

## PA Fish & Boat Commission FY 21-22 Operational Plan

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

Strategic Priority	Second Year Due Dates	Second Year Goals July 1, 2021-June 30, 2022	Status	Notes
Sport Fish Management	June 30, 2022	1.a. By June 30, 2022, update <i>Pennsylvania's Fishing and Boating Access Strategy</i> .	Green	Briefed Boating Advisory Board and Boating Committee on scope of work and timeline for completion. Preparations and coordination with partner agencies are ongoing to ensure smooth and successful update.
Sport Fish Management	June 30, 2022	1.b. By June 30, 2022, work with partners to develop a fishing access program that opens access to fishing opportunities at rural ponds and urban water bodies.	Green	
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 10/01/20 and the information is provided on the PFBC website as "week of" stocking dates and locations.
Sport Fish Management	Ongoing	5. Continue scientific aquatic resource assessments, monitoring, and reporting at levels needed to provide effective management.	Green	

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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.	Green	<ul style="list-style-type: none"> <li>• Finalized regulations requiring anglers fishing for Striped Bass in the tidal Delaware River Estuary and tidal portions of tributaries to use circle hooks while bait fishing and to follow new slot length limits.</li> <li>• Participated in the Atlantic States Marine Fisheries Commission (ASMFC) American Eel Technical Committee data workshop and presented American Eel sampling data.</li> <li>• Began preparing the 2020 ASMFC annual Striped Bass compliance report and estimating ages of Striped Bass.</li> <li>• Compiled 2020 Delaware River Striped Bass tagging data for reporting to the USFWS.</li> <li>• Began updating the PFBC American Shad Management Plan.</li> </ul>
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 monthly tele-meetings.

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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 monthly tele-meetings. Dates and format for the 03/21 Lake Committee Meetings are being finalized. The meetings will be virtual.
Sport Fish Management	Ongoing	6. Continue to review, update, and implement management plans for sport fish species.	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, 2022	9. By June 30, 2022, identify and collaborate with agriculture and aquaculture community to protect sport fisheries and prevent negative impacts of non-PFBC fish stockings, such as the spread of pathogens and Aquatic Invasive Species (AIS).	Green	PFBC's AIS Coordinator has begun identifying key stakeholders to work on this goal and is involved with regulatory revision discussions pertinent to non-agency stocking and AIS/pathogen spread concerns.
Sport Fish Management	June 30, 2022	9.a. Revise regulations relating to Propagation and Introduction of Fish into Commonwealth Waters ( <i>58 Pa. Code Ch. 71</i> ).	Green	Draft regulations are being finalized for internal review and will be sent to external parties. Fish Health Inspection Protocol is in the process of being updated by staff. Online stocking authorization system development will begin in near future.
Sport Fish Management	June 30, 2022	9.b. Revise regulations relating to Transportation of Live Fish into this Commonwealth ( <i>58 Pa. Code Ch. 73</i> ).	Green	Draft regulations are being finalized for internal review and will be sent to external parties. Fish Health Inspection Protocol is in the process of being updated by staff. Online stocking authorization system development will begin in near future.
Sport Fish Management	June 30, 2022	9.c. Implement a stocking authorization program.	Green	Coordination and planning to support implementation of a stocking authorization program is ongoing.
Sport Fish Management	June 30, 2022	10. By June 30, 2022, adjust delivery of fishing opportunities to angler residence zones via improved data (PALS 2.0).	Green	

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<b>Non-Game Species, Aquatic Resources &amp; Habitat Conservation</b>	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.
<b>Non-Game Species, Aquatic Resources &amp; Habitat Conservation</b>	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.
<b>Non-Game Species, Aquatic Resources &amp; Habitat Conservation</b>	September 30, 2021	15.f. By September 30, 2021, deliver 8-12 AIS species identification training sessions for PFBC staff as part of Great Lakes Restoration Initiative (GLRI) grant agreement.	Green	PFBC's AIS coordinator has begun developing materials for virtual AIS identification workshops for PFBC Law Enforcement and Fisheries Staff. Workshop sessions are anticipated to be held during the spring of 2021.
<b>Non-Game Species, Aquatic Resources &amp; Habitat Conservation</b>	Ongoing	17. Continue to work with partner organizations to coordinate and implement connectivity plans that improve fish passage.	Green	Although the PFBC's Fish Passage Biologist position is currently vacant, staff continue advancing fish passage improvement plans by working with partner organizations. PFBC staff also are helping to organize and participate in the PA Aquatic Connectivity Team activities.

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Non-Game Species, Aquatic Resources & Habitat Conservation	Ongoing	17.a. Maintain the PFBC's position as a national leader in small dam removal.	Green	The PFBC's Fish Passage Biologist position is currently vacant, but PFBC staff continue to work with partner organizations to continue making progress on small dam removal projects.
Non-Game Species, Aquatic Resources & Habitat Conservation	Ongoing	17.b. Identify and prioritize culvert replacement opportunities.	Green	The PFBC's Fish Passage Biologist position is currently vacant, but PFBC staff continue to work with partner organizations to identify and prioritize culvert replacement projects.
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.	Green	Limestone sand dosing projects 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	PFBC staff are coordinating drone imagery work at an endangered reptile site to document conditions before and after a future habitat management project.
Non-Game Species, Aquatic Resources & Habitat Conservation	Ongoing	18.b. For PFBC properties, develop and/or implement one management plan per year.	Green	PFBC staff are coordinating with partners to implement riparian forested buffers on four PFBC access areas.

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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	PFBC continues to coordinate with DCNR and PGC to design and implement habitat improvement projects on their properties.
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 participates in a Northeast Climate Working Group, which fosters climate change relevant communications among state, federal, and non-governmental organizations.
Non-Game Species, Aquatic Resources & Habitat Conservation	June 30, 2022	22. By June 30, 2022, dedicate law enforcement resources to special investigations regarding non-game species wildlife trafficking.	Green	
Non-Game Species, Aquatic Resources & Habitat Conservation	Ongoing	23. Continue to support the PFBC pollution response and investigation responsibilities.	Green	

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Non-Game Species, Aquatic Resources & Habitat Conservation	December 31, 2021	23.a. By December 31, 2021, review and update internal reporting protocol for pollution investigation methods and reporting.	Green	
Non-Game Species, Aquatic Resources & Habitat Conservation	Ongoing	23.c. Regularly conduct pollution investigation refresher training for field staff.	Green	
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	The PFBC continues to collect broodstock (Plain Pocketbook, Kidneyshell, Creeper, Wavy-Rayed mussels) for propagation in the Union City State Fish Hatchery (UCFSH). The PFBC acquired a State Wildlife Grant to further support mussel propagation efforts at UCFH.
Recreational Boating	June 30, 2022	25. By June 30, 2022, improve non-powered boating education and communication to improve safety awareness and reduce the annual fatality rate.	Green	
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	

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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	
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).	Green	Most training is on hold due to COVID.
Recreational Boating	Ongoing	27.b. Continue to facilitate quarterly training exercises to ensure readiness and ability to work with other Commonwealth agencies.	Green	Most training is on hold due to COVID.
Recreational Boating	June 30, 2022	27.c. By June 30, 2022, establish and implement best practices for Voluntary Rescue Service Recognition (VRSR) auditing and recertification.	Green	
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	June 30, 2022	29. By June 30, 2022, update <i>Pennsylvania's Fishing and Boating Access Strategy</i> .	Green	Briefed Boating Advisory Board and Boating Committee on scope of work and timeline for completion. Preparations and coordination with partner agencies are ongoing to ensure smooth and successful update.

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Recreational Boating	Ongoing	30. Continue to improve boating opportunities and convenience in the Commonwealth.	Green	
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	December 31, 2021	30.d. By December 31, 2021, work with other state agencies to promulgate uniform launch permit regulations for Commonwealth-owned or Commonwealth-controlled properties.	Green	
Employee Investments and Agency Organization	June 30, 2022	32.b. By June 30, 2022, document all bureau training in LSO to ensure employees have the knowledge, skills, and abilities to safely and effectively perform their jobs.	Green	
Employee Investments and Agency Organization	June 30, 2022	34.b. By June 30, 2022, use needs assessment to develop course catalogue to provide training in succession planning, professional development, and workplace compliance.	Green	
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	

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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.
Employee Investments and Agency Organization	June 30, 2022	41. By June 30, 2022, implement annual mandatory on-site safety training at PFBC field locations.	Green	
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, 2021	48. Host a 1-day Pennsylvania Fisheries Summit in 2021.	Green	Planning and coordination for this event continues and the agenda has been developed. Commission staff are working to identify a suitable virtual format and venue. The date for the event has been set for 2/20/21.
Communications and Marketing	June 30, 2022	50. By June 30, 2022, implement a marketing strategy that segments the PFBC's customer base into recruitment, reactivation, and retention (R3) segments.	Green	

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Communications and Marketing	June 30, 2022	50.a. Enhance marketing to traditional and emerging markets along state, regional, national, and international lines.	Green	
Communications and Marketing	June 30, 2022	50.b. Implement programs designed to attract customers and participants from diverse social and demographic backgrounds to fishing, boating, and conservation programs.	Green	
Communications and Marketing	June 30, 2022	50.c. Align and work with other Commonwealth agencies, local tourism offices, and businesses to identify and promote fishing and boating opportunities in Pennsylvania.	Green	Staff frequently cooperate with the PA Game Commission and DCNR on shared recreational opportunities and safety messages, including trout stockings research conducted on state park and state forest land, and safe boating messages to waterfowl hunters. Staff had interaction with groups such as PA Wilds to look for opportunities to promote tourism efforts.
Communications and Marketing	June 30, 2022	50.d. Develop an eCommerce and search engine optimization strategy.	Green	Work on this goal is in progress with the launch of PALS 2.0 licensing system.
Communications and Marketing	June 30, 2022	50.e. Seek additional partners and channels for co-marketing and promotion of products and services.	Green	Staff are meeting with DCNR and PGC monthly. Regional staff are actively finding new channels and partners to share our educational content.

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<b>Communications and Marketing</b>	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.

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<p><b>Communications and Marketing</b></p>	<p>Ongoing</p>	<p>53. Optimize Trout in the Classroom (TIC) program to increase conservation awareness and the recruitment of new anglers and/or boaters.</p>	<p>Green</p>	<ul style="list-style-type: none"> <li>• An R3 Grant Program award will fund 35 more TIC kits for classrooms in PA.</li> <li>• Staff developed TIC Weekly, a weekly email of PFBC resources to assist teachers with remote learning opportunities on TIC-related topics (e.g., watersheds, non-point source pollution, mussels, stream order, fish health, types of trout, etc.). Weekly emails are sent to all registered TIC teachers and program partners. Emails include printable publications, lessons, videos, and Trout In the Office update videos. Emails began on 10/5/20 and will continue through the school year. Videos developed for TIC Weekly also appear on the PFBC's social media platforms.</li> <li>• Egg distribution for TIC is delayed until 2/9/21 due to COVID impacts on school schedules. Staff are confirming teachers able to receive trout eggs in 02/21.</li> <li>• The TIC Summit Planning Committee is planning a virtual TIC Summit for 07/21.</li> </ul>

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Communications and Marketing	Ongoing	54. Continue to increase fishing and paddling skills via in-person training and education.	Green	In-person programming is 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, 2022	56. By June 30, 2022, explore opportunities to engage veterans and senior citizens through state veterans homes, senior centers, long-term care, and retirement communities.	Green	Staff continue to support veteran programs with their fishing programs/events. Connections have been made with Penn State's Osher Lifelong Learning Institute (OLLI) program for future opportunities.
Infrastructure and Equipment	September 30, 2021	59.a. By September 30, 2021, establish prioritized list and scope of work to modernize existing hatchery facilities to improve customer experience, functionality, and safety.	Green	
Infrastructure and Equipment	December 31, 2021	59.b. By December 31, 2021, develop a schedule for design and construction for hatchery facilities upgrades.	Green	
Infrastructure and Equipment	Ongoing	60. Continue to improve the condition of the PFBC's access facilities.	Green	Projects at Freeport, Gouldsboro, Liverpool, and Long Pine Reservoir were completed since the last Quarterly Report.
Infrastructure and Equipment	June 30, 2022	60.b. By June 30, 2022, replace and improve docks, signs, ramps, and parking lots for regional priority projects.	Green	

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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 are selected for next 10 hazardous dam projects and proposals for design work are under review for Harris Pond, Stevens Lake, Rose Valley Lake, Fords Lake, and Hunters Lake.
Infrastructure and Equipment	June 30, 2022	61.c. By June 30, 2022, evaluate PFBC's low hazard dams and prioritize for future rehabilitation.	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	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	Staff are working with the PALS 2.0 development team to discuss changes/updates to app.
Infrastructure and Equipment	Ongoing	68.d. Continue to analyze FishBoatPA app usage data to determine opportunities and optimization.	Green	The app was updated to reflect new URL for e-commerce. Other modifications planned for 2021 include seasonal images and seasonally-relevant content on landing page.

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Infrastructure and Equipment	December 31, 2021	73.b. By December 31, 2021, identify and implement improvements for online reporting for scientific collectors' permit program.	Green	Staff are developing IT requirements necessary for credit card payment component.
Infrastructure and Equipment	December 31, 2021	73.c. By December 31, 2021, identify redundancies and inefficiencies and consider implementing updates for species impact reviews.	Green	The species impact review tracking system is under review.