

Future Generations Act Report 2020



OCTOBER 31, 2020



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Letter from the Director

Each day, the staff of Colorado Parks and Wildlife works in service of the state, our natural resources and our mission to perpetuate the wildlife resources of the state, provide a quality state parks system, and to provide enjoyable and sustainable outdoor recreation opportunities that inspire current and future generations to serve as active stewards of our natural resources.

Guided by our thoughtful and dedicated Parks and Wildlife Commission, we maintain our north star of being a mindful conservation agency that works to balance the needs of our customers, our communities, our lands, our waters and our wildlife.

This dedication to our resources and our customers perhaps has never been as apparent as in 2020, as we worked ceaselessly to ensure that during a global health crisis, Colorado could turn to our outdoors as a source of mental and physical wellbeing, and escape from not only the issues of our world, but also from our own homes when other options were in short supply. From our customer service teams who deftly handled calls regarding changing restrictions, to our Commission maintaining a regular schedule and continuing public involvement, to our office teams managing technology and budgets while the world changed overnight, Colorado Parks and Wildlife met every challenge head-on and worked to **manage to yes**, from having offices being closed to opening as fast and safely as possible, when so much of the world said no.

Our field staff, in particular, deserve our sincere appreciation for ensuring that parks established safety protocols while remaining open to visitors throughout the spring and summer, our aquatic nuisance species (ANS) inspection program continued with modifications to keep our waters free from invasive species while keeping waters open, our officers checking a record number of anglers in the field - and all while dealing with a public that was understandably a bit more on edge this year than most.

Throughout this unprecedented disruption to nearly all aspects of our lives, it is remarkable that our goals from Senate Bill 18-143 continued on with relatively minor impacts. As you'll read in the report that follows, we had several great successes even in an historic time of uncertainty. While we necessarily had to reduce clinics and classes, we increased our fishing license sales and were able to quickly pivot to ensure online hunter education was available for our new hunters. Our efforts to find new and sustainable funding sources led to new donation capabilities and resulted in a relevancy study that will guide future efforts. A greater number of well-qualified applicants wanted to work for CPW, and even as our volunteer programs were drastically cut in the last quarter of our fiscal year, our number of hours were down by less than 1%. Grant funding for motorized and non-motorized trail funding increased, along with the number of acres accessible to our hunters and anglers. Increased funding was allocated for wildlife habitat improvements, hatchery improvements and for tackling our dam maintenance and capital construction backlogs. And, proudly, the first visitors to Colorado's newest state park, Fishers Peak State Park, will come through the gates with the title of "park visitors" in late 2020.

Colorado's population growth and the need for outdoor recreation opportunities and amenities that match our shifting demographics has been driving our work to manage those areas where recreation and conservation often collide. This year, our relevance to Coloradans as leaders in this space has never been more apparent or important. Our staff works tirelessly and passionately to ensure that the Colorado we all enjoy today will remain available and enjoyable for future generations to come. We thank you for your trust in Colorado Parks and Wildlife, and for allowing us to serve you and our state's land, waters and wildlife. We are proud to present the 2020 Future Generations Act Report.



Dan Prenzl
Director, Colorado Parks and Wildlife

Executive Summary

With the passage of the Hunting, Fishing, and Parks for Future Generations Act (Act) by the Colorado General Assembly in 2018 (Senate Bill 18-143), Colorado Parks and Wildlife (CPW) committed to fulfilling 10 goals by 2025:

1. Increasing the number of hunters and anglers in Colorado in the face of national declines in hunting and fishing numbers through investments in recruitment programs, such as hunter education and Fishing is Fun, the development of the Cameo Shooting and Education Complex, and grants for shooting ranges in all regions of the state;
2. Partnering with stakeholders to develop strategies to engage all outdoor recreationists, including hikers, bikers, climbers, and wildlife watchers, in funding the division and commission, maintenance of state lands and facilities, and management of wildlife;
3. Recruiting and retaining qualified employees to manage wildlife, park, recreational, and aquatic resources;
4. Supporting access programs on public and private lands, including the renewal of existing high-priority leases that provide public access for hunters, anglers, and outdoor recreationists;
5. Increasing and improving the state's big game populations through investments in habitat and conservation, including increased support for highway wildlife crossings to protect animals and motorists;
6. Identifying and beginning to plan the development of a new Colorado state park and investing in other initiatives to increase park visitation, maintain excellent customer service, and generate revenue;
7. Reducing the \$44.76 million maintenance and repair backlog by 50% for the 11 dams owned and operated by the division that pose the highest risks to life and property and establishing an appropriate funding stream to continue maintenance of all of the division's 110 dams;
8. Increasing the number of fish stocked in Colorado water to more than 90 million through the development of a statewide hatchery modernization plan, renovation of one of the state's 19 fish hatcheries, and reduction in the maintenance backlog for all hatcheries, many of which are 70 to 100 years old;
9. Reducing the division's known \$26 million large capital construction and maintenance backlog by 50% and establishing a capital development backlog strategic plan to provide a stable funding stream to address future maintenance projects at state wildlife areas and state parks; and
10. Reducing the need to list additional state trust species under the federal "Endangered Species Act of 1973" (16 U.S.C. sec. 1531 et seq.) by partnering with private landowners to improve species distribution and abundance monitoring and disease prevention efforts (Section 2 (1)).



Ongoing and intentional work by CPW to achieve these goals ensures that future generations have access to the quality hunting, fishing, and outdoor recreational opportunities that Coloradans and visitors enjoy today. Most of the fee increases enabled by the legislation were initiated on January 1, 2019, with the financial benefits of the Act being realized starting in the fall of 2019. Significant progress has been made towards fulfilling the Act's goals and CPW is pleased to share our progress in this second annual report, covering the 2019-2020 Colorado state fiscal year.

Among the highlights, CPW is proud to draw attention to:

- Increased participation in hunter education courses, despite restrictions put in place due to COVID-19 health concerns.
- Continued efforts to elevate the public's awareness of CPW and engage more stakeholders in actively partnering with CPW through financial support, volunteering, and stewarding Colorado's natural resources.
- Increased number of applicants for critical positions at CPW and steps taken to recruit and retain employees of diverse backgrounds.
- Continued expansion of access to hunting and fishing through trails and private landowner partnerships.
- Efforts advancing the protection of wildlife at crossings and migration corridors.
- Progress on the opening of a new state park, Fishers Peak, and improvements in customer service.
- Reduction of the maintenance and repair backlog for CPW's high risk dams.
- Continued work to modernize the fish hatchery system and increase fish production.
- Increased funding for large and small capital projects on CPW-owned facilities and better tracking of asset conditions and future maintenance needs.
- Meaningful work to protect species of greatest conservation need.

New this year: Following the narrative description of the activities undertaken during FY 2020 for each of the ten goals, a Metric Summary Table provides a snapshot of specific data CPW is tracking to ground our work in measurable and reportable ways. The metric table includes baseline data which, in most cases, is the average of three fiscal years: FY 15-16, FY 16-17, and FY 17-18. In certain cases, a new metric was added since the writing of the first Future Generations Act Report in FY 2019, or includes a data point not previously tracked; in these cases, the alternative baseline data year is stated. The table contains data for FY 2019 and FY 2020 and presents increases or decreases from the baseline for both reporting years to easily understand changes over time.

Goal 1: Increasing the Number of Hunters and Anglers

Hunting and angling are important aspects of Colorado’s social and economic well-being. Each year, CPW’s hunting and angling activities contribute around \$3.2 billion of combined economic benefit to the state. Hunters and anglers are major contributors to wildlife and habitat conservation in Colorado through the fees they pay for hunting and fishing licenses and excise taxes on equipment and boat fuel. CPW is working to increase hunting and fishing participation through investments in outreach programs, education, and grants. As of 2018 (the last year for which data on individual license holders has been reported¹), there were approximately 838,966 fishing license holders and 296,609 hunting license holders in Colorado. The number of fishing license holders continues to follow a generally increasing trend; meanwhile, hunting participation maintains a downward trend overall with a slight upward turn over the last several years.

Expanding hunter and angler education and outreach

CPW provides high-quality hunter education programming that acquaints new hunters to CPW, instills responsible hunting skills and ethics, and fulfills the statutory requirements for future hunters to successfully complete a mandated educational program. CPW offers hunter education classes across the state in two formats: online with an in-person component and traditional classroom instruction. In FY 2020, CPW held 403 in-person hunter education courses, teaching over 13,900 students. The busiest time of the calendar year for hunter education is March and April, and restrictions posed by the COVID-19 pandemic had a measurable impact on the overall number of hunter education participants. In response, CPW quickly pivoted to offering online-only hunter education to students 11 years and older. CPW saw a positive response to the online-only courses, educating nearly 3,230 online students from April 5 to June 30, 2020.

CPW’s Hunter Outreach Program seeks to attract people with non-hunting backgrounds through clinics, seminars, advice, mentored hunts and online educational content. Hunter outreach programming is designed specifically to appeal to diverse interests and levels of ability. In FY 2020, CPW reached over 3,390 participants across the state through more than 80 hunter outreach events. In addition, CPW facilitated 101 mentored hunts through the Hunter Outreach Program, providing a unique hunting experience to 444 hunters. Due to the pandemic, all but one mentored spring turkey hunts were cancelled; normally, the program takes over 80 turkey hunters out each spring. Health orders also resulted in the cancellation of several seminars and clinics, so instead, the Hunter Outreach Program offered seven webinars, four turkey hunt videos, and a big game draw video between March and June, resulting in outreach to more participants than would have occurred in person. Program staff anticipates a drop in volunteer availability in FY 2021 due to COVID-19 concerns and has already noticed a large impact to volunteer hours, number of mentored hunts, hunters, and programs since the pandemic heightened in March. Program staff continue to come up with new ideas to reach people of all backgrounds, through online meetings, small group clinics, range days, and webinars. The Statewide program is working with the Teddy Roosevelt Conservation Partnership on a grant to improve hunter outreach to the Latinx community. Related to this is support from CPW for Latino Conservation Week hosting a webinar on Latino communities in the outdoors called Conexión: The Conservation Heritage of Latinx and Hispanic Peoples in the Southwest.

Another hunter outreach effort is the Take a Friend Hunting Program, which provides incentives for current hunters to accompany a new or lapsed hunter in the field by documenting their experience through pictures and a brief essay. During FY 2020, there were 219 submittals, 17 of which received a prize. This is a successful outreach program that requires very few staff or volunteers to manage, yet sees good participation levels and will continue being offered in FY 2021.

CPW also offers a Novice Adult Outreach License (NAOL) that provides adults who are new to hunting an opportunity to participate in select mentored hunts. Similar opportunities are provided to youth through the Youth Outreach License (YOL). In FY 2020, 102 youth hunters and 28 adult hunters took advantage of the Outreach Licenses. CPW’s hunt coordinators have discussed increasing the NAOL in the coming season and ideas to coordinate hunts in ways that address health order concerns.

¹ This corresponds to USFWS Reporting Year 2021.

Colorado offers exceptional angling opportunities and features Gold Medal Waters in 11 streams and three lakes across the state. CPW’s angler outreach programming promotes the state’s aquatic resources and encourages more people to enjoy the outdoors through fishing, especially families with children and people who have never fished before. In FY 2020, even with restrictions related to COVID-19, CPW staff and angler outreach volunteers held 120 fishing clinics or events around the state, reaching approximately 9,000 anglers. During the course of these clinics more than 8,000 free fishing rods were given out to first time anglers. Often these events are focused on first time anglers, families, or a new technique of fishing. New anglers learn not only how to fish, but how biologists and hatcheries work together to produce the fish we all love to catch. Angler outreach volunteers help to make this program a success: in FY 2020, 34 volunteers contributed 656 hours of time, the equivalent value of \$19,352 or almost four months of a full-time employee’s time.

Increasing grants for Fishing is Fun

For over 30 years, the Fishing is Fun program has supported 375 angling improvement projects across the state, from small towns on the Eastern Plains and the West Slope to the major metropolitan areas along the Front Range. In just the last few years, grants have been awarded for projects in or near Steamboat Springs, Lake City, Hudson, Idaho Springs, Pueblo and nearly two dozen other locations. Grant recipients have included open-space programs, water trusts, angling organizations, local and county governments and park and recreation departments. Fishing is Fun awards are matched by local funds, along with in-kind services, materials and volunteer time, often covering 40-50% of project costs.

In FY 2020, CPW awarded \$650,000 to eight Fishing is Fun projects that aim to revitalize aquatic ecosystems and improve angling opportunities across the state (Figure 1). CPW’s funding for these projects was met with more than \$2 million in local matching funds for the eight projects. While the program typically provides up to \$400,000 annually from the Federal Sport Fish Restoration Program (SFR), this year the program awarded an additional \$250,000 from revenue generated through the Wildlife Sporting License Plate. Among the projects awarded funds this year are:

- Wolf Lake in El Paso County: Angling access will be significantly improved with the installation of two fishing piers on a newly constructed 12-acre reservoir in a rapidly growing area of El Paso County near the northeastern side of Colorado Springs. This area currently has limited angling options.

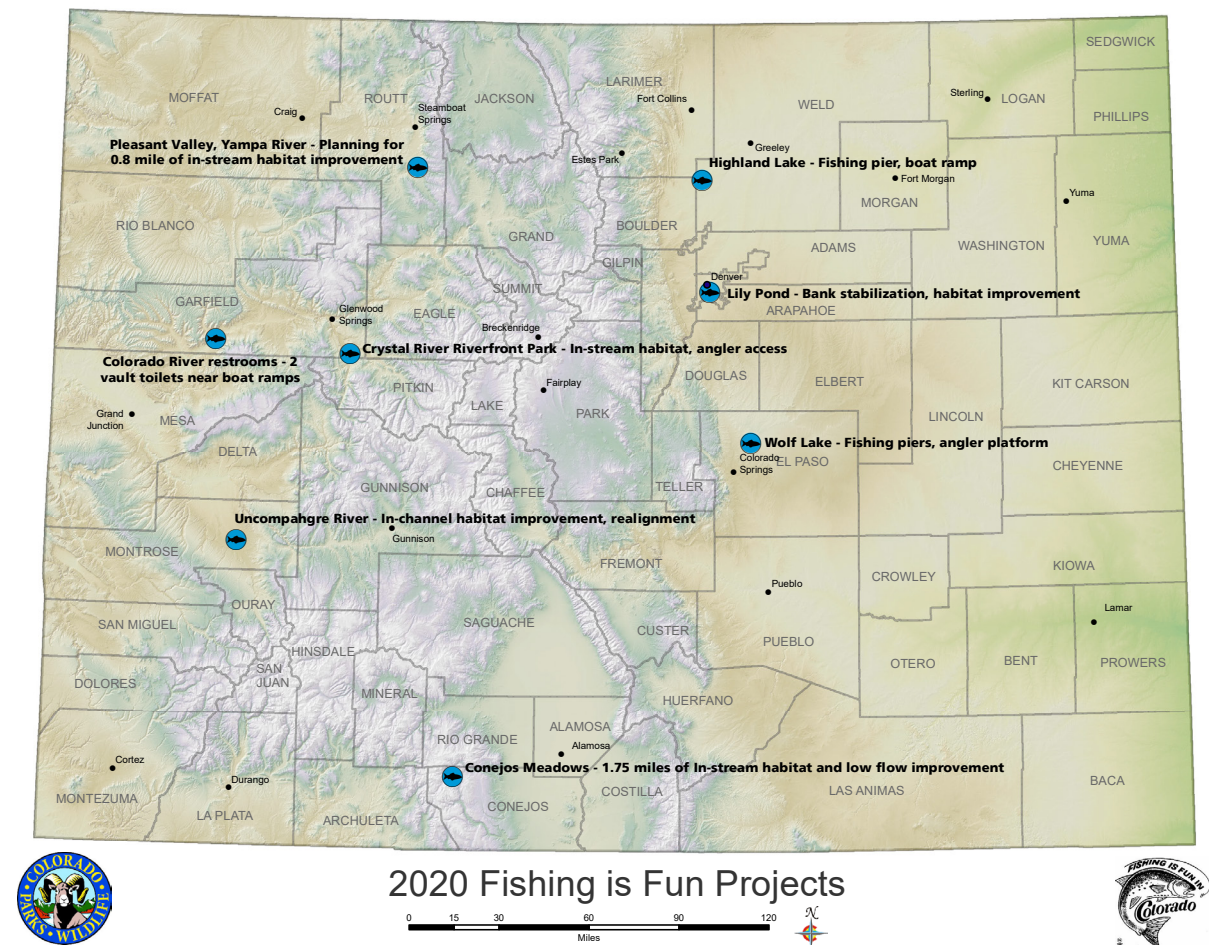


Figure 1

- Conejos Meadows in the San Luis Valley: In-stream habitat improvements will occur on 1.75 miles of the Conejos River downstream from Platoro Reservoir in the San Luis Valley. The project will address low-flow conditions during droughts and winter reservoir operations and will protect conditions for the existing self-sustaining brown trout population.
- Uncompahgre River in Montrose: This grant will restore quality angling conditions along a 0.65-mile section of the Uncompahgre River in the heart of Montrose. The multi-year project will cover 1.6 miles of river and develop in-channel habitat, stabilize river banks and connect to a major new GOCO-funded trail system.

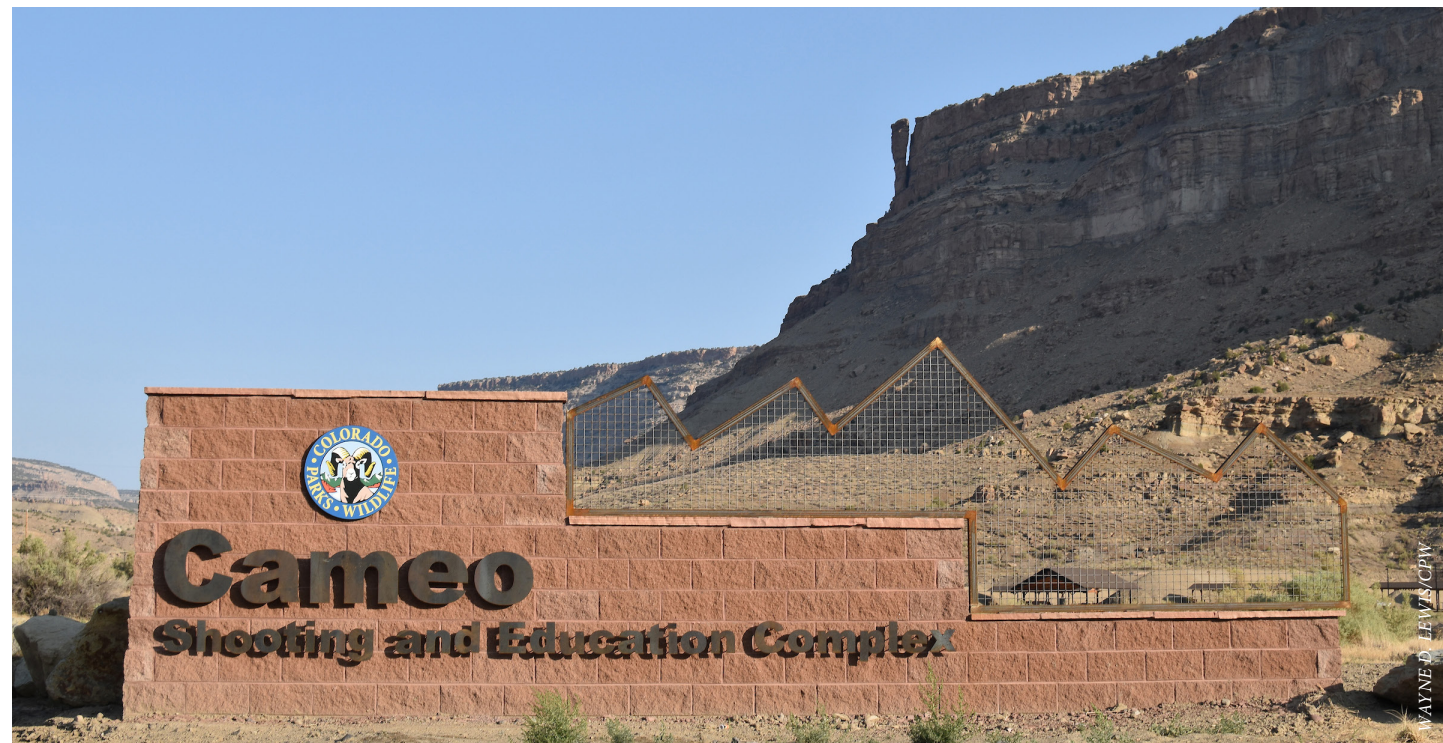
“The Conejos Meadows Resilient Habitat project is a model for projects that benefit fish habitat and wild self-maintaining trout populations, while also providing benefits to irrigation water users below a working reservoir. Partnerships on the Conejos River between Trout Unlimited, CPW, and the Conejos Water Conservancy District ensure that each project identifies and maximizes benefits for the entire water community and the environment at the same time.”

- Kevin Terry, Rio Grande Basin Project Manager for Trout Unlimited

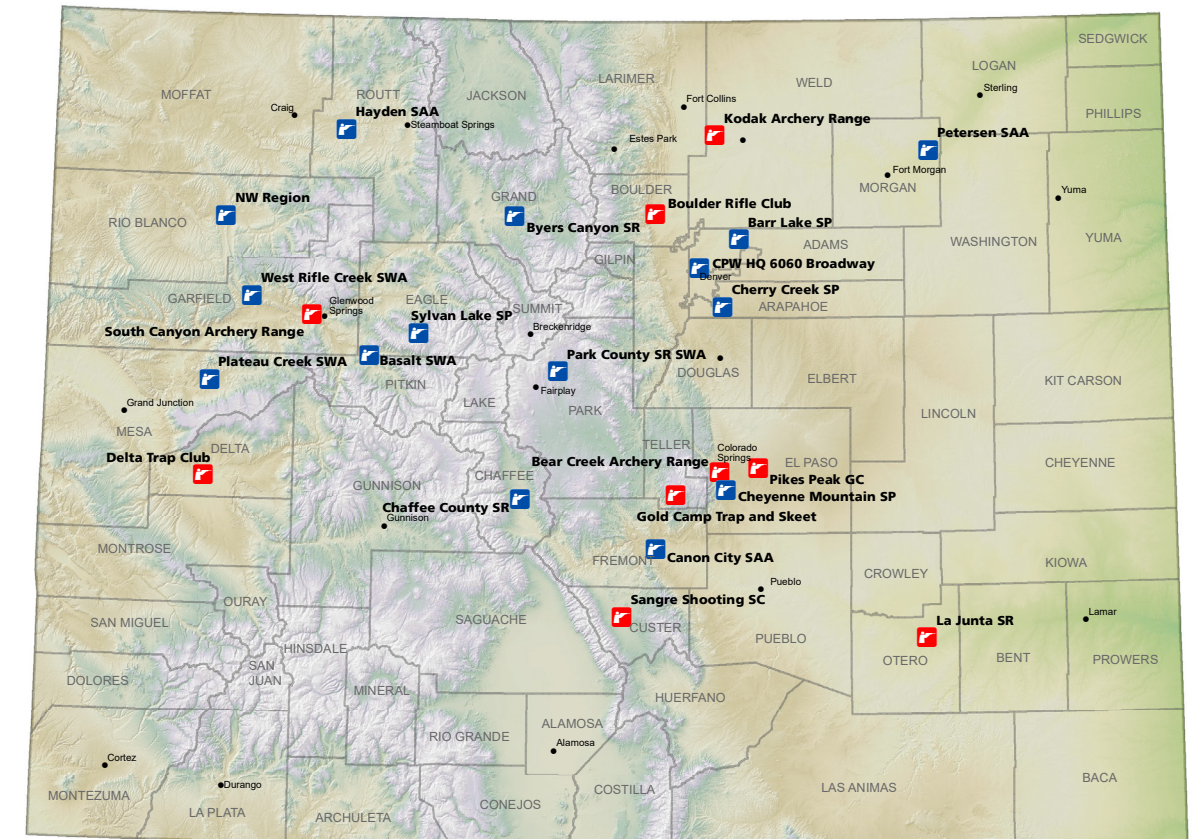
Developing the Cameo Shooting and Education Complex

The Cameo Shooting and Education Complex (CSEC) is a world-class educational and training facility and a top destination for people to participate in organized shooting competitions, to sharpen their skills, or to learn about the safe use of firearms. During FY 2020, CSEC hosted 156 competitions or events and saw 8,925 paid visitors. More than 20 sponsor organizations back the work of CSEC by providing labor, equipment, materials, training, and marketing, among other donations and support.

Work on Phase 1-B of CSEC is nearing completion with two sporting clays courses now open and a five-stand facility opening in the fall of 2020. Construction of a shooting and target venue is also underway to introduce mountain bike biathlon events starting in the fall. Additional updates completed in FY 2020 include various road, parking, and access modifications and expansions; the installation of security fencing and security system upgrades; construction of a wildlife viewing area “Roger’s Roost” near the range office; fabrication of specialized storage containers for range equipment and assets and rental storage spaces for user group equipment; and construction of a 70’ by 120’ maintenance, retail and administrative services building, among several other improvements.



Phase 2, which includes building a visitor and education center and indoor ranges, represents the largest major construction to take place at the facility and will provide hundreds of education related experiences at CSEC. Qualifications for design firms were reviewed and an architecture firm was selected in July 2020. Construction is expected to be underway on the visitor and education center in FY 23-24. Phase 3 is slated to begin after that and will include the construction of a 1,000 yard rifle range.



2020 Shooting Range Development Grants

Expanding grants for shooting ranges



CPW’s Shooting

Range Development Grant (SRDG) program focuses on establishing new shooting ranges and expanding or improving existing ranges across Colorado by providing matching grants to towns, counties, sportsperson and outdoor recreation organizations, shooting clubs, and others. The SRDG program is one of the largest programs of its kind in the nation, reflecting CPW’s commitment to support safe, accessible ranges for recreational shooters, hunters and archers, and to help pass important outdoor recreational traditions on to future generations. In FY 2020, CPW awarded \$725,000 to nine shooting ranges across the state and CPW’s contributions were met with over \$257,000 in local matching funds.

Colorado’s growing population increases the demand for safe, accessible ranges and the SRDG program is an important element in meeting that demand. Among the projects funded in 2020 are three that will make especially large strides in ensuring the safety of users and maintaining accessibility:

- Kodak Archery Range in Windsor: Expansion and updates to this heavily used, free, public archery range in the northern Front Range region. The project will expand the existing range, establish a walking archery course, develop additional parking and install shade and storage improvements.
- Delta Rifle Club Helice Range: Helice is a trap shooting-like sport, except a plastic cover with wings is attached to the clay pigeon, which results in an erratic and unpredictable flight pattern which more closely mimics wild bird flight. The Delta range will be the only helice range on the Western Slope and the second in Colorado.
- Boulder Rifle Club: The project will include construction of a new public range located four miles north of Boulder and will be a significant addition to the Denver metro area in helping to address user conflicts.

Figure 2

External
Internal

CPW's Small Shooting Range Grant Program (SSRG) offers grants of up to \$5,000 per project for improvements at Colorado shooting ranges that allow hunter education courses, public sight-in days, and youth and family involvement in the shooting sports. The program enhances safety and increases public access to shooting ranges through smaller capital improvements, upgrades, replacement, and repair of existing shooting range features. In FY 2020, CPW awarded 9 grants totaling \$60,565 to ranges across the state.

CPW operates ranges on some state wildlife area (SWA) and state park properties. In FY 2020, CPW allocated over \$1,090,000 toward 13 archery and shooting range projects on CPW properties across the state. Among the improvements funded in FY 2020 are:

- Wellington SWA: Construction of a shade shelter, benches, and racks for the shotgun range and addition of concrete shooting lanes on the rifle/pistol range to accommodate various shooting distances.
- Cherry Creek State Park: Design and planning for updating current range infrastructure that is at the end of its useful life expectancy.
- Basalt Shooting Range: Water system reconfigurations to supply a 10,000 gallon water storage tank that will feed fire hydrants around the shooting range and expand irrigation capabilities.
- Hunter Education Building Range: This range is located at 6060 Broadway near Denver. The project will replace existing shooting stalls, the target retrieval system, bullet trap, and ballistic protection.

Figure 2 shows the location of the FY 2020 funded Shooting Range Development Grant projects and CPW range projects.

Table 1. Goal 1 summary table of metric changes from baseline

Goal	Metric	Baseline Year	Baseline Data	FY19 Data	FY19 percent change (from baseline)	FY20 Data	FY20 percent change (from baseline)
I. Increasing the number of hunters and anglers in Colorado in the face of national declines in hunting and fishing numbers through investments in recruitment programs, such as hunter education and Fishing is Fun, the development of the Cameo Shooting and Education Complex, and grants for shooting ranges in all regions of the state	Number of fishing license holders reported to USFWS	3-year average of FWS Reporting Year 2017/18/19	871,000	945,000	8%	838,966	-4%
	Number of hunting license holders reported to USFWS	3-year average of FWS Reporting Year 2017/18/19	294,000	295,000	0%	296,609	1%
	Participants in Hunter Outreach activities	3-year average of FY16, FY17, FY18	4,500	3,900	-13%	3,397	-25%
	Participants in Angler Outreach activities	3-year average of FY16, FY17, FY18	7,500	10,000	33%	9,000	20%
	Number of Angler Outreach clinics	FY19	150	150	N/A	120	-20%
	Number of Hunter Outreach events	FY19	240	240	N/A	81	-66%
	Number of in-person Hunter Education courses offered	FY20	403	N/A	N/A	403	N/A
	Participants in Hunter Education courses (in-person and online-only)	3-year average of FY16, FY17, FY18	16,800	17,200	2%	17,175	2%
	Number of mentored hunts (CPW and Hunt Master Program)	3-year average of FY16, FY17, FY18	100	141	41%	101	1%
	Number of hunters in mentored hunts	FY20	444	N/A	N/A	444	N/A
	Amount awarded for Fishing is Fun grants	3-year average of FY16, FY17, FY18	\$400,000	\$755,000	89%	\$650,000	63%
	Number of Fishing is Fun grants	3-year average of FY16, FY17, FY18	8	11	38%	8	0%
	Number of paid visitors to CSEC	FY19	5,400	5,400	N/A	8,925	65%
	Number of competitions held at CSEC	FY19	99	99	N/A	156	58%
	Amount awarded for large shooting range grants	3-year average of FY16, FY17, FY18	\$545,000	\$725,000	33%	\$725,000	33%
	Number of large shooting range grants awarded	3-year average of FY16, FY17, FY18	8	8	0%	9	13%
	Amount awarded for small shooting range grants	3-year average of FY16, FY17, FY18	\$47,000	\$55,000	17%	\$60,565	29%
	Number of small shooting range grants awarded	3-year average of FY16, FY17, FY18	8	8	0%	9	13%
	Number of range projects grants on CPW properties	FY19	13	13	N/A	13	0%
	Amount awarded for range projects on CPW properties	FY18	\$477,000	\$1,100,000	131%	\$1,090,400	129%

Goal 2: Partnering with Stakeholders to Engage All Outdoor Recreationists

Developing and sustaining partnerships with all outdoor recreationists, including hikers, bikers, climbers, and wildlife watchers, as well as increasing CPW's relevance in the lives of all Coloradans will help to ensure that sufficient resources are available to fulfill our mission. CPW continues to cultivate new partnerships, strengthen existing partnerships, expand our reach, and investigate new, sustainable funding mechanisms.

Strengthening partnerships with stakeholders

CPW's Partners Program is an outward-facing effort that brings together diverse interests from across the state, representing the entire spectrum of the outdoors in support of our agency's mission to manage wildlife, provide a quality state parks system, and inspire people to be engaged stewards of Colorado's natural resources. The Partners Program helps to foster alignment, awareness and trust among CPW and our many partners through three key initiatives: the Partners in the Outdoors Conference, the Colorado Outdoor Partnership (CO-OP) and the Colorado Outdoor Principles, as well as through extensive resource sharing and network building.

Through the annual Partners in the Outdoors Conference, CPW facilitates a signature platform for organizations to collaborate around the shared vision of advancing and balancing outdoor recreation and conservation in Colorado. This year's conference theme contemplated the ways that we can find common ground as we explore the complicated relationship between outdoor recreation and conservation in Colorado. Although the 2020 Partners in the Outdoors Conference was impacted by the COVID-19 pandemic, program staff, partners and sponsors were able to quickly transition to a virtual platform hosting 21 interactive sessions over an eight week period, the majority of which were partner-led. The use of a virtual platform significantly expanded the conference reach by drawing over 740 participants representing 375 different organizations. Further, as a result of CPW's partnership with the podcast Mountain & Prairie, the three conference keynote podcasts have reached several thousand individuals to date. This year's conference received financial and in-kind support for conference operations and expenses from nearly 30 sponsors.

The CO-OP is a collaboration of organizations representing the intersection of conservation and outdoor recreation and interests related to land, water, and wildlife in Colorado. CO-OP member organizations represent the following sectors: outdoor recreation, conservation, hunters and anglers, stewardship, agriculture and ranching, and government. During FY 2020, the CO-OP continued its work to ensure that Colorado's private and public lands and waters remain healthy to support our diverse wildlife, outdoor recreation, agricultural heritage, and economic well-being for future generations. The group met quarterly throughout FY 2020 to plan a new statewide initiative alongside CPW and DNR to facilitate and encourage locally driven, collaborative solutions to support its mission. In response to increasing interest in the outdoors, local and regional collaboratives are forming across the state to seek solutions for conserving Colorado's natural resources while meeting the growing demand for outdoor recreation. CPW, DNR and the CO-OP are working to support existing coalitions and to convene new ones in a coordinated statewide approach while emphasizing the unique values of Colorado's diverse communities. CPW's work on this initiative, which is the first state-led initiative of its kind, will continue into FY 2021 and focus on bringing to fruition the ideas and projects Colorado communities want and need while balancing conservation, land and water use, stewardship, economic and outdoor recreation interests.

Growing new sources of funding

CPW continues to work on identifying new, sustainable funding streams. In FY 2020, revenue received from the issuance and renewals of the Wildlife Sporting License Plate, a specialty license plate that allows hunters and anglers to show their support for wildlife recreation, totaled \$420,839, an increase of over 290% from the baseline. Revenue generated from license plate sales and renewals is used to fund grants through the Fishing

Colorado's Outdoor Principles

1. Public Lands - Outdoor recreation and conservation require that a diversity of lands and waters be publicly owned, available for public access, and cared for properly.

2. Private Lands - Within Colorado's diversity of land and waters, private land plays a critical role in preserving the ecological integrity of a functional landscape that is necessary for robust and meaningful outdoor recreational experiences.

3. Working Together - Both recreation and conservation are needed to sustain Colorado's quality of life. Both are beneficial to local economic well-being, for personal health, and for sustaining Colorado's natural resources.

4. Minimize Impact - All recreation has impact. Coloradans have an obligation to minimize these impacts across the places they recreate and the larger landscape through ethical outdoor behavior.

5. Management and Education - Proactive management solutions, combined with public education, are necessary to care for land, water and wildlife, and to provide the protections needed to maintain quality recreation opportunities.

6. Science-based Decisions - Physical, biological and social science must inform the management of outdoor recreation.

7. Stable Funding - Stable, long-term, and diverse funding sources are essential to protect the environment and support outdoor recreation.

is Fun Program and the Shooting Range Development Grant Program.

CPW is also working to increase donations, sponsorships, and other voluntary contributions. In early 2020, CPW added a “round-up” functionality to IPAWS, which allows customers to easily add the remaining change from the next full dollar increment as a donation to purchases through CPW’s online shop. In its first six months, the round-up option generated \$55,403 in donations, which constitutes 87% of all online donations received by CPW during FY 2020. A technical issue forced the round-up option to be inactive from mid-March to the end of May; however, during the final four weeks of the fiscal year, the round-up option generated an average of \$8,000 in donations per week. Just before the end of FY 2020, CPW also updated all self-service payment kiosks with the ability to add donations to payments. Additional donations to CPW not made through the online system totaled \$4,568,312 in FY 2020, comprised of \$286,312 in regular donations and \$4,282,000 as a one-time donation from the estate of Lester “Dan” Lacy III to be used for establishing a state park.

“Colorado Native Beers use 100% Colorado ingredients and are only found in Colorado, so when looking for a local partnership, we felt that Colorado Parks and Wildlife was an ideal fit. Our programming encourages fans to get out and explore Colorado and what better way to do that than to visit the state parks, reserve a campsite, or fish at one of the many sites across the state. Through the partnership we are able to give out 100 gift certificates to Colorado residents to plan their next local adventure.”

-Meagan Nelson, Colorado Native Beers

Voluntary contributions to the “nongame and endangered wildlife cash fund,” which receives donations contributed to CPW as a part of Colorado’s state income tax return, totaled \$149,457 in FY 2020, about 22% less than the amount received in FY 2019. These contributions support wild-life rehabilitation and the preservation of threatened and endangered species. CPW also continues to seek increasing levels of support in the form of sponsorships through the Partners in the Outdoors Conference, as discussed in the previous section.

CPW and the Department of Natural Resources (DNR) are working to explore future new funding by gaining a better understanding of Coloradans’ awareness of CPW and their willingness to support the division’s mission. In FY 2020, CPW hired the marketing firm Cactus to conduct a relevancy study. After performing a literature review, Cactus completed a qualitative awareness study which asked 1,110 Coloradans about their awareness of CPW, natural resources concerns and priorities, recreation activities, and knowledge of CPW funding and likelihood of supporting various funding efforts. Results from the awareness study were used to develop draft messaging that was further evaluated through virtual focus groups and a quantitative testing survey of 500 Coloradans. These evaluation efforts found that the messages “Live Life Outside” and “Sustaining Colorado for Future Generations” resonate with Coloradans. The message “Sustaining Colorado for Future Generations” is most likely to encourage actions that support CPW such as volunteering time and donating to CPW. The final relevancy study deliverable was an engagement plan built around the “Sustaining Colorado for Future Generations” sub-brand to connect CPW funding initiatives. The engagement plan also identified the need for further funding initiative research and partnership outreach in order to refine ideas for new CPW funding mechanisms and build support for their implementation. The engagement plan will be implemented during FY 2021 and FY 2022.

The Parks and Wildlife Commission (PWC) is also engaged in strategies aimed at diversifying funding sources for CPW. In June 2020, the Commission approved a regulatory change requiring a hunting or fishing license in order to access state wildlife areas (SWAs). Colorado’s SWAs primarily exist to restore, conserve, manage, and enhance wildlife and wildlife habitat. These properties were also acquired to provide wildlife recreation for hunters and anglers, but are also used in some cases for other types of compatible recreation. As Colorado’s population has grown and physically expanded into closer proximity with many SWAs, public use of SWAs has increased, particularly recreation beyond hunting and fishing such as hiking, paddleboarding and snowshoeing. The new license requirement is intended to engage more outdoor recreationists who use SWAs in covering the operations and maintenance costs of SWAs.

Table 2. Goal 2 summary table of metric changes from baseline

Goal	Metric	Baseline Year	Baseline Data	FY 19 Data	FY 19 percent change (from baseline)	FY 20 Data	FY 20 percent change (from baseline)
II. Partnering with stakeholders to develop strategies to engage all outdoor recreationists, including hikers, bikers, climbers, and wildlife watchers, in funding the division and commission, maintenance of state lands and facilities, and management of wildlife;	Number of Partners in the Outdoors	FY18	518	575	11%	742	43%
	Conference Participants						
	Number of organizations represented by Partners in the Outdoors Conference participants	FY18	234	255	9%	375	60%
	Amount of revenue received from “nongame and endangered wildlife cash fund” donations	3-year average of FY16, FY17, FY18	\$199,918	\$192,403	-4%	\$149,457	-25%
	Amount of revenue received from round-up donations	FY20	\$55,403	N/A	N/A	\$55,403	N/A
	Amount of revenue received from regular donations (not online)	3-year average of FY16, FY17, FY18	\$382,000	\$254,880	-33%	\$4,568,312	1096%
	Revenue received from the issuance and renewals of the Wildlife Sporting License Plate	3-year average of FY16, FY17, FY18	\$106,570	\$341,670	221%	\$420,839	295%

Goal 3: Recruiting and Retaining Qualified Employees

CPW’s employees and volunteers are the agency’s most important assets. Managing Colorado’s wildlife and parks, along with the state’s outdoor recreational, terrestrial and aquatic resources requires the dedication of thousands of hard working staff and those donating their time. Ensuring quality employees from diverse backgrounds are recruited and retained is essential to achieving CPW’s mission and strategic goals. DNR’s commitment to its employees is reflected in its 6.7% turnover rate (FY 2020), one of the lowest employee turnover rates of all State agencies.

Recruiting new employees

CPW is constantly looking at ways to improve its efforts around the recruitment of quality employees. CPW’s Organizational Development Section has been working closely with DNR’s Human Resources team to discuss ways to open more opportunities for recruitment of talented employees by broadening the minimum qualifications, degree requirements, and acknowledging additional experiences and abilities candidates bring to the job. Over the last year, CPW revised the minimum qualifications for certain entry-level positions to allow for a greater variety of applicants. Staff in the Organizational Development Section are also looking at other classifications to ensure CPW is recruiting people for all job levels. Although a candidate may not have specific degrees historically requested, their experience in the workforce could bring more rich experiences needed for CPW’s success. Organizational Development Section staff will be working with hiring managers on training for more well-rounded hiring practices while continuing to expand outreach on job opportunities and locations where jobs are marketed. Specific to the Park Manager role, CPW expanded the types of degrees that will be accepted for the position. During FY 2020, CPW saw a significant increase in the number of qualified applicants for the Park Manager position, up 172% from the baseline, much of which is likely attributed to the new qualification standards. Unfortunately, the Park Ranger Prep Academy, which began in FY 2019, was cancelled as a result of COVID-19 restrictions; however, prior to its cancellation, CPW received 30 applications and accepted 16 applicants to the FY 2020 program. CPW also saw an increase in the number of qualified applicants for the District Wildlife Manager position, another challenging position to fill, of about 80% over the baseline.

In addition, CPW continues to identify ways to broaden and diversify its paid internship programs as a means to recruit future employees. Modifications to the Youth Internship Program are underway that will provide more pathways to employment within natural resource careers for young adults. CPW is also working to approve a Career and Technology Education certificate that will provide high school students with a better understanding of possible career options in natural resources and offer them a head start on developing the knowledge and skills needed for these careers. This certificate program is authorized through the Colorado Department of Education and it is CPW’s goal to help build more robust programs with the Junior College system and college systems to further the agency’s future recruitment goals.

Retaining existing employees

Retaining employees from diverse backgrounds within CPW’s workforce is imperative to remaining relevant to all Coloradans and a specific area of focus under DNR’s Wildly Important Goal on Equity, Diversity and

Inclusion (EDI) and CPW's Strategic Plan. During FY 2021, CPW will be working with DNR to roll out mandatory EDI training to all staff as well as the development of a mentorship program to support new employees while helping current staff understand the importance of inclusive leadership principles throughout the agency. CPW is also working with DNR to help tell the full story of Colorado's rich cultural background in its work with the public through interpretive programs and signage, and through training of staff and volunteers.

Another means of creating a workplace with a sense of belonging is through effective and consistent internal communication. An informed staff helps build connections and trust with CPW's mission and direction. Ongoing communication also helps staff know what decisions are being made, the path the agency is taking and the goals and objectives of the Leadership Team. CPW continues to improve internal communications. To facilitate better information sharing, all customer service representatives receive CPW press releases so they are not surprised by customer questions regarding agency operations. The agency works proactively on internal communication prior to media coverage, Commission rule making or other major agency events and efforts.

CPW takes seriously the importance of investing in professional development and training for its employees as a way to retain and strengthen the workforce. CPW's Organizational Development Section works hard to make training and professional development available to all CPW staff members from investments in the Daniel's Leadership Program in partnership with the University of Denver to staff in-service opportunities, this team dedicates their time to ensuring CPW staff have the skillsets they need and want to succeed in their jobs. Throughout the entire agency it is critical to provide staff the support and time to take part in professional growth opportunities. Managers and Leadership Team members regularly send staff to conferences, workshops, and trainings to expand understanding and the use of best practices throughout the industry. CPW also works with experts in many fields to ensure that agency staff have access to job related and industry focused opportunities, including working alongside their counterparts in other states. Through this collaborative approach, CPW stays on top of evolving trends in natural resource and recreation management. Training programs are reviewed every year to make sure they are meeting the needs of staff and helping CPW obtain its goals and objectives.

Increasing volunteer resources

Volunteers are essential to CPW, as they help to expand the agency's services, programs and capacity across the state and serve in many different roles from campground hosts, to visitor services personnel, to raptor monitors and budding horticulturists. Volunteerism is a cost-effective way to help manage Colorado's natural resources while cultivating stewardship and building stronger connections between CPW and local communities. The Volunteer Program provides recruitment, screening, training, retention, support and resources for state parks, wildlife areas, hatcheries, educational programs, and CPW administrative offices throughout Colorado. During FY 2020, CPW engaged more than 4,476 volunteers who contributed over 304,715 hours of time. This is an



Volunteers maintaining a trail

equivalent value of nearly \$9.0 million or 146 full-time employees. Due to COVID-19, CPW saw a 27% average decrease in volunteer engagement in FY 2020 compared to FY 2019. While this is significant, CPW fared well compared to some organizations that ceased most or all of their volunteer engagement. Despite the limitations of the pandemic, program staff worked quickly to communicate and pivot the Volunteer Program by sending bi-weekly newsletters to volunteers to share updates, hosted virtual trivia and town hall events to keep in touch with volunteers, and hired a diversity, equity and inclusion consultant who provided two virtual sessions on Creating a Welcoming Environment in Outdoor Spaces. CPW also found ways to safely involve community members through modified safety protocols for traditional roles and emphasizing individual or solitary projects.

Also during FY 2020, the Volunteer Program took steps towards better incorporating volunteers into CPW activities including updating the volunteer handbook and staff manual. Around 200 CPW staff work with volunteers across the state. Offering skill building and professional development for those staff to effectively engage volunteers is critical to volunteers' experiences. To that end, two trainings were offered to CPW staff who work with volunteers, as well as "office hours" to provide an avenue for discussion and troubleshooting, and to provide informal training on topics such as common volunteer trends, strategies for recruiting camp hosts, and how the Fair Labor Standards Act applies to volunteers.

Program staff conducted the annual survey of volunteers' experiences and is developing ways to refine not only operations and strategies, but increase the diversity represented by CPW's volunteers to more closely reflect Colorado's demographics. Overall, 89% of survey respondents said they are satisfied with their volunteer experience with CPW and 92% said they feel that their efforts make a difference. Further, of the people who responded, 95% would recommend volunteering with CPW to a friend or family member.

Finally, in FY 2020, the program awarded a contract for a new volunteer management system vendor. Once launched, the new system will help to better manage volunteer interactions with CPW and provide a more navigable interface for volunteers.

Table 3. Goal 3 summary table of metric changes from baseline

Goal	Metric	Baseline Year	Baseline Data	FY19 Data	FY19 percent change (from baseline)	FY20 Data	FY20 percent change (from baseline)
III. Recruiting and retaining qualified employees to manage wildlife, park, recreational, and aquatic resources	Number of applicants for Park Manager position (that met minimum qualifications)	3-year average of FY16, FY17, FY18	112	234	109%	305	172%
	Number of applicants for District Wildlife Manager (that met minimum qualifications)	3-year average of FY16, FY17, FY18	95	129	36%	173	82%
	Number of applicants for Hatchery Technician (that met minimum qualifications)	FY19	251	251	N/A	282	12%
	Number of participants in the Park Ranger Prep Academy	FY19	15	15	N/A	16*	7%
	Volunteer hours	FY18	303,853	331,200	9%	304,715	0%
	Volunteers who enjoyed working with CPW per the Volunteer Satisfaction Survey (percent)	FY19	88%	88%	N/A	95%	8%
	Turnover rate (DNR)**	FY18	7.6%	8.0%	N/A	6.7%	N/A

*The Park Ranger Prep Academy was cancelled in 2020 due to COVID-19; however, 16 participants were accepted into the program before it was cancelled.
 **Year-to-year changes in DNR's turnover rate are not calculated. The figures shown represent the actual turnover rates.

Goal 4: Supporting Access Programs on Public and Private Lands

Access to Colorado's lands and outdoor recreational opportunities is vital to the state, contributing significantly to the state's quality of life, legacy and prosperity. Increasing access to public and private lands for anglers, hunters, and all outdoor recreationists is a priority for CPW. As part of DNR's Wildly Important Goal to Increase Public Access, CPW anticipates expanding areas of public access through easements, leases, and other agreements to 2.08 million total acres by June 30, 2021.

Expanding access through trails

Trails connect residents and visitors to nature and provide safe access to recreational opportunities while protecting Colorado's wildlife, habitat and cultural resources. Trail management, maintenance and improvement is increasingly important in light of Colorado's expanding population. CPW supports trail recreation through a number of grant programs. In FY 2020, CPW provided:

- 17 grants for the construction and maintenance of trails for non-motorized use. These grants totaled just over \$3,438,000. The Non-motorized Trail Grant Program is a multi-agency funding partnership that includes Great Outdoors Colorado (GOCO), Colorado Lottery, Federal Recreational Trails Program funds (RTP) and Federal Land and Water Conservation Fund (LWCF). This grant program provides funding for trail construction and maintenance projects as well as trail planning and support projects throughout the state. Recipients are state and local municipalities, governmental agencies and non-governmental agencies.
- 57 grants, totaling over \$4,455,750, for the OHV Trail Grant Program, which provides registration and use permit services for all Colorado and out of state residents who wish to access designated OHV trails on Colorado's public lands. These funds promote and support OHV recreation in Colorado through trail maintenance, construction, trailheads, parking areas, support facilities, trail signs, maps, and education. Grants also enable law enforcement personnel to identify and return stolen vehicles and encourage safe, responsible OHV use and respect for public lands.
- 39 grants to ensure safe and well-maintained winter trails for use by all winter sports enthusiasts. These grants totaled over \$1,278,700. The Snowmobile Trail Grant Program also supports education, law enforcement and avalanche awareness efforts.
- 13 grants, totaling over \$2,988,000 through the Colorado the Beautiful Grant Program for projects that focus on connections to existing outdoor recreation opportunities including proximity and benefit to local communities, wildlife and natural resource mitigation, long-term operation and maintenance and large scale regional trail and resource planning.

Expanding access to hunting and fishing

In addition to the over 350 state wildlife area (SWA) lands around the state that CPW manages for wildlife-related recreation, CPW also partners with landowners to expand access to Colorado's outdoors by acquiring



Fly fishing the Arkansas River

DUSTIN BARNOCHE/CPW

public access easements for fishing and hunting on private land. Through the Colorado Wildlife Habitat Program (CWHP), an annual incentive-based grant program, private landowners have the opportunity to voluntarily protect important wildlife habitat and provide wildlife-related recreational access to the public. The program accomplishes strategic wildlife conservation goals and public access goals using conservation easements, access easements, and in some circumstances, fee title purchases. In FY 2020, CPW received 27 CWHP applications and closed on three projects, in partnership with the land trust community and conservation partners, increasing the total number of acres of perpetual access for hunting and fishing by 22,117 acres. This includes the Hale South River Ranch access easement (320 acres), the Ranch Estates access easement (2,597 acres), and the Crazy French Ranch acquisition (19,200 acres) which will become Colorado's 42nd state park, Fishers Peak State Park. CPW also saw an increase in term-limited access for hunting and fishing of 20,741 acres in FY 2020. This resulted in a total of over 1,463,800 acres of access for hunting and fishing statewide, a 25% increase from the total in FY 2019.

Hunters and anglers also have access to Colorado's lands through the Public Access Program. The Public Access Program provides limited, seasonal hunting and fishing opportunities on Colorado trust land across the state. State trust land enrolled in the Public Access Program (PAP) is open to a variety of wildlife-related uses, primarily hunting and fishing, and most are also working ranches leased for agriculture. CPW is currently undertaking a multi-year effort to double the size of the land enrolled in the program from 480,000 to 1,000,000 acres by the 2021 hunting season. Since the approval of the expansion by the PWC in 2019, CPW has added about 297,000 acres to the program for a total of over 777,000 acres statewide. CPW continues to provide a broader array of hunting opportunities by enrolling lands in eastern Colorado where bird and small game hunting are prevalent. More than 163,000 acres of the 2020 property additions are east of I-25.

Another way for hunters to get out in Colorado is through CPW's Walk-In Access (WIA) Program. The WIA program is designed to open privately-owned land to public small and big game hunting by entering into annual public access agreements with landowners willing to allow public hunting on their land. Each year, CPW holds an enrollment period for landowners to offer their land into the WIA Program. Enrolled lands are posted with WIA boundary signs so that hunters can clearly identify properties that are open to WIA hunting. In FY 2020, CPW enrolled over 223,000 acres in the WIA program, all of which are open for small game hunting, and 142,000 acres are also available for big game hunting. The Corners for Conservation (C4C) program, which restores grasslands in farmed dryland corners of center pivot irrigation systems and around playa wetlands, creates habitat for upland birds and forage for mule and whitetail deer. This initiative has established 523 individual plantings and 4,190 acres of pivot corners with over 60 landowners and over 1,000 acres of playa buffers with 23 landowners in the past 5 years, every acre of which is open for public hunting access through the WIA Program.

CPW's Ranching for Wildlife Program provides Colorado residents a unique opportunity to hunt on private ranch land that is normally closed to the public. Participating ranches provide public hunting recreation access to their land free of charge to those who draw licenses. Licenses on each ranch are available through CPW's draw process. The number of licenses on each ranch is determined by negotiations between the landowner and CPW. Through this program, hunters can play an important role in helping CPW and landowners manage wildlife populations on private land. In addition to providing public hunting access to successful license draw applicants, participating landowners are required to improve habitat on their ranch for both game and non-game animals, helping to preserve and enhance open spaces for wildlife to live and thrive and keep the hunting heritage alive for future generations. As of FY 2020, 28 ranches are currently enrolled, providing more than 1.2 million acres of public access to hunting.

Finally, CPW's Bighorn Sheep Access Program also provides public access to private land for high quality bighorn sheep hunting. Six ranches are currently enrolled in the program, providing 474,000 acres of access to bighorn sheep hunting in Colorado. This innovative program provides incentives for landowners with suitable

“Colorado is known for our incredible natural beauty, and I’m committed to expanding the public’s access to and enjoyment of our treasured state and federal land. CPW’s Public Access Program for sportsmen and women is growing just in time for the upcoming 2020 hunting season. We will continue looking at more opportunities to increase access and help relieve overcrowded areas. The Public Access Program is one of several ways hunters and anglers can get out in Colorado. Colorado spans 66.6 million acres and 23 million acres of public land is available for hunting.”

- Governor Jared Polis

habitat to establish and maintain bighorn sheep herds in alignment with CPW management goals.

Table 4. Goal 4 summary table of metric changes from baseline

Goal	Metric	Baseline Year	Baseline Data	FY19 Data	FY19 percent change (from baseline)	FY20 Data	FY20 percent change (from baseline)
IV. Supporting access programs on public and private lands, including the renewal of existing high-priority leases that provide public access for hunters, anglers, and outdoor recreationists	Non-motorized trail grants funding	3-year average of FY16, FY17, FY18	\$3,646,000	\$4,349,000	19%	\$3,438,014	-6%
	Number of OHV trail grants awarded	3-year average of FY16, FY17, FY18	53	53	0%	57	8%
	OHV trail grants funding	3-year average of FY16, FY17, FY18	\$4,339,000	\$4,323,000	-0.4%	\$4,455,758	3%
	Number of snowmobile trail grants awarded	3-year average of FY16, FY17, FY18	44	44	0%	39	-11%
	Snowmobile trail grants funding	3-year average of FY16, FY17, FY18	\$967,000	\$1,210,000	25%	\$1,278,763	32%
	Total acres of hunting and fishing access statewide	FY18	1,190,300	1,163,100	-2%	1,463,800	23%
	Increase in Colorado Wildlife Habitat Program acreage	FY19	4,418	4,418	N/A	22,117	401%
	Total Public Access Program acreage	FY19	480,000	480,000	N/A	777,000	62%
	Walk In Access Program - Small game access acres	3-year average of FY16, FY17, FY18	177,621	173,096	-3%	223,286	26%
	Walk In Access Program - Big game access acres	FY19	86,000	86,000	N/A	142,419	66%

Goal 5: Increasing and Improving Big Game Populations

Increasing and improving Colorado's big game herds and fostering sustaining, vibrant habitat are major focus areas of CPW. Colorado's wildlife resources require careful and intensive management to accommodate the many and varied public demands and growing impacts from people. CPW is actively working to balance the ever increasing human presence on the landscape with conservation of Colorado's world-class natural resources.

Increasing and improving habitat for big game populations

Colorado boasts a diversity of habitat types ranging from prairie grasslands to sagebrush plateaus, from pinyon-juniper woodlands to montane and subalpine forests, and semi-desert shrub lands to alpine tundra. This diverse landscape is the primary reason that Colorado is home to some of the largest big game herds in North America. During FY 2020, CPW spent over \$41 million for conservation and improvement of big game habitat in Colorado, a 30% increase over the baseline amount spent for these purposes. CPW monitors how these habitat investments affect big game, using Herd Management Plans (HMPs) to establish long-



term objectives for each big game species and herd across the state. These plans are created through a public process, using the best available scientific information on herd populations and habitat conditions. Over the last two years, 25 HMPs have been completed, presented and approved by the PWC.

To guide CPW management activities in keeping big game species at appropriate population levels in line with available sustaining habitat, while providing a broad range of hunting experiences to fit the varied preferences of different hunters, in FY 2020 the PWC approved the Big Game Season Structure (BGSS) for the years 2020 through 2024.

CPW continues to work closely with hunters, landowners, community leaders and partner agencies to identify major areas of impact to mule deer herds in Colorado, using the West Slope Mule Deer Strategy (WSMDS) to help guide management decisions. In line with a top WSMDS goal, in FY 2020 more than 8,370 acres of habitat were improved as part of the plan. While this is fewer improved acres than the prior year, the projects completed in FY 2020 were mechanical treatments requiring much more logistic support and money to complete. As certain funding sources for the WSMDS expire in FY 2021, it's expected that the amount of improved acreage in the coming years will decrease to around 1,500 to 3,000 acres per year, depending on if the project includes aerial seeding, forest thinning, or mechanical treatments, factors impacting the amount of money spent on each project.

CPW's Habitat Partnership Program (HPP) also helps to improve habitat for big game populations. During FY 2020, local HPP committees and the State Council, made up of nearly 150 volunteers representing livestock growers, sportspersons, federal land management agencies and CPW staff met throughout the year to cooperatively discuss and, operating under CPW Commission approved plans, work towards reducing conflicts between big game and agricultural operators associated with forage and fences. In FY 2020, the HPP expended nearly \$3.0 million and leveraged cash contributions of almost \$5.8 million, in-kind services valued at more than \$1.4 million and over 18,036 hours of labor from partners in efforts to reduce conflicts and meet game management objectives. More than 24,900 acres of habitat were improved along with 232 water development projects and 164 weed control projects through the HPP in FY 2020.

Finally, the Colorado Wildlife Habitat Program (CWHP) offers private landowners the opportunity to voluntarily protect their property containing important wildlife habitat through establishing conservation easements. The program prioritizes grants for conservation easements that support big game winter range, wildlife crossings, and migration corridors, public access for hunting, fishing, and wildlife viewing, and protecting habitat for species of concern. During the most recent CWHP grant cycle, CPW received 27 applications and secured conservation easements on 22,117 acres of land. One successful project selected in Chaffee County includes the ability to build a wildlife crossing connecting two parcels that have conservation easements along US Highway 285 near Salida.

Improving big game winter range and migration corridors

The health of Colorado's big game herds also depend on intact and connected landscapes and habitats. Many of Colorado's major roadways are in low-lying areas, such as canyons, waterways and riparian corridors that are important big game winter range and movement corridors. The network of roads built across Colorado causes direct habitat loss and fragmentation and can create temporary or permanent movement barriers to wildlife species that desire to cross in order to access food and habitat resources. Wildlife-vehicle collisions (WVCs) can have detrimental consequences to both humans and wildlife when animals attempt to cross roadways and are struck.

On August 21, 2019, Governor Polis directed both CPW and the Colorado Department of Transportation (CDOT) to work cooperatively to conserve Colorado's valuable big game resources through Executive Order D 2019 011: Conserving Colorado's Big Game Winter Range and Migration Corridors. The Executive Order underscored the importance of prioritizing conservation of big game winter habitat and migration corridors while emphasizing the importance of incorporating wildlife crossings into roadway planning and construction. CDOT and CPW signed a Memorandum of Understanding in December 2019, and are continuing to collaborate to reduce WVCs along segments of I-25, State Highway (SH) 9, SH 13, US Highway 160, US Highway 285, and US Highway 550. During FY 2020, CPW held three contracts with the Colorado

Department of Transportation, totaling \$1.0 million, specifically for the:

- Purchase of wildlife cameras to study effectiveness of crossings along the I-25 corridor.
- Design of wildlife crossings along the SH-13 corridor.
- Construction of a wildlife crossing along US Highway 160. This project was recently bid out for construction and has an anticipated completion date of 2021.

The Executive Order also directed CPW to compile a Big Game Winter Range and Migration Corridors Status Report, which was released in FY 2020. In collaboration with over 40 conservation partners, the report features CPW’s compilation of the best-available science on Colorado’s big game populations, including population status and trends, monitoring and inventory methods, seasonal habitats and migration corridors, and conservation threats and actions. The report will inform future efforts to protect herds in areas where development, environmental, recreation and other pressures persist and makes recommendations for reducing habitat fragmentation and sustaining the State’s big game populations down the road.

Colorado continues to take advantage of grant funding made available through the enactment of Secretarial Order 3362 in 2018, including deploying Global Positioning System (GPS) collars to understand big game movement patterns in the South Park and Front Range landscapes and installing wildlife fencing along highways.

Table 5. Goal 5 summary table of metric changes from baseline

Goal	Metric	Baseline Year	Baseline Data	FY19 Data	FY19 percent change (from baseline)	FY20 Data	FY20 percent change (from baseline)
V. Increasing and improving the state's big game populations through investments in habitat and conservation, including increased support for highway wildlife crossings to protect animals and motorists	Amount spent on big game habitat and conservation	3-year average of FY16, FY17, FY18	\$31,974,000	\$37,608,000	18%	\$41,454,528	30%
	Number of acres improved through Habitat Partnership Program projects	3-year average of FY17, FY18, FY19	21,215	18,066	-15%	24,998	18%
	Number of acres improved through Colorado West Slope Mule Deer Strategy	FY19	11,300	11,300	N/A	8,375	-26%
	Amount awarded for highway wildlife crossings	FY19	\$1,000,000	\$1,000,000	N/A	\$1,000,000	0%

Goal 6: Identifying and Beginning to Plan a New Colorado State Park

Colorado’s 42 state parks offer access to some of the state’s most breathtaking and unique outdoor recreation opportunities, provide habitat for wildlife, and conserve treasured places where people of all ages and abilities can enjoy nature, learn about the state’s heritage and be inspired to preserve and protect it for the future. Colorado’s state parks continue to draw more visitors each year – in FY 2020, almost 17.1 million people visited our state parks, a nearly 16% increase in visitation from FY 2019. With many state parks experiencing record high attendance, it is important to maintain exceptional customer service while investing in operations and maintenance, and where possible, expanding the park system to accommodate increasing public demand.

Establishing Fishers Peak property as a new state park

The Fishers Peak property was purchased in February 2019 through a collaboration between the City of Trinidad, The Nature Conservancy, The Trust for Public Land, Great Outdoors Colorado (GOCO) and CPW. In April 2020, CPW acquired the property and, working with our partners, are in the process of developing Colorado’s next state park. The 19,200-acre property connects grasslands to the east with foothills and mountains to the west, serving as an important corridor for wildlife movement. Providing habitat for large native species like elk, mule deer, white-tailed deer, mountain lion and black bear, the property helps maintain important connections between these species’ populations in the mountains and those in the prairies.

The objective of the collaboration between the project partners is to conserve, evaluate and plan the sustainable use of the property for the enjoyment of the public while perpetuating the natural resources

on the property. An inclusive master planning process is currently underway that includes visioning and goal and strategy setting and will continue into FY 2021. Goals for the master plan include striking the appropriate design and management balance that supports protection, preservation, conservation and outdoor recreation. The master plan will serve as an overarching guide, outlining management priorities and specific management direction related to operations for CPW staff. It will be critical to develop a phased approach for plan implementation to allow for flexibility to consider the dynamic nature of visitation and recreation trends, visitor behavior and natural resource response to previously implemented management actions. CPW is committed to providing limited day-use hiking trail access on a portion of the property by fall 2020.

Investing in operations, maintenance and customer service

CPW invests significant resources in providing outstanding customer service and excellent facilities throughout its state parks, which provide access to more than 227,900 acres of accessible park land. In line with this commitment, during FY 2020, CPW devoted over \$10.1 million to maintain and manage recreational opportunities at Colorado’s state parks.

Additionally in FY 2020, to better accommodate customers, CPW:

- Equipped all 42 state parks to be available for live reservations for camping, allowing visitors to reserve a site from six months in advance up until the day of their arrival by logging onto cpwshop.com or calling CPW.
- Expanded the functionality of cpwshop.com to allow customers to renew vehicle and vessel registrations online.
- Increased the number of self-service kiosks to 52 kiosk stations across 26 state parks. These machines accept credit cards, allow customers to purchase passes at any time of the day and require less staff time to collect payment.
- Implemented a reservation system at select state parks and wildlife areas for big and small game hunting.
- Explored, for deployment in FY 2021, the addition of electronic products such as e-licenses and e-passes to cpwshop.com for certain products. ParkHub (a handheld mobile payment device for use at park entry gates when there are long lines) and day-use entry passes that will be good for certain time slots for high-use parks or those with limited parking are among the electronic product improvements currently in the works.

Developing criteria to evaluate other new state parks

Demand for state parks continues to grow and in 2019, CPW developed criteria to use when considering properties for new state parks or expanding existing state parks. Input from CPW partners, the PWC and the comments of around 1,000 members of the public informed the criteria. Broadly, the Future State Parks Criteria consider opportunities for outstanding nature-based recreation, conservation of Colorado’s special places, contribution to a financially sustainable parks system, and meeting the evolving interests of Colorado’s growing population.

In 2020, CPW developed a process and tools to help identify potential new properties for expanding the state parks system. To assist in this process, CPW created an online map that provides a visual tool for learning how potential new park properties meet the Future State Parks Criteria. CPW expects to issue a call for nominations of new state park properties in the coming year, with the criteria applied to evaluate the nominations.

Table 6. Goal 6 summary table of metric changes from baseline

Goal	Metric	Baseline Year	Baseline Data	FY 19 Data	FY 19 percent change (from baseline)	FY 20 Data	FY 20 percent change (from baseline)
VI. Identifying and beginning to plan the development of a new Colorado state park and investing in other initiatives to increase park visitation, maintain excellent customer service, and generate revenue	Amount spent on operations and maintenance at state parks	3-year average of FY16, FY17, FY18	\$5,800,000	\$8,700,000	50%	\$10,167,821	75%
	Annual state park visitation	3-year average of FY16, FY17, FY18	14,646,128	14,740,985	1%	17,066,484	17%
	Acres of accessible state park land	FY 18	221,139	221,149	0%	227,905	3%

Goal 7: Reduce Maintenance Backlog and Repair for High Risk Dams

In addition to operating state parks and wildlife areas, providing outdoor recreation opportunities, and managing wildlife, CPW owns and operates 117 dams throughout the state, the largest inventory of dams of any owner in Colorado. Water impounded by CPW’s dams is used for downstream irrigation, fish hatchery operations, and water-based recreational activities. CPW’s reservoirs are some of the most popular places to visit in the state.

However, public infrastructure and population centers are often located downstream, which increases the likelihood of devastating consequences in the event of a dam failure. As such, maintenance and rehabilitation of CPW’s dams is of paramount importance.

Rehabilitating High Risk Dams

In 2014, CPW conducted a Screening Level Risk Analysis (SLRA) investigating the risk profiles of its dams to inform the prioritization of future repairs and maintenance.

The SLRA and subsequent research found 22 of CPW’s dams to be in a “high hazard” condition, with a loss of human life expected in the event of a dam failure. Another 15 dams were considered “significant hazards,” with major property damage expected in the event of a failure. Of these 15 dams, three are Parks-owned dams and 12 are Wildlife-owned dams. The average age of the 37 highest risk dams is 72 years old, including six dams that were constructed over 100 years ago. Most of these dams were built between 1950 and the mid-1970s.

Based largely on the potential for loss of human life downstream and risks to environmental, economic, and recreational resources in the event of a dam failure, the SLRA evaluated the risk of CPW’s high and significant hazard dams, further identifying 11 dams in CPW’s portfolio that posed the greatest risks. Since

CPW Dam Hazard Classification Map, FY 2020

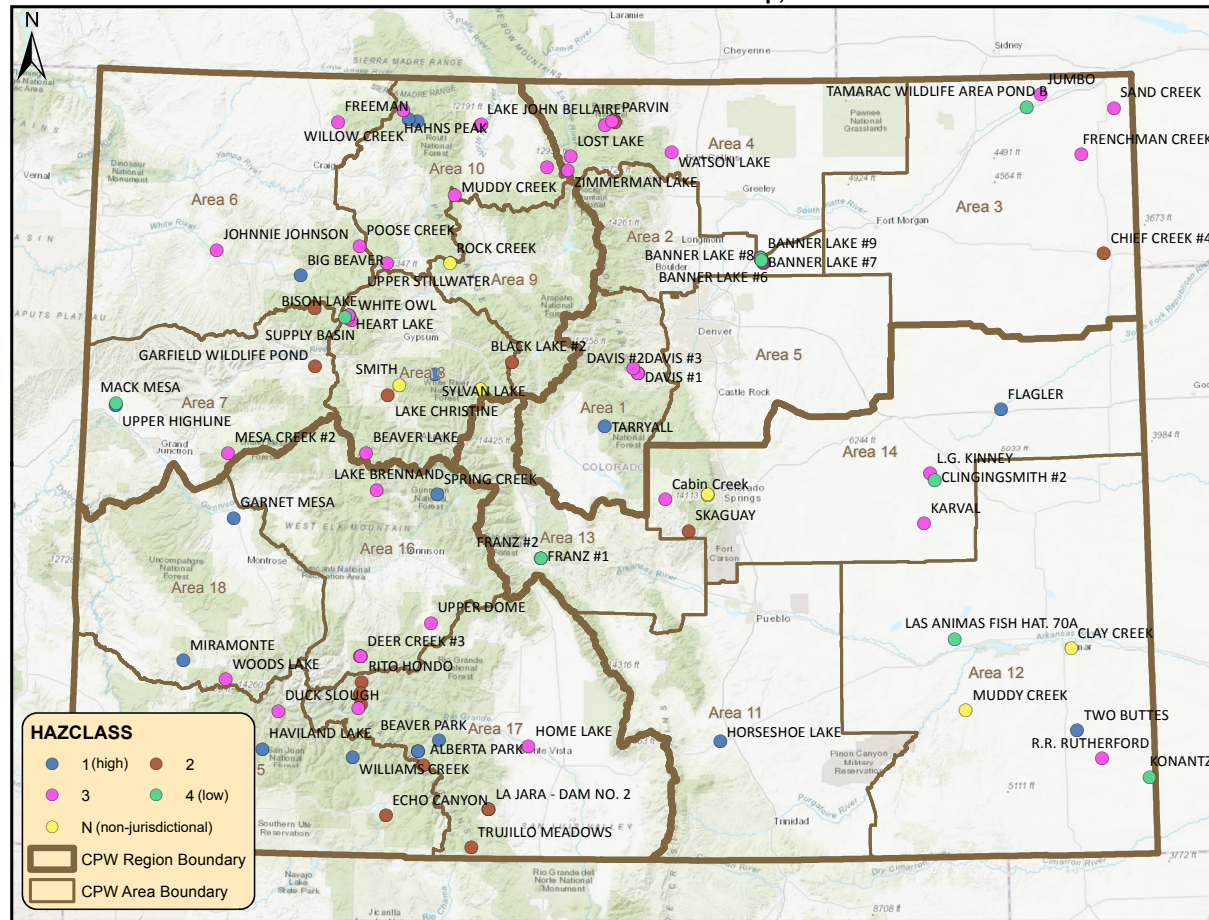


Figure 3

the 2014 release of the SLRA’s findings, four additional dams were added to that list when their routine safety inspections revealed conditions that exceeded an acceptable level of risk. Figure 3 depicts the CPW dam hazard classifications across Colorado.

Since FY 2016, CPW has committed more than \$30.6 million to rehabilitate high risk dams. The total dam maintenance and repair estimate for all CPW dams is about \$120.7 million. Most of this cost will be incurred by the Wildlife side of the agency, as the majority of the dams are Wildlife-owned. As of FY 2020, all three parks highest risk dams have been either repaired or have allocation of funding for full repair.

Reducing dam maintenance and repair backlog

During FY 2020, full repairs were completed on two dams -- Willow Creek and Sylvan Lake -- and design or alternative options studies were underway at Alberta Park, Tarryall, and Spring Creek. In addition, work that began on outlet repairs at Haviland Lake during FY 2020 is expected to be complete in FY 2021. A construction contract will be in place by the end of the 2020 calendar year for full repairs at North Michigan Creek with construction slated to begin in FY 2021. Work to repair the Chief Creek #3 outlets will begin in FY 2021, as well as gate replacement at Two Buttes.

As dams age and their structures deteriorate, more involved activities are needed to return them to compliance with safety regulations. Since FY 2016, CPW has further allocated more than \$5.5 million for routine dam maintenance and over \$1.1 million for other dam improvements. The availability of maintenance funding allows CPW to proactively care for these assets in an effort to reduce the need for large scale, costly rehabilitation that can result from prolonged deferred maintenance. Over the last five years, CPW has experienced at least one emergency dam repair annually. Projects of this nature require a quick response and reallocation of available funds, including dam maintenance funds, to stabilize rapidly developing, adverse conditions.

Table 7. Goal 7 summary table of metric changes from baseline

Goal	Metric	Baseline Year	Baseline Data	FY 19 Data	FY 19 percent change (from baseline)	FY 20 Data	FY 20 percent change (from baseline)
VII. Reducing the \$44.76 million maintenance and repair backlog by 50% for the 11 dams owned and operated by the division that pose the highest risks to life and property and establishing an appropriate funding stream to continue maintenance of all of the division’s 110 dams	Amount awarded for dam maintenance for high risk dams (cumulative)	Sum of FY16, FY17, FY18, FY19	\$29,534,172	N/A	N/A	\$30,604,171	4%
	Amount awarded for dam maintenance (cumulative)	Sum of FY16, FY17, FY18, FY19	\$4,326,007	N/A	N/A	\$5,526,007	28%
	Amount awarded for other dam improvements (cumulative)	Sum of FY16, FY17, FY18, FY19	\$749,568	N/A	N/A	\$1,119,568	49%

Goal 8: Increase the Number of Fish Stocked and Renovate Fish Hatcheries

Since 1881, CPW has been the lead agency responsible for fisheries management of public waters in Colorado. Today, CPW operates 19 hatcheries that are dedicated to improving the fish populations of our state and serving a critical role in the recovery of native fish species. CPW’s hatcheries support and enhance angling opportunities through the breeding, hatching, rearing, and stocking of fish in lakes and streams across Colorado. Hatcheries also provide public education opportunities through hatchery tours and materials.

Increasing fish production

FY 2020 was an unusual year for fish production at CPW’s hatcheries due to COVID-19. Health orders and restrictions prevented some of Aquatics’ annual activities including wild fish spawns, creel surveys, and special event stocking. In a typical year, more than 90 million fish are stocked, including catchable trout, sub-catchable trout, non-game species, and warm water species. While the number of catchable trout stocked in FY 2020 outpaced the baseline by about 15%, other stocked fish species lagged behind previous years. In FY 2020, nearly 37 million fish were stocked including 3.3 million catchable trout, 16.1 million sub-catchable trout, 235,800 non-game species, and 17.2 million warm water species. Under normal circumstances, CPW would stock approximately 65 million walleye and saugeye; however, due to COVID-19 concerns, spawn operations were very limited and only 9 million of these species were stocked in FY 2020. Lower than expected fish production places further strain on an already tight demand-supply situation. CPW continues efforts to modernize the hatchery system to increase fish production.

Modernizing and renovating the hatchery system

The need for modernization and repair to CPW’s aging hatchery system has been established as essential to its continued operation for the next 100+ years. In 2019, CPW began a multi-phase process to modernize the hatchery system. During FY 2020, CPW completed Phase I of the hatchery modernization plan in which a consultant provided an analysis of the fish stocking program. Phase 2 of the modernization plan began in the spring of 2020 when a consultant was contracted to analyze the effectiveness of the current hatchery system. The consultant has been gathering information from the hatcheries and conducted site visits in July and August of 2020. Finally, for Phase 3 of the plan, which is expected to begin in July 2021, funds have been allocated for a consultant to design modernization plans for CPW hatcheries and make recommendations about which hatcheries to modernize.

CPW continues to increase investments in its existing hatcheries. In FY 2020, over \$2.4 million was awarded for hatchery maintenance, renovation and modernization. This represents an 80% increase in funding compared to FY 2019.



Table 8. Goal 8 summary table of metric changes from baseline

Goal	Metric	Baseline Year	Baseline Data	FY19 Data	FY19 percent change (from baseline)	FY20 Data	FY20 percent change (from baseline)
VIII. Increasing the number of fish stocked in Colorado water to more than 90 million through the development of a statewide hatchery modernization plan, renovation of one of the state’s 19 fish hatcheries, and reduction in the maintenance backlog for all hatcheries, many of which are 70 to 100 years old	Number of catchable trout stocked	3-year average of FY16, FY17, FY18	2,881,000	2,734,000	-5%	3,315,200	15%
	Number of sub-catchable trout stocked	3-year average of FY16, FY17, FY18	18,563,000	16,277,000	-12%	16,165,612	-13%
	Number of nongame species stocked	3-year average of FY16, FY17, FY18	284,000	272,000	-4%	235,848	-17%
	Number of warm water species stocked	3-year average of FY16, FY17, FY18	70,514,000	78,601,000	11%	17,246,642	-76%
	Total number of fish stocked	3-year average of FY16, FY17, FY18	92,241,000	97,884,000	6%	37,019,297	-60%
	Amount awarded for hatchery modernization/renovation/maintenance	FY18	\$1,216,225	\$1,343,600	10%	\$2,430,353	100%

Goal 9: Reduce Large Capital Construction Backlog

CPW manages more than 1,400 facilities across Colorado, including 42 state parks, 350 state wildlife areas, 19 fish hatcheries, 700 miles of trails, 117 dams, and over 4,000 campsites. Buildings, shooting ranges, dams, roads, trails and other constructed facilities provide opportunities for recreation, education and research. Similar to other physical assets, CPW’s facilities and infrastructure need continuous maintenance and repair, and even replacement after a certain point.

Reduce capital construction and maintenance backlog

CPW continues to make significant investments in capital construction, allocating \$21.6 million to large capital construction and \$9.3 million to small capital construction for parks and wildlife in FY 2020.² During FY 2020, the CPW Leadership Team approved a 5 Year Large Capital Plan. This document helps prioritize and schedule projects over \$100,000 for the next 5 fiscal years. In FY 2021, staff will be working on refining this document.

In FY 2020, work to address CPW’s maintenance backlog included the development of a buildings and facilities inventory to determine existing asset conditions that will allow the agency to prioritize maintenance needs and funding levels into the future. Over the last year, all buildings and components owned by CPW were entered into the controlled maintenance asset tracking system and Parks and Wildlife Technicians across the state were trained on the use of the system, including what should be reported and how the scoring criteria impacts project prioritization for maintenance. This system enables CPW staff to report on the level of maintenance each facility needs statewide and communicate the costs associated with upkeep and replacement of assets.

Also in FY 2020, CPW finished documenting the underground utilities at 40 state parks, helping to address the maintenance backlog and informing the long term strategic plan. CPW continues to commit resources to address obvious or long-term maintenance issues. Three projects in step with reducing the maintenance backlog include:

- **Chalk Cliffs Hatchery Building:** Construction of a new hatchery building at Chalk Cliffs State Fish Unit (SFU) near Nathrop. This \$150,000 building replaces two salvaged mobile home shells that were set up over 15 years ago as a temporary hatchery building. The new building will allow the hatchery to import up to 600,000 more eggs annually, nearly doubling the facility’s production of catchable rainbow trout each year.
- **Las Animas Hatchery Building:** The Las Animas Hatchery is one of the two CPW warm water hatcheries, and the first established in 1937. A new hatchery building is currently in the design phase. Due to a change in fish production strategies, more room is needed to spawn two different species of fish. Once completed, this building will replace the current 80-year-old under-sized and outdated hatchery building. Anglers will directly benefit through increased fish production and subsequent increases in the number of largemouth bass and channel catfish stocked in Colorado’s lakes and streams.
- **Chatfield State Park Road Improvement Project:** Over many years, CPW has had a goal to resurface and widen all the paved roads within Chatfield State Park because it is one of the busiest parks in the system, seeing over 2 million visitors in FY 2020. With increased vehicle and bicycle traffic it was also critical to improve bike lanes. This work completes all the major road rehabilitation work on this 8-phase project at the park.

Table 9. Goal 9 summary table of metric changes from baseline

Goal	Metric	Baseline Year	Baseline Data	FY19 Data	FY19 percent change (from baseline)	FY20 Data	FY20 percent change (from baseline)
IX. Reducing the division’s known \$26 million large capital construction and maintenance backlog by 50% and establishing a capital development backlog strategic plan to provide a stable funding stream to address future maintenance projects at state wildlife areas and state parks	Amount allocated to small capital construction	FY18	\$3,412,118	\$6,132,307	80%	\$9,359,138	174%
	Amount allocated to large capital construction	FY18	\$10,333,380	\$17,643,850	71%	\$21,648,729	110%

²Note: This includes money allocated to hatchery modernization as mentioned in Goal 8 and internal shooting ranges as mentioned in Goal 1.

Goal 10: Reduce the Need to List Additional Species

Conservation of non-game wildlife and their habitat is one of CPW's most important goals. Providing for species to thrive includes careful land use, focused research, and cooperative partnerships. By balancing species-specific needs with policy requirements and broad, habitat-based projects, CPW effectively manages all of Colorado's wildlife, whether at-risk or thriving.

Investing in non-game species conservation

In FY 2020, CPW spent more than \$10.1 million on conservation of non-game species and their habitat. Work includes research, population status monitoring and reintroduction, and habitat protection and restoration benefitting threatened and endangered species. These programs enable CPW to proactively gather information and implement conservation actions to prevent the need to list species in the future. Funds support the ongoing investigation of population status of several priority species of greatest conservation need including the Canada lynx, black rail, pinyon jay, brown-capped rosy-finch, and lesser prairie-chicken, as well as ongoing implementation of sylvatic plague management to benefit black-footed ferrets, black-tailed prairie dogs, Gunnison prairie dogs, white-tailed prairie dogs and species which depend on prairie dog-influenced ecosystems.

Investing in wetlands conservation

Wetlands, which are lands affected by water that nurture unique plants and soils, make up just 2% of Colorado's landscape, but provide benefits to over 75% of the state's wildlife species. The protection, restoration, and enhancement of wetlands and riparian areas is vital to conserve wildlife diversity in the state. Wetland and riparian landscapes provide crucial feeding, resting and rearing habitat and movement corridors. They also improve water quality and quantity, and create open space, educational opportunities, and economic benefits from hunting, fishing and bird watching.

CPW's Wetlands Program annually awards competitive grants to CPW staff and partners for projects that restore wetlands and riparian areas. These projects create new managed wetlands, improve the function and management efficiency of existing managed wetlands, remove non-native invasive vegetation and replace with native vegetation, manage invasive cattail growth in wetlands, restore riparian habitat impacted by mining, and reconnect incised creeks with their floodplains. Projects are conducted on state wildlife areas, state parks, and other public and private lands. The Program drives funding priorities to those projects benefiting species of greatest conservation need identified in the State Wildlife Action Plan.

In FY 2020, the Wetlands Program awarded 13 grants totaling over \$1.2 million and leveraged more than \$2.9 million in partner contributions for projects helping to conserve or restore 1,777 acres of wetland and riparian areas in Colorado. These projects impact twelve state wildlife areas and one state park and benefit eight Tier-1 species including greater sandhill crane, northern leopard frogs, boreal toads, western yellow-billed cuckoo, bluehead sucker, brassy minnow, and southwestern willow flycatcher. Included among the 16 project partners are Bird Conservancy of the Rockies, Trout Unlimited, Mile High Youth Corps, Ducks Unlimited, Summit County, and private landowners.

A significant accomplishment in FY 2020 was enhancement of the managed wetlands at Jackson Lake State Wildlife Area, one of the most popular waterfowl hunting areas in northeastern Colorado. CPW staff installed a pipeline to deliver water more efficiently to the wetland cells, replacing the previous system of



leaky ditches. Through a donation of \$100,000, Ducks Unlimited re-graded and expanded the wetland cells, effectively doubling the flooded acreage available to wildlife and waterfowl hunters.

Another project involved reconnecting Badger Creek in South Park to its floodplain. Due to previous land management practices, the woody riparian vegetation had been removed, the creek had substantially vertically eroded (down-cut), and the floodplain had dried out with near complete loss of wetland vegetation. The project involved raising the water table through installation of temporary grade structures mimicking beaver dams and replanting willows. The project restored wetlands, improved riparian vegetation and wildlife habitat, and improved stream flows and water quality. This project was a partnership with CPW, Colorado Water Conservation Board, U.S. Bureau of Land Management, U.S. Fish and Wildlife Service, Park County, Central Colorado Conservancy, and EcoMetrics.

Partnering with private landowners in pursuit of mutual goals

CPW has a long history of partnering with private landowners to provide wildlife and habitat conservation. Private land habitat and privately held water is critical to many wildlife species, and CPW puts forth substantial effort working with landowners across Colorado to manage and enhance wildlife populations and habitat. Many of CPW's private land efforts seek to couple habitat conservation with public access to wildlife resources. Private landowners have played key roles in the conservation of rare species and without their support, Colorado's remarkable wildlife abundance and rich hunting and fishing opportunities would not exist.

CPW has supported wildlife habitat on private lands through the Pheasant Habitat Improvement Program (PHIP) since 1992. This program was started as a partnership between CPW, private landowners, and Pheasants Forever chapters and has truly been a private land habitat focused program, with benefits to many species including pheasants, northern bobwhite, scaled quail, greater and lesser prairie-chickens, grassland songbirds, pollinating insects and plains deer. The PHIP program has evolved over time, and includes initiatives targeting specific wildlife resource concerns in eastern Colorado, including Corners for Conservation and the Lesser Prairie-chicken Habitat Improvement Program (LPCHIP) options.

The Corners for Conservation (C4C) program is an initiative in PHIP that establishes restored grasslands in farmed dryland corners of center pivot irrigation systems and around playa wetlands. These plantings offer diverse mixes of grasses and wildflowers that provide superb nesting and brood habitat for upland birds, high quality forage for mule and whitetail deer, and excellent habitat for an array of pollinating insects. This initiative has established 523 individual plantings and 4,190 acres of pivot corners with over 60 landowners and over 1,000 acres of playa buffers with 23 landowners in the past 5 years, every acre of which is open for public hunting access through the Walk-in Access Program. Since inception, PHIP has delivered more than 292,840 acres of habitat with several hundred landowners. The LPCHIP option, started in 2010, has established or enhanced over 59,550 acres with 75 landowners, including 3,712 acres with 8 landowners in FY 2020. Also in FY 2020, CPW was awarded a \$1.2 million Voluntary Public Access and Habitat Incentive Program (VPA-HIP) competitive grant from the USDA's Natural Resources Conservation Service for its work through C4C to encourage landowners to allow public access to their land for wildlife-related conservation and recreation.

CPW has been active for decades in working in coordination with the United States Department of Agriculture (USDA) Conservation Reserve Program (CRP) and private landowners to enhance wildlife habitat enrolled in CRP. The CRP establishes restored grassland habitat on privately owned, previously farmed, lands to address soil erosion, water quality, and wildlife habitat. Private lands enrolled in CRP are critical to many species in Colorado, including lesser prairie-chickens, greater prairie-chickens, and sharp-tailed grouse depending on location in the state. CPW annually conducts lek surveys to monitor grouse



populations during their annual breeding period, and this effort would be impossible to complete without the cooperation of private landowners allowing access for surveys. The surveys in spring 2020 for lesser prairie-chickens found a total of 141 males on 23 leks. Of these, 46 males and 6 leks are believed to have resulted from the recent translocation efforts that concluded in FY 2019.

Also in FY 2020, due to the importance of CRP habitat to many species, CPW took the lead role in updating four State Acres for Wildlife Enhancement (SAFE) proposals within the CRP program in Colorado. For CRP habitat to provide maximum benefits to wildlife, it must contain the appropriate mix of grasses, forbs and legumes, and must be located in the correct areas. SAFE proposals are an effort to target CRP, establishing habitat in the proper areas for wildlife and impacting priority species on private lands in all corners of the state. CPW, working with USDA and non-government organization partners, was instrumental in the development of the lesser prairie-chicken SAFE in southeast Colorado, the Upland Bird SAFE targeting ring-necked pheasants, greater prairie-chicken, and grasshopper sparrow in northeast Colorado, the Plains Sharp-tailed grouse SAFE in northcentral and northeast Colorado, and the West Slope grouse SAFE targeting Columbian sharp-tailed grouse and greater sage grouse in northwest Colorado and Gunnison sage grouse in southwest Colorado. These SAFE proposals will impact hundreds of thousands of acres for wildlife, while partnering with hundreds of private landowners.

Finally, during the fall of 2019, CPW continued to partner with private landowners in eastern Colorado to manage black-tailed prairie dogs and reintroduced black-footed ferrets. This work included distribution of vaccine baits to protect the prairie dog colonies from plague and monitoring released ferrets using cameras, spotlights and dogs. In November 2019, 14 ferrets were released on a ranch in southeast Colorado, supplementing previous releases that began in 2013. CPW also finalized the Black-footed Ferret Management Plan for Eastern Colorado which highlights the importance of public-private partnerships to meet recovery goals for this endangered species.

Table 10. Goal 10 summary table metric changes from baseline

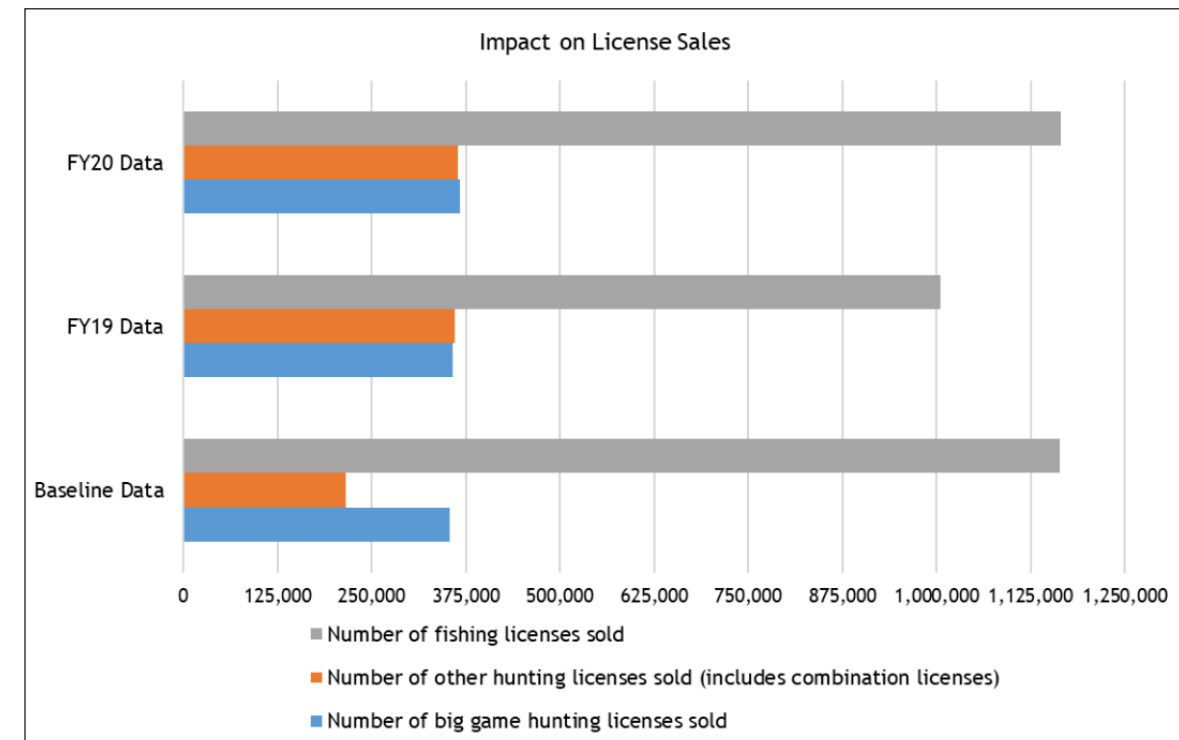
Goal	Metric	Baseline Year	Baseline Data	FY 19 Data	FY 19 percent change (from baseline)	FY 20 Data	FY 20 percent change (from baseline)
X. Reducing the need to list additional state trust species under the federal Endangered Species Act of 1973 by partnering with private landowners to improve species distribution and abundance monitoring and disease prevention efforts	Amount spent on non-game species conservation	3-year average of FY16, FY17, FY18	\$8,933,515	\$8,856,548	-1%	\$10,147,410	14%
	Total amount of grants for Wetlands Program	3-year average of FY16, FY17, FY18	\$978,139	\$1,925,012	97%	\$1,286,630	32%

Impact on License Sales

During FY 2020, CPW sold over 366,760 big game hunting licenses, a 4% increase from the baseline average. Additionally in FY 2020, CPW sold 364,800 other licenses including combination hunting/fishing licenses. This is a 69% increase from the baseline average, which as was noted in the FY 2019 report, is likely attributable to the introduction of the qualifying license requirement implemented in 2019. This change requires all applicants to hold a qualifying license in the current license year prior to applying for the big game draw. Qualifying licenses include resident and non-resident spring turkey and annual small game, resident annual combination small game/fishing, resident senior combination small game/fishing (added as a qualifying license in FY 2020), and resident Veteran's lifetime combination small game/fishing licenses. Finally, in FY 2020, CPW sold 1,164,388 fishing licenses, in step with the baseline average.

Table 11. Impact on license sales

Reporting Requirement	Metric	Baseline Year	Baseline Data	FY 19 Data	FY 19 percent change (from baseline)	FY 20 Data	FY 20 percent change (from baseline)
Impact on license sales	Number of big game hunting licenses sold	3-year average of FY16, FY17, FY18	353,811	358,359	1%	366,761	4%
	Number of other hunting licenses sold (includes combination licenses)	3-year average of FY16, FY17, FY18	216,029	360,379	67%	364,800	69%
	Number of fishing licenses sold	3-year average of FY16, FY17, FY18	1,164,239	1,004,846	-14%	1,164,388	0%



Appendix 1: Reporting Requirements for the Future Generations Act

The Hunting, Fishing, and Parks for Future Generations Act was signed into law on May 4, 2018. It grants the PWC the authority to enact modest increases to state park entrance fees and increase prices for in-state hunting and fishing licenses. The new revenue derived from this authority will allow CPW to begin to address projected funding shortfalls of \$30 million annually for wildlife and \$11 million annually for parks by 2025.

The Act specifies 10 goals to fulfill by 2025, including:

- I. Increasing the number of hunters and anglers in Colorado in the face of national declines in hunting and fishing numbers through investments in recruitment programs, such as hunter education and Fishing is Fun, the development of the Cameo Shooting and Education Complex, and grants for shooting ranges in all regions of the state;
- II. Partnering with stakeholders to develop strategies to engage all outdoor recreationists, including hikers, bikers, climbers, and wildlife watchers, in funding the division and commission, maintenance of state lands and facilities, and management of wildlife;
- III. Recruiting and retaining qualified employees to manage wildlife, park, recreational, and aquatic resources;
- IV. Supporting access programs on public and private lands, including the renewal of existing high-priority leases that provide public access for hunters, anglers, and outdoor recreationists;
- V. Increasing and improving the state's big game populations through investments in habitat and conservation, including increased support for highway wildlife crossings to protect animals and motorists;
- VI. Identifying and beginning to plan the development of a new Colorado state park and investing in other initiatives to increase park visitation, maintain excellent customer service, and generate revenue;
- VII. Reducing the \$44.76 million maintenance and repair backlog by 50% for the 11 dams owned and operated by the division that pose the highest risks to life and property and establishing an appropriate funding stream to continue maintenance of all of the division's 110 dams;
- VIII. Increasing the number of fish stocked in Colorado water to more than 90 million through the development of a statewide hatchery modernization plan, renovation of one of the state's 19 fish hatcheries, and reduction in the maintenance backlog for all hatcheries, many of which are 70 to 100 years old;
- IX. Reducing the division's known \$26 million large capital construction and maintenance backlog by 50% and establishing a capital development backlog strategic plan to provide a stable funding stream to address future maintenance projects at state wildlife areas and state parks; and
- X. Reducing the need to list additional state trust species under the federal "Endangered Species Act of 1973", 16 U.S.C. sec. 1531 et seq., by partnering with private landowners to improve species distribution and abundance monitoring and disease prevention efforts. (Section 2 (1)).

The Act also specifies the following reporting requirements:

"BY NOVEMBER 1, 2019, AND BY EACH NOVEMBER 1 OF EACH YEAR THEREAFTER, THE DIVISION SHALL PREPARE A WRITTEN REPORT ON:

(A) THE IMPACT THAT LICENSE FEE INCREASES, AS ESTABLISHED ON THE EFFECTIVE DATE OF THIS SECTION OR BY THE COMMISSION PURSUANT TO SECTION 33-4-102 (1.5)(a), HAVE HAD ON THE TOTAL NUMBER OF SALES OF LICENSES;

(B) AN ACCOUNTING OF PROGRAM EXPENDITURES MADE WITH THE INCREASED FEES AND THE IMPACT OF THOSE EXPENDITURES ON THE ACHIEVEMENT OF THE DIVISION'S GOALS AND OBJECTIVES AS SET FORTH IN SECTION 2 OF SENATE BILL 18-143, ENACTED IN 2018; AND

(C) A LIST OF NONPROFIT ORGANIZATIONS THAT, IN THE PREVIOUS TWELVE MONTHS, RECEIVED GRANT MONEY FROM THE SALE OF STATE MIGRATORY WATERFOWL STAMPS FOR IMPLEMENTATION OF THE NORTH AMERICAN WATERFOWL MANAGEMENT PLAN PURSUANT TO SECTION 33-4-102.5 (3)(b) AND AN EXPLANATION OF EACH GRANT AWARD MADE.

(II) THE DIVISION SHALL MAKE THE REPORT AVAILABLE TO THE PUBLIC AND SHALL SEND EACH REPORT TO THE AGRICULTURE, LIVESTOCK, AND NATURAL RESOURCES COMMITTEE IN THE HOUSE OF REPRESENTATIVES AND THE AGRICULTURE, NATURAL RESOURCES, AND ENERGY COMMITTEE IN THE SENATE, OR THEIR SUCCESSOR COMMITTEES.

(b) ON OR BEFORE MARCH 1, 2022, AND ON OR BEFORE MARCH 1, 2025, THE DIVISION SHALL PRESENT ITS FINDINGS FROM, AND A SUMMARY OF, ITS MOST RECENT REPORT PREPARED PURSUANT TO SUBSECTION (1)(a) OF THIS SECTION TO A JOINT SESSION OF THE AGRICULTURE, LIVESTOCK, AND NATURAL RESOURCES COMMITTEE IN THE HOUSE OF REPRESENTATIVES AND THE AGRICULTURE, NATURAL RESOURCES, AND ENERGY COMMITTEE IN THE SENATE, OR THEIR SUCCESSOR COMMITTEES.

(2) THIS SECTION IS REPEALED, EFFECTIVE JULY 1, 2025." (33-4-121(1)(a)(I), C.R.S.)

Appendix 2: Colorado Waterfowl Stamp Fund Grants

Goal 10 discusses CPW's Wetlands Program grant awards made annually on a competitive basis to CPW and partner organizations for wetland and riparian restoration work. These projects are conducted on state wildlife areas, state parks, and other public and private lands. Projects that benefit Tier 1 and 2 at-risk wildlife species from the State Wildlife Action Plan, along with waterfowl, are a priority for funding.

In FY 2020, 13 grants were awarded, helping to conserve 1,777 acres of wetlands in Colorado. For Colorado Waterfowl Stamp funds specifically, revenue from increasing the price of the Colorado Waterfowl Stamp did not become available until late FY 2020. As a result of this delayed income, no money was allocated to non-profit organizations using waterfowl stamp funds in FY 2020. Revenue granted to non-profit organizations using Waterfowl Stamp Funds will be reported in the next Future Generations Act reporting cycle in November 2021.



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