domestic cervid industry. Fish and Game recently updated its adaptive management, surveillance, and communication Strategy, which incorporates best management practices, informed by science and the experience of other states, as well as weighted surveillance strategies for multiple species that increase probability of early detection. In addition, the IDFG website now highlights not only the updated Strategy, but provides CWD information for hunters and the public including sampling information, sample drop-off locations, sample result look up and how-to-videos that support hunter harvest surveillance. In 2018, new rules were implemented to aid in the prevention CWD coming in to Idaho. These new rules restrict the transportation of dead animal carcasses (with exceptions) from states and countries with CWD; place restrictions on importation of live mule deer, white-tailed deer, moose and wild-origin elk in to Idaho; ban natural urine based hunting lures, and include CWD as a consideration in agency emergency winter feeding and private feeding. Early detection of CWD will provide the Department and Commission the ability to make informed management decisions for those populations potentially affected to minimize CWD prevalence and spread of the disease.

Harnessing Technology and Innovation — Staff must continue to advance their capacity to address existing and emerging issues by harnessing new technologies and effective communications to not only gather biological information to inform management decisions but to also understand stakeholder desires. In addition, the COVID-19 pandemic has only amplified the importance of communication technology to ensure accurate information and to engage stakeholders.

Fish and Game is emerging with one of the most comprehensive and innovative systems of wildlife monitoring in the country by integrating new tools, such as satellite-connected tracking collars for immediate data about survival and movement, and innovative thinking, such as using trail cameras deployed across winter range that take photos on pre-determined time intervals and when triggered by motion. Those photos are in statistical modeling that allows biologists to estimate population abundance and composition across an entire study area with statistical confidence, resulting in a real-time approach to managing wildlife such as elk, deer, and wolves. Real-time data also allows the Fish and Game Commission to adjust seasons and tag allocations based on current data so they accurately reflect the number of animals available. New technology and innovative models are the backbone of unlocking critical movement and migrations that are key to wildlife survival.

On the social side, Fish and Game used the opportunity of the COVID-19 pandemic to rapidly expand its use of digital and social media platforms to communicate with the public, including surveys about rules, seasons, and management strategies. This included either replacing or augmenting in-person meetings with virtual meetings providing a more flexible and available pathway for broad public participation. Strategically, the Fish and Game website is the "hub" of our communication to the public and the public's input to Fish and Game. Increased access to license holder emails has greatly amplified our ability to reach our customers with customized messages based on their interests. Fish and Game has also invested in outside expertise within Idaho to assist with deploying updated and improved ways to get public feedback about management strategies.

Participation in Hunting and Fishing — Idaho enjoys a high rate of participation in hunting and fishing but rapid population increase and expanding urbanization may influence future participation of hunters and anglers in Idaho. Recent survey results show interest in future participation for hunting and fishing is very high – well above the national average – which presents an opportunity for maintaining sustainable participation into the future. The COVID-19 pandemic revealed strong interest in outdoor recreation, which aligned with continuing efforts by Fish and Game aimed at recruitment, retention, and reactivation (R3) of hunters, anglers, and trappers. Staff remains committed to R3 and focused on marketing strategy, programming, communication outreach, communication infrastructure, and staff capacity to ensure future participation to uphold an important component of Idaho's heritage and to sustain the department's revenue model.

Predation Management — The Department implements the Fish and Game Commission's approved predation management strategies. Predation management goals typically focus on either alleviating wildlife-caused mortality on prey populations that inhibits fish and wildlife management objectives or addressing predation-caused harm to privately owned livestock. The Department annually expends significant financial resources on predation management, which must be dynamic and adaptive through time to address complex biological predator-prey dynamics. The Department seeks public input to understand the

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diversity and often evolving stakeholder opinions about predation management and social values within legal and policy frameworks.

Predation management strategies can target designated predators (e.g., coyotes), game species (e.g., black bears and wolves), and nongame species (e.g., American white pelicans preying on Yellowstone cutthroat trout in the Blackfoot River). As appropriate and applicable, Commission strategies address predation issues through regulated public hunting, fishing, and trapping methods. When necessary, the Department also deploys targeted lethal control measures. In addition, non-lethal methods can be effective in some circumstances such hazing American white pelican preying on trout in Silver Creek or removing competing non-native rainbow trout from the South Fork Snake River.

An ongoing goal of the Commission's strategy for managing wolf predation is to lower the population to alleviate chronic predation on elk populations and livestock. Having adapted over the past decade, the strategy has employed multifaceted hunting, trapping, and targeted control actions, which was recently informed by a new broad-scale wolf population monitoring program with remote cameras. In 2021, the Commission's management strategy adapted again to incorporate new legislative policy directing expanded wolf hunting and trapping seasons, including enhanced methods of take. The Commission's predation management strategies as implemented by the Department is likely to continue evolving and adapting into the future in an effort to achieve biological and legal objectives that uphold public expectations.

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 nonurban private land is in agricultural production, either row crop agriculture, livestock grazing, or non-industrial forestlands. This land is usually located in highly productive valley bottoms with access to 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. Fish and Game staff work with several hundred landowners a year to enhance their properties for wildlife. These projects vary from smaller scale enhancements, such as sagebrush plantings or fencing modifications for wildlife passage to larger wetland restorations, enrollment in federal conservation programs, such as the Conservation Reserve Program, removal of invading junipers and wildfire rehabilitation. Cooperation between landowners and the agency is critical to continued robust populations of wildlife and continued enjoyment of our wildlife resources by the public.

However, in some cases 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. Some recent additions to our toolbox include recently completed research on prevention techniques, expanded use of cameras, which allow for a quicker alert time and response, and a revisiting of the options of trap and relocation for big game animals. Fish and Game will continue to focus on proactive and effective approaches, in concert with landowners, to prevent further 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 streamlining contracting processes to quickly get prevention materials to landowners.

An emerging issue is the expansion of high dollar commodities within Idaho and the conversion for lower value grazing operations to higher dollar row crops adjacent to public lands. We are also seeing an annual challenge of claims that meet or exceed the financial resources established to pay for them.

State Sovereignty — Fish and Game's statutory mission emphasizes that wildlife is to be preserved, protected, perpetuated, and managed in trust for the citizens of Idaho, and to ensure

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continued supplies for hunting, fishing, and trapping. State sovereignty over management of Idaho's wildlife is also critical 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. Furthermore, these rights shall forever be preserved for the people and managed through the laws, rules and proclamations that preserve the future of public hunting, fishing and trapping, which shall be the preferred means of managing fish and wildlife populations.

Fish and Game's management plans, crafted with broad public input, provide the strategic road map of fish and wildlife management and conservation to address biological objectives and the public's social expectations. Some plans have a single species focus, such as for moose or wolverine, while Idaho's State Wildlife Action Plan covers a wide range of species. These plans position Idaho Fish and Game to uphold its state authority and trust responsibilities to manage Idaho's fish and wildlife and avoid future listings under the federal Endangered Species Act.

Workforce — The Department continues to experience a high rate of workforce turnover largely due to retirements. Idaho's relatively competitive job market and rising cost-of-living can create new employee recruitment challenges. The COVID-19 pandemic has further complicated recruitment with an emerging societal expectation for more flexible remote working arrangements. Staff reluctance to accept promotions or laterals to new duty stations is also creating internal recruitment challenges. Many factors influence this lack of staff mobility, but recent excessive costs-of-living increases in Idaho are key drivers, especially for positions based in the Treasure Valley and Coeur d'Alene.

The Department's workforce planning approach applies a multifaceted, adaptive, and targeted strategy (e.g., competitive compensation, benefits, professional development, and work-family balance flexibility) to recruit and retain highly qualified personnel in a manner that balances the Mission's staffing needs and customer service expectations with evolving employee expectations and market forces. In order to meet agency goals into the future, the Department will continue to assess innovative strategies and implement flexible and creative solutions as appropriate to recruit and retain highly qualified employees and keep pace with evolving market-driven trends particularly for high demand and/or critical positions.

GOAL

Fish, Wildlife & Habitat

Sustain Idaho's fish and wildlife and the habitats upon which they depend.

OBJECTIVE	STRATEGIES
Maintain or improve game populations to meet the demand for hunting, fishing and trapping.	▶ 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.
Ensure the long-term survival of native fish, wildlife and plants.	▶ 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.
Increase the capacity of habitat to support fish and wildlife.	▶ 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.
Eliminate the impacts of fish and wildlife diseases on fish and wildlife populations, livestock, and humans.	▶ 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, including between wildlife and livestock.

KEY SERVICES PROVIDED FY 2018-2021

Cases Managed and/or Key Services Provided	FY 2018	FY 2019	FY 2020	FY 2021
Provide harvestable surplus of deer and elk (*# of deer and elk harvested*).[a]	74,434[a]	65,761[a]	72,434[a]	NA[a]
Scientifically assess the abundance and health of big game populations to inform management decisions *(# of hours of deer and elk aerial surveys flown)*	729	942	695	244
Alleviate wildlife damage to agriculture *(minimum # of depredation complaints responded to)*	972	1,036	1,017	1,020
Compensate for wildlife damage to agriculture *(# depredation claims paid)*	64	88	84	86
Improve opportunity to harvest game fish *(# of Department-operated hatchery-raised resident and anadromous fish stocked in ponds, lakes, and streams)*	30,042,476	29,011,041	29,699,863	28,948,207
Scientifically assess the abundance and health of fish populations to inform management decisions *(# surveys conducted on lakes, reservoirs, rivers, and streams)*	685	367	504	487
Enforce fish and game laws *(# of warnings and citations issued)*	3,752	4,060	3,727	3,110
Protect game populations, provide information, ensure human safety *(# of licenses checked by officers in the field)*	56,416	53,801	45,369	32,583
Provide information, analysis, and recommendations to improve fish and wildlife habitats and reduce impacts from land and water use *(minimum # technical comments, reviews, meetings, site visits, and technical data requests filled)*	1,721	2,486	1,958	2,095
Minimize the impacts of fish and wildlife diseases on fish and wildlife populations, livestock, and humans *(# cases, biological samples, and necropsies handled by health labs)*	2,808	3,843	3,156	3,122
Provide information to license buyers to increase their recreation satisfaction and opportunities *(# visitors to Idaho Hunt Planner and Fish Planner web pages)*	521,189	624,004	709,392	745,208
Provide for community and public involvement in management and education while reducing costs *(# Volunteer Service hours)*[b]	NA[c]	21,949[b,d]	25,418[b]	21,818[b]

a – Measure based on a calendar year.
b – Measure is Volunteer Services hours only and does not includes Reservist or Hunter Ed Instructor hours.
c – Measure deleted in FY18. Information across regions and programs is inconsistent year-to-year.
d – Measure added back in FY19 because a new tracking system was implemented.

FY 2022-2025 MANAGEMENT DIRECTION

FY 2021-2024 Management Direction	Brief statement of FY 2021 status/progress/ accomplishment	FY 2022-2025 Management Direction	Tasks/Actions planned in FY2022
Emphasize improvements to elk populations and elk hunting.	Staff participated in the 2021 RMEF PAC cycle, evaluating 20 PAC projects submitted from across the state. Due to reduced fundraising opportunity due to COVID-19, Idaho was only able to recommend funding of approximately 8-10 projects totaling $120,000. All projects focused on important habitat restoration or enhancement activities that will benefit elk and the recreating public. Remote cameras were not used for elk surveys in 2021 Staff captured and radiomarked 240 elk calves in 17 Game Management Units in 8 Zones. Staff also monitored 483 radio-marked elk in 43 Units and 21 Zones across the state as part of annual elk survival monitoring effort. Elk abundance estimates have been developed for Units 6 and 10A using a total of 500 remote cameras (250/GMU) distributed throughout these GMUs. Staff monitored survival for 723 elk during FY2021.	**Emphasize improvements to elk populations and elk hunting.**	Serve on the Rocky Mountain Elk Foundation Project Advisory Committee grant board to help align projects and funding with statewide goals of elk management and needs. Capture and radio-mark 240 elk calves and 15 adult cow elk in 9 zones. Monitor approximately 740 radio-marked elk throughout the state. Continue to evaluate results from elk cameras and trail cameras placed to monitor other species for future application for elk. Survival monitoring will continue long term.
Continue to align predation management efforts with elk management needs.	Wolf hunting and trapping seasons were extended in FY21 and bag limits were removed for both hunting and trapping. Hunting methods and seasons were expanded in units with underperforming elk populations. Revision of predation management plans is underway. Staff deployed 566 camera across the state to estimate wolf abundance. Approximately 7 million photos were taken during July and August 2020. Wolf hunting and trapping seasons were extended in FY21 in units with underperforming elk populations. Mountain lion quotas were removed statewide. Staff radio-marked 416 deer and 723 elk to monitor survival and evaluate causes of mortality. Staff deployed 500 cameras in northern Idaho to examine the interactions between multiple predator and prey species.	**Continue to align predation management efforts with elk management needs.**	Continue to revise five elk zone predation management plans, review feasibiltity of one comprehensive predation management plan. Trail cameras will be deployed for FY22 in the same locations and following the same protocol as FY21. Continued implementation and monitoring of predation management efforts where elk are below objectives and predation has been implicated as a limiting factor. Continue long-term monitoring of prey and predator interactions.
Support state actions to maintain state management authority over sage-grouse.	The State of Idaho and the U.S. Forest Service have signed an MOU to cooperate and coordinate on recommendations for compensatory mitigation in sage-grouse habitat in Idaho. IDFG is actively working with cooperating agencies and project proponents to apply the mitigation hierarchy (avoid, minimize, compensate) on infrastructure project proposals in sage-grouse habitat, including use of the sage-grouse habitat quantification tool. Continue to be a key participant in the 2020 WAFWA Sage-grouse Conservation Assessment Team and provide results to the public when available in late 2021.	**Support state actions to maintain state management authority over sage-grouse.**	Demonstrate sound sage-grouse management with implementation of tag system to hunt sage-grouse. Work with state and federal agency partners in an adaptive management framework to effectively identify and guide habitat restoration projects to benefit targeted sage-grouse populations.

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FY 2021-2024 Management Direction	Brief statement of FY 2021 status/progress/ accomplishment	FY 2022-2025 Management Direction	Tasks/Actions planned in FY2022
Ensure an efficient and effective fish hatchery program and maintain full operating capacity.	Completed phase two of the predator exclusion structure at Hagerman, Hatchery, continued working to complete flow control structures at Nampa Hatchery.	**Ensure an efficient and effective fish hatchery program and maintain full operating capacity.**	Install flow control structures in fish rearing raceways at Nampa Hatchery. Design and construct cutthroat trout brood pond at Cabinet Gorge Fish Hatchery. Construct hatchery residences at Nampa, Hayspur, and Hagerman State Fish Hatcheries.
Manage avian predation where it affects native fish conservation and/or sport fish management objectives.	Requested and received a depredation permit from the USFWS to facilitate pelican predation management in the Southeast Region, including the oiling of eggs (nest destruction) at both Blackfoot and Chesterfield Reservoir colonies. A designated area was established at the Island Park pelican colony in which birds were allowed to nest; birds attempting to nest outside of this area were successfully dissuaded using non-lethal hazing techniques. IDFG staff conducted both non-lethal and lethal hazing activities along the Blackfoot River, and contracted with Wildlife Services to implement non-lethal hazing at Silver Creek. Pelican breeding colonies were monitored with a combination of gound counts and UAV (drone) surveys.	**Manage avian predation where it affects native fish conservation and/or sport fish management objectives.**	Actively dissuade pelican nesting at Blackfoot Reservoir and manage the nesting colony at Chesterfield Reservoir using a combination of non-lethal hazing and USFWS-authorized nest take to maintain the objective of 700 breeding birds in the Southeast Region. Combine fencing and non-lethal hazing strategies at Island Park Reservoir to maintain the objective of 300 breeding pelicans in the Upper Snake Region. Conduct pelican hazing activities at priority waters (e.g., Blackfoot River and Silver Creek). Conduct breeding population and productivity surveys at all active pelican colonies. Monitor population dynamics, abundance, and predation rates for the Upper Blackfoot River Yellowstone Cutthroat Trout population to measure the effectiveness of pelican management strategies.

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FY 2021-2024 Management Direction	Brief statement of FY 2021 status/progress/ accomplishment	FY 2022-2025 Management Direction	Tasks/Actions planned in FY2022
Continue to integrate State Wildlife Action Plan (SWAP) implementation across Fish and Game programs and facilitate SWAP use and accomplishment reporting by Fish and Game staff.	Staff focused on working with partner taxonomic teams, e.g. Idaho Bird Conservation Partnership, Idaho Bat Working Group, and Idaho Partners in Amphibian and Reptile Conservation, which include both IDFG staff and external partners. Delayed interactive user interface for web-enabled SWAP due to staff vacancies. Initiated consideration of climate resilience for species and landscapes as part of conservation prioritization guidance.	**Continue to integrate State Wildlife Action Plan (SWAP) implementation across Fish and Game programs and facilitate SWAP use and accomplishment reporting by Fish and Game staff.**	Complete IDFG regional SWAP implementation meetings. Refine and incorporate climate adaptive capacity into species conservation status assessments. Complete and launch beta version of interactive user interface for web-enabled SWAP. Continue assessment of conservation opportunities for species of greatest conservation need (SGCN) with staff and partners. Update species conservation status assessments and list of species of greatest conservation need to stay abreast of new information.
Improve populations and resiliency of native fish by partnering with governmental agencies, landowners, and private entities to improve aquatic habitats and develop and maintain screening facilities to minimize entrainment into irrigation systems.	Aquatic habitat improvement/ restoration projects were completed in four regions during FY2021 and included projects within the Salmon, Clearwater, and Blackfoot river drainages; work in Johnson Creek was also initiated.	**Improve populations and resiliency of native fish by partnering with governmental agencies, landowners, and private entities to improve aquatic habitats and develop and maintain screening facilities to minimize entrainment into irrigation systems.**	Aquatic habitat restoration projects planned for FY 2022 include work on Trestle and Johnson creeks, and the second phase of a large-scale project in the upper Blackfoot.

Continued

FY 2021-2024 Management Direction	Brief statement of FY 2021 status/progress/ accomplishment	FY 2022-2025 Management Direction	Tasks/Actions planned in FY2022
Formalize an effort to gather information to inform the public of the effects of unlawful harvest.	Discussion held with ITS, but no report initiated to create user based report to evaluate unlawful big game data. Developed access to old data; still working on data merge into new records management system. Initiated pilot program on eight patrol vehicles for mobile internet. Assistant Chief Enforcement representing IDFG to evaluate records management system with Idaho State Police. Initiated Mobile Digital Terminal Project (MDTP).	**Formalize an effort to gather information to inform the public of the effects of unlawful harvest.**	Work with ITS to create user based report to evaluate unlawful big game data. Identify a course of action to merge old unlawful big game data with new. Continue mobile internet pilot program and complete in FY2023. Coordinate with new ITS to develop user based tools to extract, and evaluate, data and inform the public and officer effort. Continue work with Idaho State Police to evaluate alternate records management system, and completed by FY2024. Continure Mobile Digital Terminal Project (MDTP).
Prevent wildlife damage to private lands and compensate private landowners for wildlife damage to crops and forage.	Approximately 30 stackyards and exclosures were constructed around the state. All legislative changes were implemented, the Department processed several claims for seed bed preparation. Research projects were completed. Efforts to engage staff in training of the outcomes of the research were impacted by COVID-19. Department implemented both a sharpshooting effort as well as a trap and relocate project (moved ~30 elk). Landonwer was pleased with the effort.	Prevent wildlife damage to private lands and compensate private landowners for wildlife damage to crops and forage.	Stack yard fencing will remain a high priority; the target is 20 stack yards in FY22. Initiate discussion and provide training and recommendations to staff-based depredation research; investigate additional, potential depredation techniques. Continue effort to address depredation issues at Big Sky Farm.
Update wildlife species management plans on a six-year interval.	Wild turkey hunter opinion survey was deployed in June 2020. Results were incorporated into DRAFT Wild Turkey Management Plan. DRAFT plan will be presented to Commission during November 2021 for release to public for comment. Preliminary results on multi-scale effects of weather, habitat, and disturbance on productivity and abundance were presented at the WAFWA Sage and Columbian Sharp-tailed Grouse Workshop in June 2021. The pronghorn public input survey was emailed to hunters on June 17, 2021 and closed on July 11, 2021. Furbearer plan currently under initial internal review. Mountain lion plan revision underway. Bighorn sheep management plan team was assemble in FY2021 and started the process of updating the 2010 bighorn sheep management plan. Over 34,000 pheasants were stocked at 22 sites, statewide. Stocking locations included WMAs, private Access Yes! properties, and federal property (i.e., BLM and BOR). The program was promoted through social media and the website.	**Update wildlife species management plans on a six-year interval.**	Continue working with partners to analyze sharp-tailed grouse data to develop manuscript for peer-reviewed journal publication. Analyze public input survey results and use them to inform the pronghorn management plan. Complete the revision of the pronghorn management plan in FY2022. Provide furbearer and mountain lion plans for commission review and approval by spring 2022. Complete the revision of the bighorn sheep management plan in FY2022. Stock 36,700 pheasants at 24 sites during fall 2021 seasons. Add new stocking locations to department website.

Continued

FY 2021-2024 Management Direction	Brief statement of FY 2021 status/progress/ accomplishment	FY 2022-2025 Management Direction	Tasks/Actions planned in FY2022
Restore and/or reconnect habitat in the Potlatch and Upper Salmon River basins to increase habitat for anadromous and resident salmonids.	Aquatic habitat improvement/ restoration projects were completed in four of eight IDFG administrative regions during FY2021 and included projects within the Upper Salmon and Potlatch river drainages.	**Restore and/or reconnect habitat in the Potlatch and Upper Salmon River basins to increase habitat for anadromous and resident salmonids.**	Aquatic habitat restoration projects planned for FY 2022 include: the East Fork Potlatch River drainage, which will result in over three contiguous miles of improved habitat; and, seven projects in the Upper Salmon River drainage.

FY 2020-2025 PERFORMANCE MEASURES

Performance Measure	2020	2021	2022	2023	2024	2025	Benchmark
1. Compliance with regulations *(# of violations / # of licenses checked)*	3,727/45,369 (8.2% / 7.0%)						Less than 10% of licenses checked result in violation/ check 8% of total licenses sold
2. Elk and deer populations are meeting objectives *(% zones and units meeting objectives)*	87%						90%
3. Opportunity to harvest game fish *(# of Department-operated hatchery-raised resident and anadromous fish stocked in ponds, lakes, and streams)*	29,699,863						30,000,000

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 meeting 92% of fisheries manager's requests for trout and kokanee and 92% of steelhead and salmon hatchery capacity.

GOAL

Fish and Wildlife Recreation

Meet the demand for hunting, fishing, trapping and other wildlife recreation.

OBJECTIVE	STRATEGIES
Maintain a diversity of fishing, hunting, and trapping opportunities.	▶ 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.
Sustain fish and wildlife recreation on public lands.	▶ 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.
Increase the variety and distribution of access to private land for fish and wildlife recreation.	▶ 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.
Increase opportunities for wildlife viewing and appreciation.	▶ 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 2018-2021

Cases Managed and/or Key Services Provided	FY 2018	FY 2019	FY 2020	FY 2021
Provide opportunity to harvest game fish and wildlife (*# of hunting, fishing, and combination licenses sold*)	588,632	593,782	651,511	653,889
Provide public access to private lands or through private lands to public lands for hunting, fishing, and trapping (*acres provided through Access Yes! program and large tracts program*)	885,514	1,262,639[b]	1,251,775[b]	1,240,714[b]
Provide public access to Idaho Endowment Lands for hunting, fishing, trapping and wildlife recreation (# of acres provided through Idaho Endowment Lands Partnership Agreement)[c]	NA[c]	NA[c]	2,347,012[c]	2,347,012[c]
Provide public access to important wildlife areas for hunting, fishing, trapping, and viewing (*# of acres managed*)	414,500	415,000	417,158	421,568
Provide opportunity to hunt big game (*# elk and deer hunter days*)[a]	1,565,389[a]	1,534,402[a]	1,621,261[a]	NA[a]
Provide opportunity to harvest salmon and steelhead without harming threatened populations (*angler hours spent fishing for salmon and steelhead*) [a]	1,141,000[a]	792,089[a]	495,262[a]	745,510[a]
Provide public access to fishing waters (*# fishing and boating access sites maintained*)	341	343	346	355
Educate students about hunting and firearms safety, ethics and responsibilities, wildlife management, and fish and game rules and regulations (*# of students Hunter Education certified*)	14,567	14,771	15,355	14,428
Educate students about hunting and firearms safety, ethics and responsibilities, wildlife management, and fish and game rules and regulations (*# of instructor hours volunteered for hunter, bowhunter, trapper, wolf trapper, hunter/bowhunter combo, and field day classes*)	15,682	12,494	7,165	2,813

a – Measure based on a calendar year

b – Starting in FY 2019, this measure will include access provided through the new "large tracts" land lease program that targets multi-year access to parcels 50,000 acres or larger and is funded by the access/depredation fee established from House Bill 230

c - Measurement added in FY 2020

FY 2022-2025 MANAGEMENT DIRECTION

FY 2021-2024 Management Direction	Brief statement of FY 2021 status/progress/ accomplishment	FY 2022-2025 Management Direction	Tasks/Actions planned in FY2022
Make it easier to go hunting and fishing, including streamlining purchasing, improving licensing options for special populations, and other customer service improvements.	The launch of a new license system on Nov 1, 2020 allowed for a better internet experience; launch of a mobile app that included a copy of license and direct purchasing option; and customer notes on profile for consistent service. Dec 1, 2020 sales were unprecendented. In 3.5 hours, over $10M worth of licenses, permits, and tags were issued among over 12,500 items. The system did not fail, but did experience processing slow downs that impacted the customer experience. Testing and adjustments continue to be made in response to the lessons learned from each rush sale event. Completed a simpler design, easier log in, and option for sales through a mobile app in addition to the online site. We have seen steady growth to the number of email subscribers and have increased utilization of newslettter subscriptions. Fish and Game's social media platforms have seen continued strong growth in part due to monitoring and improving customer service as well as implementing a variety of related best practices. Messaging focuses on information delivery and timely updates on relevant hunting and fishing information.	**Make it easier to go hunting and fishing, including streamlining purchasing, improving licensing options for special populations, and other customer service improvements.**	Enhance system speed and brick-and-mortar purchasing sales flow for a faster transaction while still ensuring security steps to prevent wrong class license purchases. Refine opportunity on the mobile app for hunters to complete Mandatory Hunter Reporting on purchased tags to improve response rate by making it easier to complete. Evaluate opportunity to "link" customer profiles on the online sales site to allow for customers to safely/securely purchase tags for others with their permission. Grow email subscribers and continue to utilize email to keep customers informed on important news and information. Continue monitoring and maintain the social media and digital customer service channels in a space that is seeing constant changes and increasing demand.

Continued

FY 2021-2024 Management Direction	Brief statement of FY 2021 status/progress/ accomplishment	FY 2022-2025 Management Direction	Tasks/Actions planned in FY2022
Improve hunting, fishing and trapping opportunities on private and public lands, including Wildlife Management Areas, and ensure adequate access to a diverse array of lands and waters.	First year of VPA-HIP was highly successful with 57 landowners enrolled for 190,426 acres. Completed expansion or infrastrucure improvement on two IDFG airstrips in Frank Church Wilderness. Awarded Idaho Trails Association, Backcountry Hunters and Anglers and US Forest Service $24,500 in funding for trail maintenance in the Frank Church Wilderness. Fort Boise WMA wetland restoration project was completed. Wetland review is scheduled for this fall. The original review was postponed due to COVID-19. Both Marty segment projects are moving forward. The INL mitigation funded project is moving forward using a consulting firm to create design and building plans. The design and plans should be completed towards the end of FY21 and start of FY22. The NAWCA grant is moving forward as well. We applied for grant for match dollars on the NAWCA money. The washout that prevented public access along Madden Corrals Road was repaired and is in stable condition. Project was completed prior to September 1, 2020. An agreeement is being developed with Bureau of Land Management to evaluate and plan road maintenance to prevent future washouts. No outdoor skills or hunter education classes were conducted on WMAs. Thirteen wetland restoration projects were completed using HIP funding across the state. Numerous upland food plots were planted in cooperation with private landowners. Provided 29 person days of labor for trail and airstrip maintenance. Also provide technical assistance for trails status mapping and maintenance prioritization. More than thirteen projects were completed or ongoing at multiple waters, including: Elk Creek, Spring Valley, and Winchester reservoirs and SF Clearwater River (R2); Dick Knox Pond, Payette River, and Horsethief Reservoir (R3); Silver Creek, Hagerman West Pond, and Cedar Draw access (R4); Mud Lake and Antelope Creek (R6); Bay Horse Lake (R7).	**Improve hunting, fishing and trapping opportunities on private and public lands, including Wildlife Management Areas, and ensure adequate access to a diverse array of lands and waters.**	Implement second year of USDA NRCS Voluntary Public Access and Habitat Incentive Program (VPA-HIP) access agreement. Provide technical and financial assistance to improve non-motorized access in the backcountry in the Salmon Challis National Forest. Evaluate wetland restoration options for Sterling WMA. Complete Marty segments design and build documents, and initiate SEP funded project by fall 2021. Complete vegetative resortation by spring 2022, and finalize projects by the end of FY22. Monitor the NAWCA grant with expecation to commence construction in the spring of FY22. Plan for both the SEP and NAWCA funding projects to be completed by the end of FY22 . The hunter education program will conduct 1-2 mentored pheasant hunts, and promote hunting opportunities to new hunters, on WMAs. Support U.S. Forest Service and trail association activities to improve backcountry trail access in Frank Church Wilderness, and to open backcountry airstrip access in the Frank Church Wilderness. Complete fishing and boating access projects at multiple public waters including: Lake Pend Oreille, McArthur Lake, Shepherd Lake, and Hoodoo Lake (R1); Twin Bridges on the Salmon River (R2); Cascade Reservoir and the lower Boise and Payette rivers (R3); Antelope Creek (R6); and, the Salmon River and Hayden Pond (R7).

Continued

FY 2021-2024 Management Direction	Brief statement of FY 2021 status/progress/ accomplishment	FY 2022-2025 Management Direction	Tasks/Actions planned in FY2022
Continue to teach Hunter Education to 15,000 students annually across all program types, and promote the ability for instructors and their students to utilize public ranges to develop students' shooting skills.	The hunter education program provided 15 public ranges in Idaho $564,750 in range grants.	**The hunter education program will select public range grantees annually; in conjunction with the recommendations of the Citizens Advisory Committee.**	The hunter education program will fund 22 public ranges in Idaho $491,000 in range grants.
Promote Access Yes! and seek out new participants and partners in public access.	Department produced several news release highlighting current access agreements with private timber companies and private landonwers that were paid for through various funding sources including VPA-HIP. The Department continued it's Access Campaign. The Access webpage was updated regarding Access Yes!, Large Tracts, State Endowment Access and other partners access. Annual solitictaion for additional Access Yes! properties was performed via news releasese and publid presntations. The Access Yes Guidebook was published with current properties. A youtube link is available describing the Large Tracts access program. The Department added information to pheasant stocking locations that were not on WMA's to the Access Website and brochure. The Department also produced several news releases highlighting the pheasant release program and locations of WMA and non-WMA stocking locations.	**Promote Access Yes! and seek out new participants and partners in public access.**	Produce news releases highlighting motorized rule implementation and expanded wolf opportunity. Continue to implement Access Campaign to provide information on access opportunities Fish and Game provides for public benefit including Fish and Game-owned land, Access Yes! Properties, Wildlife Management Areas, Idaho Department of Land leases, and Large Tract leases. Continue to promote expanded pheasant stocking program to hunters and potential non-WMA stocking locations.
Continue management based fishery research projects to enhance the ability to conserve native fish populations and meet sport fish management objectives.	Field evaluations of YY brook trout are ongoing; In one stream, brook trout sex ratio is now 87% male after 5 years of suppression and YY stocking. Fish tagging occurred in FY21, and evaluations are ongoing. Walleye food habits study was initiated, and all field collections were completed by IDFG and UI graduate student. Study completed by IDFG staff and UI graduate student. Evaluations and modeling suggested limited harvest of wild fish was sustainable. Rule changes scoped with public and submitted to commission. Project implemented by IDFG staff and UI graduate student. 2,085 steelhead were tagged in FY21, and 575 tags were reported by anglers. Assessment is ongoing.	**Continue management based fishery research projects to enhance the ability to conserve native fish populations and meet sport fish management objectives.**	Begin evaluations of factors affecting black bass growth, survival, and harvest rates. Continue evaluations of Kootenai River White Sturgeon density dependence. Continue evaluations of efficacy of walleye suppression in Lake Pend Oreille; continue evaluations of walleye diets and predation rates. Devolop quantitative methods to estimate angling effort and catch using car counters deployed at fishing and boating access sites. Continue to assess angler encounter rates and potential catch-and-release mortality for wild steelhead in the Snake and Clearwater basins.

Continued

FY 2021-2024 Management Direction	Brief statement of FY 2021 status/progress/ accomplishment	FY 2022-2025 Management Direction	Tasks/Actions planned in FY2022
Train and outfit Idaho trappers with the information they need to trap safely and ethically.	Maintained course equipment and supplies in all IDFG regions. Stocked and organized trapper education trailers in regions 1, 2, 3, 4, and 6. Cancelled 2021 Fur School due to COVID-19 concerns. Very few new trapper education instructors were certified in FY21 due to COVID-19. Conducted 86 trapper education classes for 1,192 students throughout Idaho. Classes were taught utilizing COVID-19 safety protocols. Developed protocols for teaching trapper education following state and national COVID-19 safety protocols. Class length was shortened and smaller classes were conducted to enable social distancing. Face masks, gloves, disinfectant, and other PPE were utilized in all classes. A new trapper education exam was developed and tested in FY21. Will be implemented statewide in FY22. Scripts and other materials were developed with collaborators at AFWA to develop an online trapper education course that meets national standards. Filming began in FY21 and continues into FY22.	**Train & outfit Idaho trappers with information they need to trap safely and ethically.**	Continue to maintain course equipment and supplies; train and certify new instructors; and conduct annual Fur School for Fish and Game employees. Teach trapper education courses to meet demands of the public. Continue work with AFWA and video producers to develop national trapper ed course that meets IHEA standards.

FY 2020-2025 PERFORMANCE MEASURES

Performance Measure	2020	2021	2022	2023	2024	2025	Benchmark
4: Landowners allow access for fish & wildlife recreation (*# of properties enrolled / # private acres in Access Yes! Program*)	89 / 310,803						90 / 350,000
5: Landowners with 50,0000+ acre parcels allow access for fish & wildlife recreation (# private acres in Large Tract Program)	940,971						941,000
6: Idahoans can access endowment lands for fish & wildlife recreation, while maintaining the integrity of IDL's constitutional responsibility (# acres in Idaho Endowment Lands Partnership Program)	2.35 Million						2.35 Million
7: Idaho citizens hunt, trap, and uphold the North American Model of Wildlife Conservation (# of resident hunting and combination license holders / # resident trapping license holders)	262,985 / 2,102						245,000 / 2,300
8: Idaho citizens fish and uphold the North American Model of Wildlife Conservation (# of resident fishing license holders)	202,968						166,000

Performance Measure Explanatory Notes:

4. The benchmark is based on past success of the Access Yes! program, and the cost per acre.
5. This measure was added in FY 2020. The benchmark is based on maintaining the FY 2020 level of acreage, past success of the Large Tract program, available budget, and cost per acre.
6. This measure was added in FY 2020. The benchmark is based on maintaining the FY 2020 level of acreage, past success of the Endowment Land Agreement, available budget, and cost per acre.
7. This measure was added in FY 2020. The benchmark is based on maintaining the calendar year 2019 level of resident hunting & combo license holders and FY 2020 trapping license holder.
8. This measure was added in FY 2020. The benchmark is based on maintaining the calendar year 2019 level of resident fishing license holders.

GOAL

Working with Others

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

OBJECTIVE

Improve citizen involvement in the decision-making process.

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.

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

- 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 2018-2021

Cases Managed and/or Key Services Provided	FY 2018	FY 2019	FY 2020	FY 2021
Provide information on fishing and hunting, fish and wildlife, educational programs, volunteer opportunities, and other general agency information to the public *(average # visitors per month to agency website)*[a]	389,553	464,097	523,315	643,850
Train school teachers about how to improve their students' awareness, knowledge, skills, and responsible behavior related to Idaho's fish and wildlife. *(# teachers who attended Project Wild workshops)*	337	264	141	45
Provide information to license buyers to increase their recreation satisfaction and opportunities *(# visitors to Idaho Hunt Planner and Fish Planner web pages)*	521,189	624,004	709,392	745,208

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

FY 2022-2025 MANAGEMENT DIRECTION

FY 2021-2024 Management Direction	Brief statement of FY 2021 status/progress/ accomplishment	FY 2022-2025 Management Direction	Tasks/Actions planned in FY 2022
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.	Postponed comprehensive report gathering for volunteers, and priority being evaluated. Five Master Naturalist Chapters held online training for new volunteers. One new chapter established in the Treasure Valley. Ongoing volunteer reporting for each program area. Completed with continuing revision of timesheet program for Master Naturalists.. Program coordinator attended the Certified Public Manager Program with her capstone project being a complete revision of online Master Naturalist resources.	**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.**	Continue to work with regional staff to promote Master Naturalist opportunities in communities. Continue annual reporting of volunteer hours and activities statewide. Add to online resources as requested by chapters. Continue to provide Master Naturalist Chapter support through online resources, biennial Rendezvous event, coordination, and leadership.

Continued

FY 2021-2024 Management Direction	Brief statement of FY 2021 status/progress/ accomplishment	FY 2022-2025 Management Direction	Tasks/Actions planned in FY 2022
Build capacity and utilize website and social media in a strategic manner.	The website was used as the expanded hub for all media outreach across communication channels. Training and support moved to as-necessary and formal training was postponed due to time constraints associated with COVID. Expanded email subscriptions offerings and implemented virtual meetings. Developed ability to track social media and email to sales conversions. Upgrading website and digital content mangement system was postponed due to the demands from COVID changes and the deadline to upgrade extended. Improved content management and user experience are the end goals of the approach we are taking to create more operational structure to the website's content and data.	**Build capacity and utilize website and social media in a strategic manner.**	Incorporate changes to where content is delivered online as new website and updated procedures come online. Cross-train staff on the website data needs to improve information delivery and accessibility, and support those staff to use the website and social media as part of their regular duties. Continue and expand the use of public virtual meetings and webinars. Upgrade the website digital content management system to better serve our information and regulatory needs and stay current with technology and user interface needs. This includes focusing on strategically keeping content accurate and current and applying best usability practices to our website to create a more streamlined customer experience.
Continue to increase public knowledge of the importance of sportsmen to fish and wildlife conservation efforts.	Kiosk construction scheduled for completion in fall 2021 Completed a coop on the nonresident mailer, fishing promotion, and the Recreate Responsibly Idaho interagency workgroup with Idaho Tourism and Parks and Rec. Expanded use of existing channels and implemented virtual meetings. Also completed review of statewide media outlets and created partnerships with private organizations to share content.	**Increase public knowledge of unlawful fishing and hunting activity; better inform the public about flagrant violations; and promote citizen reporting of wildlife crime.**	Utilize new kiosk for timely education displays and hands-on programming opportunities for MKNC visitors. Utilize communication channels, and explore new medias to communicate the role sportsmen and women and Fish and Game play in conservation management.
Increase public knowledge of unlawful fishing and hunting activity; better inform the public about flagrant violations; and promote citizen reporting of wildlife crime.	Social media outreach resulted in a noticeable increase in awareness and calls. Effort slowed with vacancies.	**Increase public knowledge of unlawful fishing and hunting activity; better inform the public about flagrant violations; and promote citizen reporting of wildlife crime.**	Continue outreach in social media to increase awareness and solicit public assistance. Work with regional communication managers to communicate public knowledge of unlawful activity.
Develop and implement educational outreach materials and programs aligned with Fish and Game Commission and agency priorities and goals to be used throughout the state.	Statewide programs Project WILD and Aquatic Education are strongly aligned to IDFG priorities with focus on students ages 9 and older and topics that are a high priority. With COVID-19, programming was delivered through a web platform.	**Develop and implement educational outreach materials and programs aligned with Fish and Game Commission and agency priorities and goals to be used throughout the state.**	Statewide programs Project WILD and Aquatic Education will be strongly aligned to IDFG priorities with focus on students ages 9 and older and topics that are a high priority. Teach hybrid courses with an in-person and a web platform component.
Continue efforts to minimize the timeframe between close of the application period and posting of results.	Partially completed. The new system completed the draws before the deadline in rule, and also continued the practice of emailing applicants their draw status. Due to the complexity of the new system, draw results were completed later than usual.	**Continue efforts to minimize the timeframe between close of the application period and posting of results.**	Continure to work with the new contractor to continue email capability of draw results, and secure internet login to view draw results online without using a user ID and password.

Continued

FY 2020-2025 PERFORMANCE MEASURES

Performance Measure	2020	2021	2022	2023	2024	2025	Benchmark
9: Effectively convey and distribute information about wildlife and wildlife-based recreation *(# of unique visitors per year to Fish and Game website)*	3.00 million						2.00 million

Performance Measure Explanatory Notes:

9. 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	STRATEGIES
Attract and retain a diverse and professional workforce.	▶ Seek competitive salaries for Fish and Game employees. ▶ Provide training and professional development opportunities. ▶ Reward leadership, integrity, competency, professionalism and innovation.
Provide programs, equipment and facilities for excellent customer service and management effectiveness.	▶ 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.
Improve information management and business systems.	▶ 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 2022-2025 MANAGEMENT DIRECTION

FY 2021-2024 Management Direction	Brief statement of FY 2021 status/progress/ accomplishment	FY 2022-2025 Management Direction	Tasks/Actions planned in FY 2022
Increase enforcement-related public outreach and community involvement at the local level to keep citizens informed of opportunities to engage and participate.	RCO teamed up with wildlife managers to help with public outreach. Evaluated and coordinated how local governments communicate post Covid-19. Identified local demand for information and worked with regional staff to meet that demand.	**Increase enforcement-related public outreach and community involvement at the local level to keep citizens informed of opportunities to engage and participate.**	Continue RCO encouragement of officers to team up with regional wildlife manager to help with public outreach. Develop method and measures of success for this action. Continue to evaluate and adapt how local governments and organizations are choosing to communicate post Covid-19. Identify the demand for local information, work with regional staff to help meet that demand, and develop methods and success metrics for these actions.
Continue marketing strategies to maintain sustainable revenue in nonresident hunting license and tag sales.	The nonresident fee increase was implemented and pubic communication was executed successfully. Publics understanding of the changes resulted in record sales. Rollout of commission changes to nonresident tag allocation was implemented successfully. A nonresident email subscription was implemented, and effective communication and marketing resulted in stable nonresident revenue for FY21.	**Continue marketing strategies to maintain sustainable revenue in nonresident hunting license and tag sales.**	Continure to utilize communication and marketing strategies to keep nonresidents informed of changes and attempt to maintain sustainable revenue from a potential decrease in license and tag sales.
Optimize revenue through HB 230 and Price Lock in accordance to the Commission discount order.	Marketing compeleted a number of tactics, including continued implementation of hunting and fishing marketing campaigns, resulting in an increased recruitment and retention. The Covid pandemic also sparked an increased interest in outdoor recreation, including hunting and angling. 3-year licenses were promoted to support Price Lock, along with auto-renewal and we have seen a increase to both programs. Promotion of new license auto-renewal system functionality was successful.	**Optimize revenue through HB 230 and Price Lock in accordance to the Commission discount order.**	Continue with R3 (recruit, retain, reactivate) efforts to recruit new participants and reduce churn of existing customers. Communicate and provide ample warning to auto-renew customers when/how/how much they will be charged for auto-renewal when it happens, to minimize 1st time surprise and cancellation/chargebacks.

Continued

FY 2021-2024 Management Direction	Brief statement of FY 2021 status/progress/ accomplishment	FY 2022-2025 Management Direction	Tasks/Actions planned in FY 2022
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.	Completed tableau dashboards including new permit and tag dashboards. Did not grow numbers of instructors due to the pandemic's cancelation of in-person instruction. Implemented hunting campaign, reduced license churn, increased number of hunter education graduates, encouraged mentoring, and promoted beginner-friendly hunting opportunities.	**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.**	Work with license vendor to increase capability of automated reports and sales tracking. Continue work with license vendor to track marketing ROI. Integrate hunter education graduate data into license system data. Continue, and improve upon, marketing campains to recruit, retain, and reactiate hunters and anglers. Support efforts to encourage mentoring among current hunters, anglers, and trappers.

FY 2020-2025 PERFORMANCE MEASURES

Performance Measure	2020	2021	2022	2023	2024	2025	Benchmark
10: Attract and retain highly qualified personnel (*% successful registers / % retention of hired FTEs after 2 years employment*)	88/93						98 / 88

Performance Measure Explanatory Notes:

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

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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