

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 and administer the state wildlife policy established in Title 36 of *Idaho Code*. Commissioners are appointed by the Governor from the seven administrative regions of the Department and serve staggered, four-year terms. The FY2025 Commissioners were as follows: Dave Bobbitt (Panhandle), Don Ebert (Clearwater), Tim Murphy (Southwest), Mike Roach (Magic Valley), Jordan Cheirrett (Southeast), Brody Harshbarger (Upper Snake), and Ron Davies (Salmon). The Commission holds most of the regulatory authority for hunting, fishing, and trapping.

The Director, Jim Fredericks, was appointed by the Commission and serves as Secretary to the Commission and leader of the Department. The Department's 550 classified employees are divided into seven core functions: Administration, Communications, Enforcement, Engineering, Fisheries, Technical Services, 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, directs and integrates statewide operations as well as hatchery, research, fish and wildlife health, intergovernmental, and interagency programs. The Department's long-term strategic plan was approved by the Commission in 2015 and serves as the basis for the annual Directions document that is submitted each year as required by Section 67-1903, Idaho Code.

The Department's FY2026 original appropriation of \$162.6 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).

The Department's 2015 internal strategic plan, known as *The Compass*, establishes overarching mission goals and objectives to: sustain public-trust fish and wildlife resources; meet public expectations for hunting, fishing, and trapping opportunities; and engage with the public to promote Idaho's outdoor heritage and economy. In FY2025, Director Fredericks initiated a comprehensive update to *The Compass* to ensure that in the coming years the Department is using the objectives and strategies necessary to achieve the Department's mission. To identify priority areas, an internal discovery process and statewide public outreach campaign was completed this year. A draft Strategic Plan Update is underway and will be reviewed by the Commission and the public in FY2026.

Ongoing challenges to the Department's mission include: managing the expansion of Chronic Wasting Disease (CWD) and other wildlife diseases; rapid population growth in Idaho, with the associated loss of habitat and rising demand for outdoor recreation; changes in weather and increased wildfire activity; and limited staff capacity to meet these challenges.

Core Functions/Idaho Code

The Department's mission and charter are outlined in Section 36-103, Idaho Code. 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 (Section 18-3913, Idaho Code) and to consult with the Office of Species Conservation on threatened and endangered wildlife and plant issues (Section 67-818[3]a, Idaho Code).

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 hunting, fishing, trapping and other 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.
- **Technical Services** – Develop and disseminate credible science-based knowledge to inform decisions for the benefit of fish, wildlife, botanical resources, and associated recreation.

Revenue and Expenditures

Revenue	FY2022	FY2023	FY2024	FY2025
License & Permits	\$56,320,651	\$62,442,608	\$57,534,935	\$65,267,600
Dingell-Johnson	\$6,943,203	\$7,739,751	\$3,739,774	\$10,666,049
Pittman-Robertson	\$15,407,253	\$16,888,072	\$9,748,677	\$18,100,936
Federal	\$28,288,650	\$31,202,130	\$25,519,478	\$40,304,687
State	\$4,347,416	\$4,230,101	\$5,649,655	\$5,718,254
Private & Local	\$5,794,888	\$6,150,416	\$8,202,174	\$6,957,138
Miscellaneous	\$2,869,398	\$6,809,577	\$7,044,890	\$9,939,294
Current Year Revenue	\$119,971,459	\$135,462,655	\$117,439,583	\$156,953,958
Expenditures	FY2022	FY2023	FY2024	FY2025
Personnel	\$54,826,000	\$60,062,300	\$62,500,388	\$64,944,987
Operating	\$53,796,900	\$54,859,300	\$59,735,554	\$59,349,342
Capital Outlay	\$9,480,600	\$7,614,200	\$10,527,553	\$16,661,990
Trustee/Benefit Payments	\$2,230,900	\$1,966,100	\$1,752,058	\$1,594,122
Total	\$120,334,400	\$124,501,900	\$134,515,553	\$142,500,441

Profile of Cases Managed and/or Key Services Provided

Cases Managed and/or Key Services Provided	FY2022	FY2023	FY2024	FY2025
Provide opportunity to harvest game fish and wildlife (# of hunting, fishing, and combination licenses sold)	547,861	560,079	543,991	526,572
Provide harvestable surplus of deer and elk (# of deer and elk harvested) ^a	63,722 ^a	56,725 ^a	65,802 ^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)	882	819	510	624.5
Provide public access to private lands or through private lands to public lands for hunting, fishing, and trapping (# of acres provided through Access Yes! and large tracts program)	1,229,861	1,227,288	1,217,910	1,230,162
Provide public access to Idaho Endowment Lands for hunting, fishing, trapping, and wildlife recreation (# of acres provided through Idaho Endowment Lands Partnership Agreement)	2,347,012	2,347,012	2,407,033	2,407,033
Provide public access to important wildlife areas for hunting, fishing, trapping, and viewing (# of acres managed)	421,635	425,753	434,000	437,339

Cases Managed and/or Key Services Provided	FY2022	FY2023	FY2024	FY2025
Provide opportunity to hunt big game (<i># elk and deer hunter days</i>) ^a	1,412,504 ^a	1,434,021 ^a	1,384,339 ^a	NA ^a
Alleviate wildlife damage to agriculture (<i>minimum # of depredation complaints responded to</i>)	942	1,137	642	552
Compensation for wildlife damage to agriculture (<i># depredation claims paid</i>)	84	106	72	86
Improve opportunity to harvest game fish (<i># of Department-operated, hatchery-raised, resident and anadromous fish stocked in ponds, lakes, and streams</i>)	29,996,944	28,304,113	28,731,107	32,048,466
Provide opportunity to harvest salmon and steelhead without harming threatened populations (<i>angler hours spent fishing for salmon and steelhead</i>) ^a	939,039 ^a	918,204 ^a	1,122,620 ^a	NA ^a
Provide public access to fishing waters (<i># fishing and boating access sites maintained</i>)	355	356	356	356
Scientifically assess the abundance and health of fish populations to inform management decisions (<i># surveys conducted on lakes, reservoirs, rivers, and streams</i>)	568	582	652	638
Enforce Department laws (<i># of warnings and citations issued</i>)	3,464	4,486	5,263	6,643
Protect game populations, provide information, and ensure human safety (<i># of licenses checked by officers in the field</i>)	46,578	51,271	55,379	57,603
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>)	2,614	2,932	2,828	2,748
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>)	4,032	5,348	7,963	8,136
Provide information about fishing and hunting, fish and wildlife, educational programs, volunteer opportunities, and general agency information to the public (<i>average # visits per month to IDFG website</i>)	591,807	561,612	NA ^d	925,822
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>) ^c	125	NA ^c	NA ^c	NA ^c
Provide information to license buyers to increase their recreation satisfaction and opportunities (<i># visitors to Idaho Hunt Planner and Fish Planner web pages</i>)	626,162	669,790	NA ^d	NA ^e
Provide for community and public involvement in management and education while reducing costs (<i># Volunteer Services hours</i>) ^b	27,230 ^b	34,477 ^b	26,173 ^b	32,805 ^b
Educate students about hunting and firearms safety, ethics and responsibilities, wildlife management, and Department rules and regulations (<i># of students Hunter Education certified</i>)	11,453	12,952	11,953	13,316

Cases Managed and/or Key Services Provided	FY2022	FY2023	FY2024	FY2025
Educate students about hunting and firearms safety, ethics and responsibilities, wildlife management, and Department rules and regulations (<i># of instructor hours volunteered for hunters, bowhunter, trapper, wolf trapper, hunter/bowhunter combo, and field day classes</i>)	7,191	9,570	8,232	7,322

^a - Measure based on a calendar year.

^b - Measure is Volunteer Services hours only and does not include Reservist or Hunter Ed Instructor hours.

^c - Measure deleted in FY23.

^d - Corresponding website analytics were unavailable during FY2024 due to a software update.

^e - Website analytics are active across other parts of the site, but data for FY2025 is not available for this entry because of web instances that are still operating on an older platform.

Licensing Freedom Act

Agencies who participate in licensure must report on the number of applicants denied licensure or license renewal and the number of disciplinary actions taken against license holders.

	FY2022	FY2023	FY2024	FY2025
COMMERCIAL WILDLIFE FARM				
Total Number of Licenses	8	9	7	18
Number of New Applicants Denied Licensure	0	0	0	0
Number of Applicants Refused Renewal of a License	0	0	0	0
Number of Complaints Against Licensees	2	0	0	0
Number of Final Disciplinary Actions Against Licensees	0	0	0	0
COMMERCIAL FISHING LICENSES				
Total Number of Licenses	6	5	3	7
Number of New Applicants Denied Licensure	0	0	0	0
Number of Applicants Refused Renewal of a License	0	0	0	0
Number of Complaints Against Licensees	0	0	0	1
Number of Final Disciplinary Actions Against Licensees	0	0	0	0
TAXIDERMIST / FUR BUYER				
Total Number of Licenses	254	266	399	406
Number of New Applicants Denied Licensure	0	0	0	0
Number of Applicants Refused Renewal of a License	0	0	0	0
Number of Complaints Against Licensees	0	0	0	0
Number of Final Disciplinary Actions Against Licensees (<i># of citations and warnings issued</i>)	3	3	3	0

Part II – Performance Measures

Performance Measure		FY2022	FY2023	FY2024	FY2025	FY2026
Goal 1						
<i>Sustain Idaho's fish and wildlife, and the habitats upon which they depend.</i>						
1. Compliance with regulations (<i># of violations/# of licenses checked</i>)	actual	3,464 / 46,578 (7.4% / 7.4%)	4,486 / 51,271 (8.7% / 9.1%)	5,263 / 55,379 (9.5% / 10.2%)	6,643 / 57,603 (11.5% / 11%)	-----

Performance Measure		FY2022	FY2023	FY2024	FY2025	FY2026
	target	Less than 10% of licenses checked result in violation/check 8% of total licenses sold	Less than 10% of licenses checked result in violation/check 8% of total licenses sold	Less than 10% of licenses checked result in violation/check 8% of total licenses sold	Less than 10% of licenses checked result in violation/check 8% of total licenses sold	Less than 10% of licenses checked result in violation/check 8% of total licenses sold
2. Opportunity to harvest game fish (# of Department-operated, hatchery-raised resident and anadromous fish stocked in ponds, lakes, and streams)	actual	29,996,944	28,304,113	28,731,107	32,048,466	-----
	target	30,000,000	30,000,000	30,000,000	30,000,000	30,000,000
Goal 2						
<i>Meet the demand for hunting, fishing, trapping, and other wildlife recreation.</i>						
3. Landowners allow access for fish & wildlife recreation (# of properties enrolled/# private acres in Access Yes! Program)	actual	93 / 336,518	100 / 330,725	102 / 336,000	99 / 371,941	-----
	target	90 / 350,000	90 / 350,000	90 / 350,000	90 / 350,000	90 / 350,000
4. Landowners with 50,000+ acre parcels allow access for fish & wildlife recreation (# private acres in Large Tract Program)	actual	893,343	896,563	881,739	858,221	-----
	target	941,000	941,000	941,000	941,000	941,000
5. 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)	actual	2.35 million	2.35 million	2.40 million	2.40 million	-----
	target	2.35 million	2.35 million	2.35 million	2.35 million	2.35 million
6. Idaho citizens hunt, trap, and uphold the North American Model of Wildlife Conservation (# of resident hunting and combination license holders ^a /# resident trapping licenses)	actual	255,491 ^a / 2,191	251,621 ^a / 2,261	258,196 ^a / 2,311	NA ^a / 3,083	-----
	target	245,000 ^a / 2,300	245,000 ^a / 2,300	245,000 ^a / 2,300	245,000 ^a / 2,300	245,000 ^a / 2,300
7. Idaho citizens fish and uphold the North American Model of Wildlife Conservation (# of resident fishing license holder ^a)	actual	177,029 ^a	184,610 ^a	189,915 ^a	NA ^a	-----
	target	166,000 ^a	166,000 ^a	166,000 ^a	166,000 ^a	166,000 ^a
Goal 3						
<i>Improve public understanding of and involvement in fish and wildlife management.</i>						
8. Effectively convey and distribute information about wildlife and wildlife-based recreation (# of unique visitors per year to Fish and Game website)	actual	3.64 million	3.50 million	NA ^c	2.50 million ^d	-----
	target	2.00 million	2.00 million	2.00 million	2.00 million	2.00 million

Performance Measure		FY2022	FY2023	FY2024	FY2025	FY2026
Goal 4						
<i>Enhance the capability of the Department to manage fish and wildlife and serve the public.</i>						
9. Attract and retain highly qualified personnel (% successful announcements ^b /% retention of hired FTEs after two years of employment)	actual	NA ^b / 88	NA ^b / 88	92 / 83	92 / 92	-----
	target	93 / 88	93 / 88	93 / 88	93 / 88	93 / 88

^a - Based on previous calendar year license holders.

^b - Performance Measure changed in FY2024 and does not apply to previous years.

^c - Corresponding website analytics were unavailable during FY2024 due to a software update.

^d - Website analytics are active, but data for FY2025 is incomplete because some web instances are still operating on an older platform and cannot provide analytics until they are updated.

Performance Measure Explanatory Notes

1. The benchmark is based on past performance by Department officers.
2. This measure was added in FY2014. The benchmark is based on maintaining the FY2013 level of production.
3. The benchmark is based on past success of the Access Yes! program and the cost per acre.
4. This measure was added in FY2020. The benchmark is based on maintaining the FY2020 level of acreage, past success of the Large Tract program, available budget, and cost per acre.
5. This measure was added in FY2020. The benchmark is based on maintaining the FY2020 level of acreage, past success of the Endowment Land Agreement, available budget, and cost per acre.
6. This measure was added in FY2020. The benchmark is based on maintaining the calendar year 2019 level of resident hunting & combo license holders and FY2020 trapping license holder.
7. This measure was added in FY2020. The benchmark is based on maintaining the calendar year 2019 level of resident fishing license holders.
8. This performance measure was added in FY2014. The benchmark is based on expected growth in web traffic.
9. This performance measure was edited in FY2024 to more accurately assess success metrics. A "successful announcement" is defined as an announcement that closed without altering the closing date and resulted in a hire. This benchmark is based on current labor market conditions.

For More Information Contact

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