

PA Fish & Boat Commission FY 20-21 Operational Plan

* Note - Ongoing goals and sub-goals are highlighted with color corresponding to the associated strategic priority

Strategic Priority	First Year Due Dates	First Year Goals July 1, 2020-June 30, 2021	Status	Notes
Sport Fish Management	Ongoing	3. Continue to rear and stock fish to re-establish populations in lakes and provide angling opportunities per fisheries management plans.	Green	Fish species are being reared at hatcheries according to management plans and stocking requests. Fall trout stocking started on Oct. 1, 2020, and the information is provided on the PFBC website as "week of" stocking dates and locations.
Sport Fish Management	June 30, 2021	3.b. By June 30, 2021, implement pilot production studies to provide larger fingerling species for improved survival after stocking.	Green	
Sport Fish Management	Ongoing	5. Continue scientific aquatic resource assessments, monitoring, and reporting at levels needed to provide effective management.	Green	
Sport Fish Management	Ongoing	5.a. Conduct mandated annual sampling and long-term monitoring of anadromous species populations in the Delaware River in accordance with the Atlantic States Marine Fisheries Commission and Mid-Atlantic Fishery Management Council, which provide legal sport fishing opportunities to anglers.	Yellow	Completed and submitted annual American eel and Atlantic sturgeon reports to the Atlantic States Marine Fisheries Commission (ASMFC). Provided ASMFC with long-term Delaware River American eel dataset for benchmark stock assessment. The Delaware River young-of-the-year survey was postponed for 2020 due to COVID-19. Future surveys are planned to occur as normal.

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Sport Fish Management	Ongoing	5.b. Participate in Lake Erie and Great Lakes Fishery Commission management committees.	Green	The PFBC continues to participate in the Great Lakes Fisheries Commission (GLFC) and GLFC's Lake Erie Committee process at all levels through regular (monthly) tele-meetings.
Sport Fish Management	Ongoing	5.c. Participate in interstate fisheries management with neighboring states (DE, MD, NJ, NY, OH, and WV) and other wildlife management organizations (e.g., Mississippi Interstate Cooperative Resource Association).	Green	The PFBC continues to participate in the Great Lakes Fisheries Commission (GLFC) and GLFC's Lake Erie Committee process at all levels through regular (monthly) tele-meetings.
Sport Fish Management	Ongoing	6. Continue to review, update, and implement management plans for sport fish species.	Green	
Sport Fish Management	June 30, 2021	6.a. By June 30, 2021, complete and implement the <i>Black Bass Fisheries Management Plan</i> .	Green	Extraction of agency data elements or parameters is largely complete. However, the extracted data need to be checked against the original data set and corrected as necessary. Data checking and correction has caused delays, but the plan should still meet its deadlines and requirements.

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Sport Fish Management	December 31, 2020	6.b. By December 31, 2020, complete and implement an update of the <i>Walleye Fisheries Management Plan</i> .	Green	Final Draft of Walleye Plan Update has been submitted for internal approval.
Sport Fish Management	December 31, 2020	6.c. By December 31, 2020, complete and implement an update of the <i>Trout Fisheries Management Plan</i> .	Green	Plan is finalized and a release announcement will be made at the October Commission meeting.
Sport Fish Management	December 31, 2020	6.d. By December 31, 2020, complete and implement an update of <i>Operational Guidelines for the Management of Trout Fisheries in Pennsylvania Waters</i> .	Green	
Sport Fish Management	Ongoing	7. Continue to protect, conserve, and enhance the Commonwealth's aquatic resources through modern conservation law enforcement practices.	Green	
Sport Fish Management	Ongoing	7.a. Conduct overt and covert patrols to address fishing violations.	Green	
Sport Fish Management	Ongoing	7.b. Conduct specialized fisheries details to address complaint areas for over-harvesting and poaching.	Green	
Sport Fish Management	Ongoing	7.c. Establish routine presence at known fish markets to address commercial fishing regulations for both indigenous and imported species.	Green	

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Sport Fish Management	June 30, 2021	8. By June 30, 2021, identify and begin to implement strategies that address climate change impacts on habitat, fish species, and angler behavior.	Green	
Sport Fish Management	June 30, 2021	11. By June 30, 2021, conduct an evaluation of the PFBC's voluntary permit program to gauge the effectiveness of directing additional resources to specific projects.	Green	As of October 7, 2020, the PFBC sold 17,890 voluntary permits in 2020, which generated \$282,300 in revenues. Thus far, 6 habitat projects were completed under the program.
Non-Game Species, Aquatic Resources & Habitat Conservation	Ongoing	12. Annually propagate and stock mussels following the <i>Freshwater Mussel Propagation Plan for Union City State Fish Hatchery</i> .	Green	Mussel propagation systems are in place at the Union City State Fish Hatchery and staff are fine-tuning protocols and methods for host fish infestation and rearing of transformed juveniles. Staff released 189 <i>Lampsilis Cardium</i> (Plain Pocketbook) and 13 <i>Ligumia Recta</i> (Black Sandshell) mussels into Dunkard Creek on July 8, 2020.
Non-Game Species, Aquatic Resources & Habitat Conservation	June 30, 2021	13. By June 30, 2021, complete unassessed mussel sampling protocol.	Green	The unassessed mussel sampling protocol has been drafted and is currently under review.

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Non-Game Species, Aquatic Resources & Habitat Conservation	Ongoing	14. Annually survey at least 500 priority unassessed streams for wild trout as part of the unassessed waters initiative.	Green	Numbers may be limited by reductions in sampling due to COVID-19.
Non-Game Species, Aquatic Resources & Habitat Conservation	December 31, 2020	16. By December 31, 2020, initiate a 5-year partnership to expand the stream habitat program to perform stream corridor Best Management Practices (BMPs) to improve local water quality and fish habitat and contribute to the goals of the <i>Pennsylvania Chesapeake Bay Watershed Implementation Plan</i> and the <i>Chesapeake Bay Watershed Agreement</i> .	Green	A partnership was initiated to expand the PFBC's efforts in the Chesapeake Bay Watershed. Through the EPA's Chesapeake Bay Implementation Grant Program, PFBC was approved for a \$3,814,646 project over the next four years. The PFBC created a Chesapeake Bay Watershed Habitat Unit within our Stream Habitat Section to implement this project.
Non-Game Species, Aquatic Resources & Habitat Conservation	Ongoing	17. Continue to work with partner organizations to coordinate and implement connectivity plans that improve fish passage.	Green	
Non-Game Species, Aquatic Resources & Habitat Conservation	Ongoing	17.a. Maintain the PFBC's position as a national leader in small dam removal.	Green	

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Non-Game Species, Aquatic Resources & Habitat Conservation	Ongoing	17.b. Identify and prioritize culvert replacement opportunities.	Green	
Non-Game Species, Aquatic Resources & Habitat Conservation	Ongoing	17.c. Identify and prioritize water quality improvements to eliminate chemical or pollution blockages to fish movement.	Yellow	Limestone sand dosing projects are ongoing.
Non-Game Species, Aquatic Resources & Habitat Conservation	December 31, 2020	18. By December 31, 2020, expand habitat management to include non-game species.	Yellow	Turtle basking platforms for Red-bellied turtles and large flat stones for Eastern hellbender habitat are ongoing.
Non-Game Species, Aquatic Resources & Habitat Conservation	Ongoing	18.a. Continue to coordinate and implement habitat management for species of greatest conservation need per the <i>Pennsylvania Wildlife Action Plan</i> to include Timber Rattlesnake, Eastern Massasauga Rattlesnake, and Bog Turtle.	Green	
Non-Game Species, Aquatic Resources & Habitat Conservation	Ongoing	18.b. For PFBC properties, develop and/or implement one management plan per year.	Green	

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Non-Game Species, Aquatic Resources & Habitat Conservation	Ongoing	18.c. For other public lands, develop and/or implement one management plan per year.	Green	
Non-Game Species, Aquatic Resources & Habitat Conservation	Ongoing	20. Continue to implement climate change adaptation strategies outlined in the <i>Pennsylvania Wildlife Action Plan</i> .	Green	The PFBC continues to work with the Northeast Climate Adaptation Science Center as they compile and develop materials for the 2025 revision of the current 2015 Wildlife Action Plan. A layer developed by The Nature Conservancy has been added to the Conservation Opportunity Area Tool which supports this Wildlife Action Plan strategy.
Non-Game Species, Aquatic Resources & Habitat Conservation	Ongoing	23. Continue to support the PFBC pollution response and investigation responsibilities.	Green	
Non-Game Species, Aquatic Resources & Habitat Conservation	Ongoing	23.c. Regularly conduct pollution investigation refresher training for field staff.	Green	

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Non-Game Species, Aquatic Resources & Habitat Conservation	December 31, 2020	23.d. By December 31, 2020, implement statewide interagency response strategy for Harmful Algal Blooms (HABs) to mitigate potential dangers to public health, water quality, water-based recreation, and aquatic resources.	Yellow	The PFBC continues to regularly participate in the HAB Policy Task Force, which is the group that is developing a statewide interagency response strategy plan. However, the plan may not be finalized and approved by all agencies involved by December 31, 2020.
Non-Game Species, Aquatic Resources & Habitat Conservation	Ongoing	24. Continue to implement restoration/recovery plans for Dunkard Creek, Sinnemahoning Creek, and Texas Eastern pollution events.	Green	In March 2020, trap and transfer efforts of the mudpuppy were initiated. Seventy-five Mudpuppies were captured from the Monongahela and Ohio Rivers and released into Dunkard Creek. Approximately 200 Plain Pocketbooks and adult Black Sandshells were released into Dunkard Creek that were held over over the winter at the Union City State Fish Hatchery (UCFSH). The PFBC continues to collect broodstock (Plain Pocketbook, Kidneyshell, Creeper, Wavy-Rayed mussels) for propagation in the UCFSH. The PFBC acquired a State Wildlife Grant to further support mussel propagation efforts at UCSFH.

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Recreational Boating	March 31, 2021	25.a. By March 31, 2021, develop and begin implementing a non-powered boat safety education and outreach initiative designed to reduce the annual fatality rate in this user group.	Green	Safe paddling micro-learning videos were filmed and released to the public via PFBC social media outlets. These messages highlighted basic knowledge as well as how to maintain safety. The messages were not limited to just paddling as general water/swimming safety was addressed.
Recreational Boating	June 30, 2021	25.b. By June 30, 2021, develop online materials so that every non-powered boater in the Commonwealth has access to information that highlights the responsibilities, risks, and proper protocols of safe non-powered boating.	Green	
Recreational Boating	December 31, 2020	25.c. By December 31, 2020, provide retailers with information to include with the sale of non-powered watercraft that highlights the responsibilities, risks, and proper safety protocols.	Green	WCOs have delivered safety messaging to paddlesport retailers within their districts. This was the second year for this messaging. Plans are to distribute the same "Beginners Guide to Safer Paddling" again in the spring of 2021.
Recreational Boating	Ongoing	26. Continue to standardize boat operation and enforcement training by using the National Association of State Boating Law Administrators (NASBLA) nationally recognized programs.	Green	Three instructors took part in the BETA class for the Inland Boat Operations/Marine Patrol Fundamentals (train the trainer) course Sept 21-25, 2020. This course will become the base for WCO boating enforcement training moving forward.

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Recreational Boating	Ongoing	27. Maintain the PFBC's status as the national leader in water rescue to benefit all Pennsylvanians.	Green	Twenty-nine Boating Law Administrators (BLAs) or staff experienced the Water Rescue Awareness for First Responders online course during the 2020 NASBLA Virtual Conference - this course was offered by PFBC and Kalkomey to attendees to expose them and their agencies to the need for such training for their officers.
Recreational Boating	Ongoing	27.a. Continue to implement and improve training for first responders, all WCOs, the PA-Helicopter Aquatic Rescue Team (PA-HART), and Swiftwater Emergency Response Team (SWERT).	Yellow	Most training on hold due to COVID-19.
Recreational Boating	Ongoing	27.b. Continue to facilitate quarterly training exercises to ensure readiness and ability to work with other Commonwealth agencies.	Yellow	Most training on hold due to COVID-19.
Recreational Boating	Ongoing	28. Continue to facilitate water trail development and promotion in conjunction with partner organizations to accommodate the increased interest in non-powered boating.	Green	
Recreational Boating	Ongoing	30. Continue to improve boating opportunities and convenience in the Commonwealth.	Green	

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Recreational Boating	Ongoing	30.a. Continue to implement the renewed Boating Facilities Grants program to allow partners to update and maintain public boating access.	Green	
Recreational Boating	June 30, 2021	30.b. By June 30, 2021, change the boat registration expiration date to December 31 to have the expiration date coincide with the calendar year.	Green	Draft legislation and regulatory changes are being developed for introduction at the start of the 2021-2022 Legislative Session.
Recreational Boating	June 30, 2021	30.c. By June 30, 2021, begin issuing temporary launch permits for unpowered watercraft to improve the overall efficiency of the permitting process.	Green	Starting in January 2021, the sale of launch permits will be through the PALS 2.0 platform. Every fishing license issuing agent, and now boat registration agents will be able to sell permits. Permits also will be able to be bought on-line at one's residence or from a mobile device.
Recreational Boating	June 30, 2021	31.a. By June 30, 2021, develop a prioritized list of actions to improve user experiences at PFBC properties based upon evaluation data from field staff and the public.	Green	
Employee Investments and Agency Organization	June 30, 2021	32.a. By June 30, 2021, develop an organizational needs assessment to determine person- and position-specific training needs.	Green	

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Employee Investments and Agency Organization	June 30, 2021	33.a. By June 30, 2021, administer self-assessment tools to improve communication, teamwork, and personal growth among PFBC management employees.	Green	
Employee Investments and Agency Organization	June 30, 2021	34.a. By June 30, 2021, implement annual PFBC new employee orientation program to provide an overview of the agency, its operations, and employee resources.	Green	
Employee Investments and Agency Organization	December 31, 2020	34.d. By December 31, 2020, develop an experiential learning program to allow staff to spend at least one day per year assisting with an activity conducted by a different bureau within the PFBC to build camaraderie, learn about other functional areas, and encourage collaboration across bureaus.	Green	Draft plan was developed and distributed to for internal review. Final adjustments are in process.
Employee Investments and Agency Organization	December 31, 2020	35. By December 31, 2020, implement a means of sharing information electronically about staff and Commission activities.	Green	
Employee Investments and Agency Organization	June 30, 2021	36. By June 30, 2021, implement PFBC employee appreciation event that enhances employee awareness of the agency's mission and builds a sense of community.	Green	

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Employee Investments and Agency Organization	December 31, 2020	37. By December 31, 2020, convene a workgroup of PFBC employees to review recommendations put forth in the Fish and Wildlife Relevancy Roadmap as well as other relevant sources, and provide recommendations for promoting diversity and inclusion within the agency.	Green	Eighteen staff volunteered to be part of the workgroup. The workgroup members represent a cross section of employees. Initial meeting occurred on October 6, 2020, and additional meetings are being planned and scheduled.
Employee Investments and Agency Organization	Ongoing	38. Regularly distribute job postings and routinely collaborate with the Governor's Advisory Commissions (African American Affairs, Asian American Affairs, Latino Affairs, and LGBTQ Affairs) to help the PFBC with its diversity and inclusion efforts.	Green	The newly developed Boating Bureau director position will be shared with these groups when posted, as will future jobs for officers within the Bureau of Law Enforcement.
Employee Investments and Agency Organization	June 30, 2021	39. By June 30, 2021, require mandatory Equal Employment Opportunity (EEO) diversity training for supervisors and management.	Green	
Employee Investments and Agency Organization	Ongoing	40.a. Ensure the PFBC Safety Committee is comprised of at least 50% union-covered employees.	Green	In late 2019/early 2020, the safety committee was reinvigorated and AFSCME actively participated in our efforts. This will continue.

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Employee Investments and Agency Organization	Ongoing	42. Regularly review, update, and maintain the PFBC's Continuity of Operations Plans (COOPs), division operational plans, Standard Operation Procedures (SOPs), directories, and other reference materials.	Green	
Communications and Marketing	December 31, 2020	43. By December 31, 2020, implement an agency-wide approach to messaging and imaging that provides clarity and consistency across all platforms.	Yellow	Due to significant delays regarding logo, the project may be delayed.
Communications and Marketing	December 31, 2020	43.a. Conduct an audit of current branding at PFBC.	Green	
Communications and Marketing	December 31, 2020	43.b. Identify and communicate approved uses of agency logos.	Yellow	Due to significant delays regarding logo, the project may be delayed.
Communications and Marketing	December 31, 2020	43.c. Develop an agency style guide for electronic and written communications.	Yellow	Due to significant delays regarding logo, the project may be delayed.
Communications and Marketing	June 30, 2021	44. By June 30, 2021, implement a comprehensive communications strategy that increases public awareness and engagement with respect to the PFBC's programs and the resources entrusted to the PFBC.	Green	

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Communications and Marketing	June 30, 2021	44.a. Develop best practices for frequency, content, and delivery methods.	Green	
Communications and Marketing	June 30, 2021	44.b. Develop performance metrics to evaluate effectiveness of communications.	Green	
Communications and Marketing	June 30, 2021	44.c. Employ the media, methods, and content consistent with market research and R3 guidelines.	Green	
Communications and Marketing	June 30, 2021	44.d. Promote positive conservation messaging that encourages non-participants to support agency programs and interests.	Green	
Communications and Marketing	June 30, 2021	44.e. Highlight the value of what fishing licenses and boat registrations provide for all Commonwealth residents and visitors.	Green	
Communications and Marketing	June 30, 2021	44.f. Incorporate content about angler and boater ethics to address public perception issues, such as littering, trespassing, and knowledge of fishing and boating regulations.	Green	
Communications and Marketing	December 31, 2020	45. By December 31, 2020, develop and implement targeted initiatives to improve the PFBC's customer service experience.	Green	

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Communications and Marketing	June 30, 2021	46. By June 30, 2021, refine the PFBC's social media presence.	Green	
Communications and Marketing	December 31, 2020	46.a. By December 31, 2020, develop and implement a social media policy to ensure consistency across all agency platforms.	Green	Draft is developed and ready for internal review.
Communications and Marketing	June 30, 2021	46.b. By June 30, 2021, complete an agency-wide social media strategy that considers a workload analysis and evaluation of the PFBC's existing social media effectiveness, as well as an evaluation of social media platforms, management tools, and performance metrics.	Green	
Communications and Marketing	June 30, 2021	47. In conjunction with the Pennsylvania Game Commission, host the 2021 Annual Northeast Fish & Wildlife Conference for the Northeast Association of Fish & Wildlife Agencies (NEAFWA).	Green	
Communications and Marketing	December 31, 2020	49. By December 31, 2020, administer a survey to evaluate the human dimensions aspect of anglers and boaters.	Green	A statement of work and literature review were developed for a survey of southeast Pennsylvania residents as part of a Wildlife Management Institute (WMI) Relevancy Roadmap grant.

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Communications and Marketing	Ongoing	52. Continue to increase recruitment, reactivation, and retention of under-represented populations by expanding high-demand programs that target diverse audiences.	Green	In September, an R3 Specialist was identified among existing staff. An IT contractor will be chosen to assist the R3 Specialist with data gathering and evaluation.
Communications and Marketing	Ongoing	53. Optimize Trout in the Classroom (TIC) program to increase conservation awareness and the recruitment of new anglers and/or boaters.	Green	R3 Grant Program was established and one of the grants awarded will allow funding for 35 more TIC kits in classrooms in various areas of PA. The TIC program will be delaying its 2020 distribution of eggs from this October to January 2021, to allow for schools to (hopefully) return to normal capacity.
Communications and Marketing	Ongoing	54. Continue to increase fishing and paddling skills via in-person training and education.	Green	In-person programming reduced because of limitations imposed by COVID-19 exposure guidance. Staff scheduled 63 programs during the quarter, 40 of which were conducted and served 232 participants.
Communications and Marketing	June 30, 2021	57.a. By June 30, 2021, compile and analyze data on visitation, costs, and benefits.	Green	

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Infrastructure and Equipment	June 30, 2021	58. By June 30, 2021, complete analysis of regional facilities to improve public service and energy efficiency while providing a modern and safe work environment.	Green	
Infrastructure and Equipment	June 30, 2021	58a. By June 30, 2021, begin design of a new LEED certified Northeast Regional Office in Sweet Valley, Luzerne County, and a new LEED certified Northwest Regional Office in Fairview, Erie County.	Green	
Infrastructure and Equipment	December 31, 2020	58.b. By December 31, 2020, conduct a study to begin consolidation and identify optimal locations for remaining regional facilities.	Green	
Infrastructure and Equipment	June 30, 2021	58.c. By June 30, 2021, set priorities and develop a detailed scope of work, project cost estimates, and establish general locations for regional office facilities	Green	
Infrastructure and Equipment	Ongoing	60. Continue to improve the condition of the PFBC's access facilities.	Green	Since July 1, 2020, staff replaced the boat launch ramps at the Keystone Lake Numine and Upper Black Eddy Accesses. Staff also paved the Buckingham Access. The Freeport and Gouldsboro Accesses are scheduled to be paved in October 2020. Work on the Falmouth Access is scheduled for this fall.

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Infrastructure and Equipment	June 30, 2021	60.a. By June 30, 2021, finish the current staff evaluation of boating access facilities.	Green	
Infrastructure and Equipment	June 30, 2021	60.d. By June 30, 2021, implement an adopt-an-access pilot program to provide opportunities for local organizations to partner with the PFBC.	Green	Working with Human Resources staff to obtain Article 43 collective bargaining agreement. Regional Maintenance Supervisors are working to identify access sites that would most benefit from this pilot program.
Infrastructure and Equipment	Ongoing	61. Continue to repair and improve the PFBC's dams to protect public safety and provide fishing and boating opportunities.	Green	Design consultants selected for next 10 hazardous dam projects.
Infrastructure and Equipment	June 30, 2021	61.a. By June 30, 2021, initiate design for ten priority high hazard dam projects.	Green	
Infrastructure and Equipment	Ongoing	62. Continue to implement the PFBC's 5-year strategic project list to replace aging vehicles and equipment.	Green	Five new stocking trucks and separate tanks were delivered in October. Staff currently are mounting the tanks and preparing the trucks for use.
Infrastructure and Equipment	December 31, 2020	63. By December 31, 2020, submit Property Disposition Reports to the Department of General Services for liquidation of all surplus equipment at PFBC properties.	Green	Bureaus are submitting surplus equipment registration forms through the Department of General Services process and items are being sold online.

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Infrastructure and Equipment	June 30, 2021	64. By June 30, 2021, begin making energy efficiency and systems improvements identified through the Commonwealth's Guaranteed Energy Savings Act (GESA) program. Improvements will include the following: installation of electric vehicle charging stations at the Harrisburg Headquarters and the Centre Region Office, and the installation of solar panels at the two PFBC facilities best suited for solar electric generation.	Green	Staff are meeting bi-weekly with GESA contractors to identify and evaluate potential energy savings projects at PFBC facilities.
Infrastructure and Equipment	September 30, 2020	65. By September 30, 2020, order battery electric or plug-in electric hybrid passenger fleet vehicles based at the Harrisburg Headquarters and Centre Region Office.	Red	The GESA initiative is evaluating the feasibility of electric vehicle charging stations at the CRO and Hbg HQ. It is not recommended to procure electric vehicles before the Commission has the ability to recharge them, or before the need to replace existing fleet vehicles arise.
Infrastructure and Equipment	March 31, 2021	66. By March 31, 2021, replace current online licensing system with a new user-friendly Pennsylvania Automated Licensing System (PALS 2.0) to improve customer service by streamlining the license application and purchase process and facilitating auditing and reporting for licensing agents.	Green	PALS 2.0 is scheduled to go live in January 15, 2021.

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Infrastructure and Equipment	Ongoing	67. Continue to evaluate IT infrastructure needs of all PFBC employees and facilities.	Green	
Infrastructure and Equipment	Ongoing	68. Continue to ensure the FishBoatPA app is current, relevant, regularly updated, and promoted.	Green	Working with PALS 2.0 development team to discuss changes/updates to app.
Infrastructure and Equipment	June 30, 2021	68.a. By June 30, 2021, increase FishBoatPA app capability to include instant purchase and “proof of license” capability to improve customer convenience and increase total license sales.	Green	
Infrastructure and Equipment	June 30, 2021	68.b. By June 30, 2021, determine if the FishBoatPA app can be used for two-way communication (e.g., creel surveys and weekly regional reports).	Green	
Infrastructure and Equipment	Ongoing	68.d. Continue to analyze FishBoatPA app usage data to determine opportunities and optimization.	Green	
Infrastructure and Equipment	December 31, 2020	70. By December 31, 2020, develop new fishing license evaluation process to routinely review the PFBC's license offerings to ensure they achieve the greatest return on investment.	Green	

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Infrastructure and Equipment	June 30, 2021	71. By June 30, 2021, create bundled license options that target specific segments of PFBC's customer base.	Green	
Infrastructure and Equipment	June 30, 2021	71.a. By June 30, 2021, create bundled launch permit with multiyear fishing license.	Green	
Infrastructure and Equipment	June 30, 2021	71.b. By June 30, 2021, create non-resident Pennsylvania college student fishing license.	Green	This license will be created in PALS 2.0 and will be available for sale after go live, January 15, 2021.
Infrastructure and Equipment	June 30, 2021	71.c. By June 30, 2021, work with the Pennsylvania Game Commission to explore cross-promotion and sales of combined hunting and fishing license packages.	Green	
Infrastructure and Equipment	December 31, 2020	72. By December 31, 2020, complete redesign of the Outdoor Shop to modernize online sales opportunities and improve overall customer experience.	Green	Staff have been meeting regularly with the Pennsylvania Game Commission and NIC to complete this task. NIC is able to incorporate a good amount of what we want by the January go-live date. The remainder of our requests are being added to a list for the next update around 6 months after go live.

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Infrastructure and Equipment	December 31, 2020	73.a. By December 31, 2020, develop and implement credit card payment system for the scientific collectors', Grass Carp, and blasting permit programs.	Red	Consultant hired September 2020 to review current business process and gather requirements from the requesting organization. After the requirements are documented and understood, the consultant will provide options for how to handle, including cost estimates and timelines.
Infrastructure and Equipment	December 31, 2020	73.d. By December 31, 2020, implement PALS reporting system for venomous snake and commercial snapping turtle permit reporting.	Yellow	Consultant hired September 2020 to review current business process and gather requirements from the requesting organization. After the requirements are documented and understood, the consultant will provide options for how to handle, including cost estimates and timelines. PALS 2.0 goes live in January 2020, which is beyond this goal due date. Earliest this sub-goal can be obtained is June 30, 2021.