

Chris Taggart

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Sent: Monday, November 4, 2019 3:24 PM
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Subject: Current Subcommittee Makeup, Charter & 5-year plan
Attachments: Bitterroot Ecosystem Subcommittee.docx; B2 IGBC CHARTER - FINAL - REVISED 5-31-2019 WITH SIGNATURES FROM 2017.pdf; Revised 5-Year Plan Goals_Objectives_Strategies_with Annual Work Plan Elements_Updated 11-1-2019.xlsx
Importance: High

Good afternoon! I have heard from some of you on our meeting in three weeks and I appreciate the feedback. Attached is the current subcommittee makeup with many new names because of transfers and additions. We now have a representative from Idaho Fish & Game, two county commissioners from Lemhi and Ravalli counties and Fish and Wildlife Service representation from both Idaho and Montana. Please take a look at the 5-year plan, especially what we tentatively planned to accomplish and what was accomplished this last fiscal year. Especially be thinking about proposed work plans for 2020. Thanks, Chuck.



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- **Chuck Mark** (*chair*) *Salmon/Challis National Forest*
- **Matt Anderson** *Bitterroot National Forest*
- **Jeanne Higgins** *Idaho Panhandle National Forest*
- **Carolyn Upton** *Lolo National Forest*
- **Jodi Bush**, *US Fish and Wildlife Service (Montana)*
- **Evan Ohr**, *U.S. Fish and Wildlife Service (Idaho)*
- **Linda Jackson** *Payette National Forest*
- **Jim DeMaagd** *Sawtooth National Forest*
- **Curt Mack** *Nez Perce Tribe*
- **Jamie Jonkel** *Montana Department of Fish, Wildlife & Parks*
- **Jim Teare**, *Idaho Fish and Game Department*
- **Brett Barsalou**, *Lemhi County Commissioners (Idaho)*
- **Jeff Burrows**, *Ravalli County Commissioners (Montana)*
-

Advisors

- **Hilary Cooley** *US Fish and Wildlife Service Grizzly Bear Recovery Coordinator*
- **Scott Jackson** *U.S. Forest Service National Carnivore Program Leader*



INTERAGENCY

GRIZZLY BEAR COMMITTEE

CHARTER

BACKGROUND

The Grizzly Bear was listed as a threatened species under the Endangered Species Act (ESA) throughout its range in the conterminous United States in 1975. The initial recovery plan for grizzly bears issued by the U.S. Fish and Wildlife Service (FWS) in 1982 called for a broad range of actions to reduce human-bear conflicts and human-caused mortality, provide secure habitat, and increase understanding of grizzly bear ecology. The recovery plan identified six recovery ecosystems: Yellowstone, Northern Continental Divide, Cabinet-Yaak, Selkirk, Bitterroot, and North Cascades. These ecosystems include a mix of federal lands managed by the U.S. Forest Service (Forest Service), National Park Service (NPS), and Bureau of Land Management (BLM), as well as state, tribal, and private lands.

Initial efforts to recover grizzly bear populations suffered from the complexity of land ownership and lack of coordination among the federal and state agencies with diverse missions and jurisdictions in the recovery ecosystems. Funding for implementation of grizzly bear recovery actions was also limited.

To address these problems, in 1983 the Secretaries of the Interior and Agriculture and the Governors of Idaho, Montana, Wyoming, and Washington signed a Memorandum of Agreement to establish the Interagency Grizzly Bear Committee (IGBC). Their purpose for creating the IGBC was to "coordinate [federal and state] management and research actions to the greatest extent possible to insure the best utilization of available resources and prevent duplication of effort."

To accomplish this purpose, the IGBC needed to bring together high-level administrators from the federal and state agencies with the authority to make and support policy decisions, allocate funding to advance recovery, and hold their staff accountable. It also required coordination at the field level among staff of all agencies with responsibility for land and wildlife management within the ecosystems.

The IGBC was initially structured with an Executive Committee consisting of senior officials, Ecosystem Subcommittees¹ composed of field-level staff charged with implementation of recovery efforts, an Information and Education Subcommittee charged with coordinating outreach efforts, and a Research Subcommittee charged with coordinating research. The Research Subcommittee was subsequently replaced by the Interagency Grizzly Bear Study Team (IGBST) which served as a collaborative research unit to advance understanding of grizzly bear ecology, primarily in the Yellowstone ecosystem. The FWS Grizzly Bear Recovery Coordinator, the U.S. Forest Service National Carnivore Program Leader, and the leader of the IGBST were identified as advisors to the IGBC. An Executive Coordinator was hired to provide program and administrative support.

Over the past 33 years, the IGBC has retained the same basic structure with an Executive Committee, ecosystem-level subcommittees, an I&E subcommittee, advisors and Executive Coordinator. However, turnover in IGBC member agency staff and advisors resulted in a lack of continuity and increasing uncertainty regarding the roles and responsibilities of the Executive Committee and subcommittees.

In 2016, the Executive Committee agreed to create this Charter to document the mission, objectives, organization and governance processes to be used by the IGBC going forward. This Charter replaces and supersedes prior Memoranda of Understanding related to the IGBC.

MISSION

The mission of the IGBC is to achieve recovery and delisting, and to support ongoing conservation of grizzly bear populations and their habitats after delisting in areas of the western United States through interagency coordination of policy, planning, management, research and communication.

¹ Although referred to as "subcommittees," these organizational units do not consist of sub-sets of Executive Committee members, as is typical of a subcommittee. Rather, the IGBC Subcommittees consist of subordinate staff of Executive Committee member agencies.

PURPOSE

The purpose of the IGBC is:

- To coordinate grizzly bear policy, planning, management, research, and communication activities of state, provincial, tribal, and federal agencies to ensure the best utilization of available resources, prevent duplication of effort, and clearly articulate management intent and programs to decision makers and the interested public;
- To coordinate implementation of the Grizzly Bear Recovery Plan through members' respective roles, responsibilities, and authorities as necessary to meet the requirements of the ESA;
- To support revisions to the Recovery Plan by the FWS as necessary to meet the requirements of the ESA and to ensure the recovery of the species, or distinct populations thereof, as defined by the ESA;
- To support development of conservation strategies² by state and tribal wildlife agencies and state, federal, and tribal land management agencies for recovered/delisted populations;
- To support actions by the FWS to delist populations upon achievement of recovered status;
- To support revisions to conservation strategies by state and tribal wildlife agencies and state, federal, and tribal land management agencies as warranted by new information regarding the status of the bear populations and associated habitats;
- To support ongoing conservation of grizzly bears and their habitat after delisting; and
- To enhance information sharing among IGBC member agencies.

ORGANIZATION & GOVERNANCE

The IGBC is a cooperative effort of its members. IGBC members recognize and mutually respect the authorities and mandates of all parties under federal and state law. Participation in the IGBC has no effect on the sovereignty or jurisdiction of any of its members.

The IGBC is not a governing body or legal entity. The IGBC is not a federal or state agency taking agency actions subject to the National Environmental

² The term "conservation strategy" can refer to either a specific document, such as the "2016 Conservation Strategy for the Grizzly Bear in the Greater Yellowstone Ecosystem" or simply to the aggregation of other agency or interagency plans that document how grizzly bears and habitat will be managed after delisting to assure continued conservation.

Policy Act or Administrative Procedure Act, or their state equivalents, or ESA §7 consultation requirements for federal agencies. The IGBC is not a federal advisory committee subject to the Federal Advisory Committee Act.

IGBC member agencies retain their authority to enter into other agreements and participate in similar activities with other public or private agencies, organizations, and individuals.

The IGBC consists of an Executive Committee and Subcommittees established by the Executive Committee (Fig. 1). Membership, roles, and responsibilities of the Executive Committee and Subcommittees are as follows:

IGBC EXECUTIVE COMMITTEE

Membership

The IGBC Executive Committee consists of the following members. These members may delegate responsibility to a designee, provided that the designee has the knowledge, information, and full authority to act on behalf of the member:

- Regional Foresters of Forest Service Regions 1, 2, 4, and 6;
- Regional Directors of the NPS Intermountain and Pacific Northwest Regions;
- Regional Directors of the FWS Regions 1 and 6;
- The State Directors of the BLM in ID, MT, WA, and WY;
- The Directors of the Idaho, Montana, Washington, and Wyoming state wildlife agencies;
- The Directors of the British Columbia and Alberta provincial wildlife agencies;
- The Director of the U.S. Geological Survey Northern Rocky Mountain Science Center.

Role and Responsibilities

The role of the Executive Committee is to provide policy-level oversight and direction to the Subcommittees' cooperative efforts to recover and delist grizzly bears. Upon delisting, the Executive Committee's role is to provide policy-level support to ongoing conservation of grizzly bears and their habitat.

Responsibilities of the Executive Committee include:

- Setting coordinated direction for planning, research, management, and communication related to grizzly bears and their habitat to achieve

recovery and ongoing conservation through development and adoption of five-year plans with input from the subcommittees;

- Securing and allocating resources to implement planning, research, management, and communication actions consistent with approved five-year plans;
- Monitoring progress on five-year and annual work plans based on indicators and taking actions necessary to address shortfalls in accomplishment of the goals and objectives;
- Communicating needs and recommendations to higher-level decision makers (e.g. federal agency heads, cabinet Secretaries and Governors);
- Resolving inter-agency disagreements to the extent possible or clarifying issues that cannot be resolved at the Executive Committee level and elevating those issues to higher-level decision makers in a coordinated fashion.

Executive Committee Chair and Vice Chair

The Chair of the Committee shall serve a two-year term and will alternate between representatives of the federal and state agencies. The Chair shall be responsible for calling meetings of the Executive Committee, establishing the agenda, and running the meetings of the committee with the assistance of the Executive Coordinator.

A Vice Chair will be selected at the beginning of the Chair's term by a consensus of the members or majority vote, if necessary. The Vice Chair shall assume the duties and responsibilities of the chair when requested to do so or when the chair is unavailable. The Vice Chair will assume the Chair upon completion of the Chair's term.

Executive Committee Staff and Advisors

The IGBC Executive Committee will be supported by an Executive Coordinator, employed by the U.S. Forest Service.

The following individuals serve as advisors to the IGBC Executive Committee:³

- The U.S. Fish and Wildlife Service Grizzly Bear Recovery Coordinator;
- The U.S. Forest Service National Carnivore Program Leader;
- The leaders of the Yellowstone Ecosystem Interagency Grizzly Bear Study Team, the NCDE Science Team, the SCY Technical Team, and the NCE Technical Team;
- The Chair of the I&E Subcommittee.

³ These individuals also serve as advisors to the ecosystem subcommittees.

In addition to these individuals, the Ecosystem Subcommittee Chairs serve as advisors to the Executive Committee during Executive Committee meetings. However, neither the advisors nor Ecosystem Subcommittee Chairs participate in decisions of the Executive Committee.

Meetings

The Executive Committee will hold two regular meetings annually, one in summer and one in winter. The summer meeting will be a 2-3 day field retreat located in one of the grizzly bear ecosystems. The responsibility to host the summer meeting will be rotated through the ecosystems. The winter meeting will be a 2-3 day business meeting with the location decided by the members. The primary purpose of the winter meeting will be to review progress on 5-year plans and make any necessary adjustments to policy, planning, research, management, or communication. Additional meetings and telephone or video conferences may be held as needed in response to a call of the Chair and agreed to by the Executive Committee.

IGBC meetings will generally be open to the public and provide a time for public comment. The Chair may call for an Executive Session limited to committee members and staff for discussions of sensitive topics such as personnel matters, litigation or other confidential issues. Public notification of the meetings will be made by the Chair, IGBC I&E Chair, or the Executive Coordinator.

Executive Committee Decision-making

The power of the IGBC rests in the combined, collaborative efforts of its members. To that end, decision-making by the IGBC is based on consensus among the members to the greatest extent possible. The Executive Committee may make decisions using a simple majority vote of the members present⁴ at any meeting for matters that affect all IGBC member agencies equally (e.g. selection of the vice-chair, general policies). However, no vote may be taken to compel or preclude an action by any IGBC member agency without its concurrence.

Some potential Executive Committee actions, such as endorsement of a conservation strategy for a distinct population segment proposed for delisting, present unique circumstances. Not all IGBC members may have a role in implementation of the strategy for a specific ecosystem. In such cases, those members with responsibilities that are signatories to the strategy must reach a

⁴ Members or their designee must be present in person or by phone to participate in a vote; no proxies will be considered.

consensus on the content of the strategy. However, endorsement by the Executive Committee as a whole can demonstrate broad support for the strategy. Accordingly, it may be appropriate for the committee to vote to endorse the plan, recognizing that a dissenting vote by a member that is not a signatory to the strategy would have no binding effect.

ECOSYSTEM SUBCOMMITTEES

The Executive Committee has established the following standing ecosystem subcommittees. These subcommittees are chartered by, and report to the IGBC Executive Committee, as long as the bear population within a given ecosystem is listed under the Endangered Species Act.

Upon delisting, the subcommittees will transition to a different organizational entity that reports to the executive-level personnel of the state and federal agencies with jurisdiction for post-delisting management of the bear population and habitats. For example, upon delisting, the Yellowstone Ecosystem Subcommittee will transition into the Yellowstone Grizzly Bear Coordinating Committee (YGCC), with membership and responsibilities as outlined in the Greater Yellowstone Ecosystem Conservation Strategy (GYECS). The chair of the YGCC is welcome and expected to continue to participate in IGBC Executive Committee meetings, but the YGCC will receive direction only from the agencies that are signatory to the GYECS.

The membership, roles, and responsibilities of the subcommittees are as follows. As with the Executive Committee, these members may designate an alternate representative, provided that the designee has the knowledge, information, and full authority to act on behalf of the member.⁵

Membership

Yellowstone Ecosystem Subcommittee:

- The Park Superintendents from Yellowstone and Grand Teton National Parks;
- The Forest Supervisors from the Custer-Gallatin, Beaverhead-Deer Lodge, Shoshone, Bridger Teton, Caribou-Targhee National Forests;
- The Supervisors of the U.S. Fish and Wildlife Service Ecological Service offices in ID, MT, and WY;

⁵ Members or their designee must be present in person or by phone to participate in a vote; no proxies will be considered.

- A representative of the Bureau of Land Management from the states of ID, MT, and WY;
- A representative from each state wildlife agency in ID, MT, and WY;
- A representative from each of the Northern Arapaho, Eastern Shoshone, and Shoshone-Bannock Tribes;
- A representative from county government in each state of ID, MT, and WY.

Northern Continental Divide Ecosystem Subcommittee:

- The Park Superintendent of Glacier National Park;
- The Forest Supervisors for the Helena-Lewis and Clark, Kootenai, Flathead, and Lolo National Forests;
- The Regional Supervisors of Regions 1, 2, and 4 for Montana Fish, Wildlife and Parks;
- A representative of the Montana Department of Natural Resource Conservation;
- The Supervisor of the U.S. Fish and Wildlife Service Ecological Service offices in MT;
- A representative from each of the Blackfeet Nation and the Confederated Salish/Kootenai Tribes;
- A representative of the Bureau of Land Management in MT;
- A representative from each of the wildlife agencies in British Columbia and Alberta wildlife;
- A representative of county government in MT.

Selkirk and Cabinet-Yaak Ecosystems Subcommittee:

- Forest Supervisors from the Idaho Panhandle, Kootenai, Colville, and Lolo National Forests;
- Representatives of the state wildlife agencies in ID, MT, and WA;
- A representative of the BLM in ID, MT, and WA;
- A representative of the Idaho Department of Lands;
- A representative of county government in ID, MT, and WA;
- The Supervisors of the U.S. Fish and Wildlife Service Ecological Service offices in ID, MT, and WA;
- Representatives from the Kootenai Tribe of Idaho and the Kalispell Tribe of Indians;
- A representative of the British Columbia Wildlife Agency.

Bitterroot Ecosystem Subcommittee:

- Forest Supervisors for the Bitterroot, Nez Perce- Clearwater, Idaho Panhandle, Lolo, Payette, Salmon-Challis, Sawtooth National Forests;
- Representatives from the wildlife agencies in ID and MT;
- The Supervisors of the U.S. Fish and Wildlife Service Ecological Service offices in ID and MT;
- A representative from the Nez Perce and Shoshone-Bannack tribes;
- A representative of county government in ID and MT.

North Cascades Ecosystem Subcommittee:

- Forest Supervisors of the Mt. Baker-Snoqualmie and Okanogan-Wenatchee National Forests;
- The Superintendent of North Cascades National Park;
- A representative of the Washington Department of Fish and Wildlife;
- The Supervisor of the Ecological Services Office of the FWS in WA;
- A representative of the BLM in WA;
- A representative of the British Columbia wildlife agency;
- A representative of tribal governments;
- A representative of county government in WA.

Roles and Responsibilities

The role of each ecosystem subcommittee is to coordinate implementation of the policy, planning, research, management, and communication established by the Executive Committee as necessary to implement the Grizzly Bear Recovery Plan. Responsibilities of the ecosystem subcommittees include:

- Develop an annual work plan, consistent with the IGBC 5-year plan to implement Executive Committee direction for their ecosystem(s) for review and approval by the Executive Committee;
- Coordinate implementation of the approved annual work plan by member agencies;
- Establish necessary teams to implement approved actions (i.e. technical issues, law enforcement, information and education, access management, etc.);
- Report to the Executive Committee at each winter meeting on the progress of action items in the annual work plan and 5-year plan;
- Recommend revisions to the 5-year plan based on the best available science and management action necessary to achieve recovery;

- Identify funding or other resource needs to carry out the tasks assigned in the IGBC-approved annual work plan and 5-year plan and request support from the Executive Committee to meet resource needs.
- If directed by the Executive Committee, develop a proposed conservation strategy for the ecosystem to be implemented upon delisting.⁶
- Identify issues that cannot be resolved at the Subcommittee level and elevate them to the Executive Committee for resolution.

Chair and Vice Chair

The chairs and vice chairs of the ecosystem subcommittees will be selected and serve in the same manner as the chair and vice chairs of the Executive Committee.

Advisors

The following individuals will serve as advisors to the Ecosystem Subcommittees:

- The Information and Education Subcommittee representative from the ecosystem;
- The leaders of the Yellowstone Ecosystem Interagency Grizzly Bear Science Team, the NCDE Science Team, the SCY Science Team, and the NCE Technical team for their respective Ecosystem Subcommittee;
- The U.S. Forest Service National Carnivore Program Leader; and
- A representative from the USFWS Grizzly Bear Recovery Office.

Meetings

Ecosystem Subcommittees will meet as necessary to accomplish their responsibilities. At a minimum, subcommittees will meet prior to the Executive Committee winter meeting to evaluate progress on their annual work plan and 5-year plan and prepare their report to the Executive Committee. Meetings will be open to the public, except for discussions related to personnel or litigation. Public notification of the meetings will be made by the Chair.

⁶ A subcommittee may draft a conservation strategy, but the final decision to amend or adopt a conservation strategy will be made only by those Executive Committee members whose agencies are signatories to the strategy.

Subcommittee Decision-making

The IGBC subcommittees' primary role is to implement the Grizzly Bear Recovery Plan and other policy direction established by the Executive Committee within a given ecosystem. Accordingly, most decision-making by subcommittees will involve establishing responsibility for tasks and allocation of resources in the field.

Given the autonomy each IGBC member agency retains, these decisions must be made by consensus. In other words, the members of a subcommittee cannot vote to require one or more of their members to take an action or to prevent a member from taking an independent action to advance recovery.

IGBC subcommittees may also be called upon to make recommendations to the Executive Committee on a variety of matters, such as five-year plans. A subcommittee may also be tasked with development of a proposed conservation strategy for approval by the appropriate signatory agencies. In such cases, although consensus should be sought, if the subcommittee members cannot reach agreement, the members may use a simple majority vote of the members present at a meeting to express the view of the committee with respect to the recommendation.⁷ However, no vote taken at the subcommittee level will be binding on any member of the subcommittee or the Executive Committee.

INFORMATION AND EDUCATION SUBCOMMITTEE

The Executive Committee has also established a standing Information and Education Subcommittee. The Membership, roles and responsibilities of the I&E Subcommittee are as follows.

Membership

- The IGBC Executive Coordinator
- A representative from each ecosystem with knowledge and experience in information, education, or public outreach.

⁷ Minority views should also be provided to the Executive Committee for their consideration.

Role and Responsibilities

The role of the I&E Subcommittee is to coordinate information, education and outreach among IGBC member agencies in support of grizzly bear recovery and conservation. Responsibilities of the subcommittee include:

- Coordinate the development and dissemination of consistent messages about grizzly bear ecology and behavior; how to live, work, and recreate in grizzly habitat; how to safely secure bear attractants; how to use bear spray; how to avoid human-bear conflicts, etc.;
- Coordinate and oversee the annual IGBC I&E Funding Program;
- Maintain a web site (IGBConline.org) to provide the public with accurate and timely information about grizzly bear recovery and management, activities and upcoming meetings of the IGBC and ecosystem subcommittees, meeting notes, scientific publications and studies, and information and education on how to avoid or minimize bear-human conflicts;
- Promote effective actions and techniques to increase human safety and decrease the likelihood of bear-human conflicts.

Chair

The chair of the I&E subcommittee will be selected by members of the subcommittee.

SCIENCE SUBCOMMITTEE

The Executive Committee has also established a standing Science Subcommittee. The Membership, roles and responsibilities of the Science Subcommittee are as follows.

Membership

- The leaders of the Yellowstone Ecosystem Interagency Grizzly Bear Study Team, the NCDE Science Team, the SCY Technical Team, the NCE Technical Team, and a representative from the Bitterroot Subcommittee;
- The U.S. Fish and Wildlife Service Grizzly Bear Recovery Coordinator;
- The U.S. Forest Service National Carnivore Program Leader.

Roles and Responsibilities

The roles and responsibilities of the Science Subcommittee include:

- Coordinate research across ecosystems;
- Conduct cross-ecosystem science as needed, contingent on funding and/or logistical support;
- Inform the Executive Committee of ongoing research efforts on an annual basis;
- Respond to requests for cross-ecosystem science from the Executive Committee.

Chair

The chair of the Science Subcommittee will be selected by members of the subcommittee.

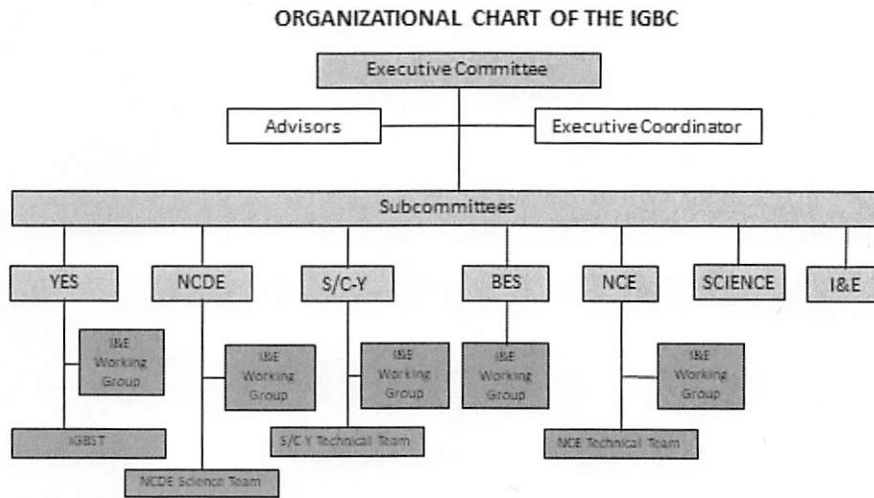


Figure 1. Organizational Chart of the Interagency Grizzly Bear Committee

AMENDMENTS

Amendments to this charter may be proposed at any time by any of the members. Amendments shall take effect upon the signature of all IGBC members.

IGBC MEMBER SIGNATURES:

Paul E. Reid, DRE
Regional Forester
U.S. Forest Service, Northern Region
6/22/17
Date

[Signature]
Regional Forester
U.S. Forest Service, Rocky Mountain Region
6/22/17
Date

[Signature]
Regional Forester
U.S. Forest Service, Intermountain Region
6/22/2017
Date

[Signature]
Regional Forester
U.S. Forest Service, Pacific Northwest Region
6/22/2017
Date

[Signature]
Director
Idaho Department of Fish and Game
6/22/17
Date

[Signature]
Director
Montana Fish, Wildlife & Parks
12/12/17
Date

[Signature]
Director
Washington Department of Fish and Wildlife
12/12/17
Date

[Signature]
Director
Wyoming Game and Fish Department
12/12/17
Date

[Signature]
Regional Director
National Park Service, Intermountain Region
12/12/2017
Date

[Signature]
Regional Director
National Park Service, Pacific Northwest Region
12/12/17
Date

Claudia Regan
Center Director
USGS Northern Rocky Mountain Science Center

22 June 2017
Date

[Signature]
State Director
Bureau of Land Management Idaho

6-22-17
Date

[Signature]
for State Director
Bureau of Land Management Montana

6-22-2017
Date

[Signature]
for State Director
Bureau of Land Management Wyoming

6-22-2017
Date

Robert Thurson
Regional Director
U.S. Fish and Wildlife Service, Region 1

MAY 29 2018
Date

[Signature]
for Regional Director
U.S. Fish and Wildlife Service, Region 6

12-12-17
Date

Paul France
Director
Alberta Environment and Parks

2018-07-26
Date

Goal #1: Complete the delisting process and transition to management of a delisted population

Objectives	Strategies	Responsibility	Indicators	2017 Accomplishments
Finalize the Conservation Strategy by 4/30/2018	Address public comments on draft strategy	State/Tribal wildlife agencies and federal land managers in consultation with FWS Recovery Coordinator	Revised conservation strategy prepared	Service has complied the comments and is distributing the to the appropriate agencies for response. Conservation Strategy team is meeting to go through any revisions needed.
	Implement optimal long-term population monitoring protocol		Population trend documented	NCDE trend monitoring program implemented

	<p>Continue monitoring and maintaining habitat standards to the 2011 baseline</p>		<p>Habitat standards maintained</p>	<p>Federal/State Motorized Access and Developed Recreation Site Database, added grazing allotments. HLCNF has worked with the FNF team on developing the Grizzly amendment, reviewing analysis, consultation, etc., and we are carrying the amendment forward as-is into the revised plan. This should ensure consistency with the CS. In terms of other aspects of implementation of the CS/Amendments, we are: a) developing and implementing a food storage order for Zone 2, as required in the CS and Amendment b) working with Lydia Allen (RO T&E species coordinator) to coordinate the transition to the amendment; she is in the early stages of developing an Implementation Guide for the Amendment forests to use in project planning and analysis. USFWS and BNSF have drafted a grizzly bear HCP to be released in 2018</p>
	<p>Submit revised Conservation Strategy to Executive Committee for endorsement and to signatory agencies for approval</p>		<p>Final conservation strategy approved</p>	
<p>Define the DPS by 9/30/2018</p>	<p>Apply FWS policy on designation of DPSs</p>	<p>FWS in consultation with the Ecosystem Subcommittee</p>	<p>DPS boundaries defined</p>	
<p>Update recovery criteria, if necessary, by 8/31/2018</p>	<p>Apply ESA and FWS policy</p>		<p>Recovery criteria updated</p>	<p>FWS determined no update needed for demographic criteria; revised habitat criteria to be published by 12/31/2017</p>

Publish a proposed delisting rule, if appropriate, by 9/30/2018	Evaluate the five factors identified in the ESA; draft delisting rule if analysis warrants change in status	FWS	Draft rule published	
Finalize the delisting rule and begin implementation of the Conservation Strategy by 12/31/2019	Analyze public comment on draft rule	FWS in consultation with the Ecosystem Subcommittee	Public input received, analyzed and incorporated	
	Write final rule	FWS	Final rule published	
	Brief Congressional delegation and legislators annually beginning in 2018 to get funding and personnel needed for implementation	Executive Committee members	Briefings held with Congressional delegations and state legislators	
	Request additional resources as necessary to implement strategy		Budgets adequate to implement strategy	

Goal #2: Reduce human-bear conflicts and public safety concerns in areas newly-occupied by bears

Objectives	Strategies	Responsibility	Indicators	2017 Accomplishments
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<p>Increase human-bear safety outreach annually in areas newly occupied by grizzly bears</p>	<p>Increase operational dollars to current bear conflict specialist and land managers to address growing human and bear population conflict concerns.</p>	<p>Executive Committee members</p>	<p>Number of outreach sessions held; number of contacts made; number of articles published; number of website visits</p>	<p>Hired another conflict specialist in Region 4 Conrad area. Bear Fair Ferndale. Town Meetings in and out of Zone 1. FWP Press Releases. Newspapers Articles (Bozeman, Missoula, Kalispell, and Great Falls). Eureka Home and Garden show: Booth on bear awareness to encourage private land owners to take measures to prevent future human-bear conflicts, like electric fencing around orchards. Lincoln County fair: Use of MFWP bear education trailer with bear ID information, electric fencing and bear spray use. Campground talks and patrols: Informative talk on the biology of bears in the Kootenai, bear id, bear safety, use of bear spray and the food storage order. Eureka Rails to Trails and Riverwalk patrols: Public outreach along two popular town trail systems on how to limit the human-bear negative interactions and by providing signage to alert users. Patrol of the trail system was throughout the summer into the fall the salmon run and the berry crop.</p>
<p>Reduce livestock depredation from 2018 levels by 2022 across the ecosystem</p>	<p>Work with landowners, ranching and agricultural groups and conservation NGOs to identify problem areas.</p> <p>Promote use of electric fences, aversive conditioning, carcass collection, and changes in livestock management to reduce depredation</p>	<p>Ecosystem Subcommittee</p>	<p>Number of areas identified</p> <p>Number of depredations; number of management removals</p>	<p>FWP hired additional bear management specialist in Conrad</p> <p>Defenders of Wildlife electric fencing program supported by IGBC I&E Grant</p>

	Remove bears from the population according to depredation protocol			6 Grizzly Bears Removed for Livestock Depredation in the NCDE
Reduce bear access to stored grain from 2018 levels by 2022 on the Rocky Mountain Front	Work with landowners, ranching and agricultural groups and conservation NGOs to reduce access to spilled grain.	Ecosystem subcommittee	Number of sites with available grain; number of conflicts	Outreach provided to grain producers increased awareness of the potential for spilled grain to serve as an attractant.

Goal #3: Improve conditions that allow interchange and dispersal between NCDE and Bitterroot, Cabinet-

Objectives	Strategies	Responsibility	Indicators	2017 Accomplishments
Protect and improve habitat security in connectivity areas	Continue monitoring and maintaining habitat standards within Connectivity areas as outlined in the Conservation Strategy	Ecosystem subcommittee	Habitat standards maintained	Approved Galton Vegetation Management Project east of Eureka to maintain habitat standards in the Salish connectivity area. Approved plan with Lincoln County to relocate Pinkham dumpsters and to secure location with electrified fencing.
	Evaluate and monitor unauthorized motorized use and implement effective closures in areas identified as receiving this type of public use within connectivity areas		Reduced unauthorized use	

<p>Work with transportation agencies and NGOs to provide crossing structures for grizzly bear movement across major highways within connectivity areas. Coordinate efforts with groups working with large carnivores (i.e., wolverines, lynx) to pool resources, improve effectiveness, and take sole focus</p>
<p>Work with land trust, private landowners, agencies and Tribes to secure conservation easements to maintain or improve current conditions on the landscape for bears within and near connectivity area.</p>
<p>Maintain or improve human tolerance for bears in ecosystem linkage areas as bears show up in formerly unoccupied habitats</p>
<p>Support research to identify potential connectivity areas and support continued monitoring of individuals close to or occupying those areas</p>

<p>Crossing structures completed and used by grizzly bears</p>	<p>CSKT Team monitored 8 crossings (4 on overpass and 2 structures on either side of highway 93 overpass, monitored 2 structures at Ravalli Curves and no grizzly bear crossings this summer documented at any crossings from April through November</p>
<p>Acres under easement</p>	<p>FWP, DNRC, BPA and the Trust for Public Lands are completing the 16,000 acre Swift and Lazy Creek Conservation Easement. NCDE Bear Scientists met with Vital Gorund to identify and prioritize more bear habitat conservation work.</p>
<p>Increased human tolerance for bears</p>	<p>Documenting actual bear movements via ongoing known fate grizzly bear population trend monitoring team.</p>
<p>Connectivity zones identified and use by bears monitored</p>	<p>Connectivity zones between NCDE and YES and their use published in peer-reviewed paper (Peck et al, 2017). Began discussions with the Wildlife Conservation Society and FWP relative to a new WCS/FWP position based between the two ecosystems.</p>

Work with federal, state, and local governments to minimize availability of anthropogenic foods within connectivity areas, by encouraging use of bear resistant garbage containers, electric fencing, and other proven measures where needed

Availability of anthropogenic foods reduced

Scouted locations east and west of Eureka of several food hanging structures at dispersed campsites.

Additional Comments:

NORTHERN CONTINENTAL DIVIDE ECOSYSTEM

2018 Planned Actions	2018 Accomplishments	2019 Planned Actions	2019 Accomplishments
Valid issues raised in public comments will be addressed in the final Conservation Strategy	CS revised; public comments addressed and incorporated into CS where appropriate. Comment responses compiled into appendix.	Further action on the NCDE Conservation strategy will depend on actions by the FWP Commission on 12/10/2018 and a decision by the FWS and DOJ on litigation regarding the GYE	
Trend monitoring will be continued	Trend monitoring continuing. FWP underwent 60-day public comment period for a proposed administrative rule that would codify population objectives for grizzly bears in the NCDE. The Fish and Wildlife Commission was scheduled to decide whether to adopt the rule at its Dec. 10, 2018 meeting.	Trend monitoring will be continued	

<p>Monitoring report for motorized access to be completed in 2018. USFWS/BNSF HCP will be finalized.</p>	<p>Monitoring report for motorized access is 95% complete. Monitoring for 2019 has already started for developed recreation sites. USFWS/BNSF HCP has not been finalized.</p>		
<p>Final Conservation Strategy will be submitted for approval</p>	<p>Revised CS published on IGBC website w/ document tracking any updates. IGBC reviewed CS at summer meeting</p>	<p>Further action on the NCDE Conservation Strategy is on hold pending a decision by the FWS and DOJ on litigation regarding the GYE"</p>	
<p>FWS will conduct DPS analysis by Spring 2018</p>		<p>Further action on a proposed rule for delisting the NCDE population is on hold pending a decision by the FWS</p>	
<p>Habitat criteria will be finalized</p>	<p>HBRC finalized and published</p>	<p>Further action on a proposed rule for delisting the NCDE population is on hold pending a decision by the FWS and DOJ on litigation regarding the GYE"</p>	

Analysis will be completed; proposed rule will be published if warranted	Publication of a proposed delisting rule was delayed, due to the District Court ruling on the GYE delisting.	Further action on a proposed rule for delisting the NCDE population is on hold pending a decision by the FWS and DOJ on litigation regarding the GYE"	
	Further action on a proposed rule for delisting the NCDE population is on hold pending a decision by the FWS and DOJ on litigation regarding the GYE"	Further action on a proposed rule for delisting the NCDE population is on hold pending a decision by the FWS and DOJ on litigation regarding the GYE"	
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2018 Planned Actions	2018 Accomplishments	2019 Planned Actions	2019 Accomplishments
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<p>Continue outreach efforts in communities in and around the NCDE</p>	<p>Bear management specialists continued outreach efforts. Multiple "Be Bear Aware" events held across the ecosystem. New "Safely Hunting in Grizzly Country" brochures printed and distributed to FWP offices. On the Rocky Mtn Front, FWP staff conducted 22 bear spray training programs to over 440 people; Conducted 12 bear aware school presentations (> 537 students and school staff); and Conducted 14 bear aware presentations for adult communities (> 595 adults). Other agency staff worked with community groups to enhance education and information about expanding grizzly population.</p>	<p>Continue outreach efforts in communities in and around the NCDE</p>	<p><u>Kootenai NF - Rexford/Fortine RD:</u> Lincoln County fair: Use of MFWP bear education trailer with bear ID information, food storage, electric fencing and bear spray use (over 1,000 contacts made this year). Campground talks and patrols: Informative talk on the biology of bears in the Kootenai, bear id, bear safety, use of bear spray and the food storage order. School Programs: Performed additional nature hikes and one bear talks. Eureka Rails to Trails and Riverwalk patrols: Public outreach along two popular town trail systems on how to limit the human-bear negative interactions, and provided signage and outreach hikes to alert users when bear presence increases in the Fall with the salmon run and chokecherries ripening.</p>
<p>Continue outreach efforts in communities in and around the NCDE</p>	<p>Reducing livestock depredations remains a priority and challenge for bear management specialists and producers.</p>	<p>Continue outreach efforts in communities in and around the NCDE</p>	
<p>Continue outreach efforts in communities in and around the NCDE, including funding Defenders of Wildlife electric fencing program</p>	<p>There have been more and more livestock depredations every year. In 2018, there were approximately 130 livestock depredation investigations due to grizzly bears, five times as many as last</p>	<p>Continue outreach efforts in communities in and around the NCDE, including funding Defenders of Wildlife electric fencing program</p>	

Bears will be removed according to protocol	1 grizzly bear removed due to livestock depredation. FWP hazed 12 bears away from people, residences, and towns on Rocky Mt. Front	Bears will be removed according to protocol	
Fundraising is ongoing to purchase a large vacuum truck to clean up grain spills	Purchased large vacuum truck. FWP Bear management specialist on Rocky Mtn Front removed 6,600 pounds of spilled or spoiled grain; Specialist reinforced 2 grain-bin doors and designed a bear resistant grain bin door	Additional fundraising to meet the increasing need for vacuum truck capacity as activity increases along the front.	

Yaak, and Yellowstone Ecosystems and Canada

2018 Planned Actions	2018 Accomplishments	2019 Planned Actions	2019 Accomplishments
Pinkam dumpsters project will be completed in spring, 2018.	Pinkam dumpsters project being finalized and slated for completion in spring 2019.		

<p>CSKT team plans on more monitoring of highway 93 crossing structures next year.</p>	<p>Vehicle mortalities hit record high this year with 13 deaths and four orphaned cubs associated with automobile collisions. Six of those mortalities occurred on Highway 93</p>	<p>NCDE will look at trends from highway mortalities and have additional conversation with MDOT on highway crossings structure to reduce mortality in the future. NCDE will consider including representatives of MDOT and transportation on NCDE working groups.</p>	
<p>Continue to partner with land trusts and work with FWP's Habitat Montana program to protect important wildlife habitats. Work with Vital Ground to implement bear habitat conservation program.</p>	<p>Continuing to partner with land trusts and other groups to protect important habitat. In late 2018, the Vital Ground Foundation and Yellowstone to Yukon Conservation Initiative purchased 42.5 acres of an undeveloped subdivision near Troy. Also, a collaboration between the</p>	<p>NCDE will continue to explore its role in helping facilitate connectivity between NCDE and GYE.</p>	
<p>Continue outreach efforts in communities in and around the NCDE</p>	<p>Continue outreach efforts in community in and around the NCDE, including bear spray awareness and "Be Bear Aware" campaign</p>	<p>Continue outreach efforts in communities in and around the NCDE</p>	
<p>Collared bears will be monitored to detect use of connectivity zones</p>	<p>Glacier Conservancy funded workshop featuring staff from MDT, FWP, Forest Service, NPS and BNSF Railway to discuss connectivity corridors within the ecosystem, including US Highway 2. Report forthcoming</p>	<p>Followup on recommendations from Highway 2 Connectivity report. Collared bears will be monitored to detect use of connectivity zone</p>	

Will install food hanging structures at dispersed campsites.	Helena-Lewis and Clark adopted new food storage orders just outside the NCDE in the Crazy Mountains and the rest of the Belt Creek -White Sulphur Springs Ranger District, as well as the Helena, Judith-Musselshell and Townsend Ranger Districts. New order requires storage in bear-resistant containers	The subcommittee will continue to advocate for and coordinate efforts to reduce the availability of anthropogenic foods in the remote locations. Also the subcommittee will initiate efforts reduce the avialability of foods from residential fruit trees in the Flathead Valley.	<u>Kootenai NF - Rexford/Fortine RD:</u> Added new aluminum signage with directional arrows from all campsites to location of 5 different food hanging structures located at back country campsites. We installed 3 new 30x30 inch "Food Storage Required" road side signs when
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2020 Planned Actions	Comments	

2020 Planned Actions	Comments	

Kootenai NF - Rexford/Fortine RD:

**Continue outreach efforts in communities
in and around the NCDE**

2020 Planned Actions		Comments	

