

Future Generations Act Report 2022



OCTOBER 31, 2022



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Letter from the Director

Welcome to the 2022 Future Generations Act Report. The staff at Colorado Parks and Wildlife are devoted to maintaining the agency’s important mission, and exploring innovative ways to accomplish our strategic goals so our programs can evolve with the growing needs of our customers. For 125 years, members of this agency have dedicated their careers to perpetuate the wildlife resources of the state, provide a quality state parks system, and to provide enjoyable and sustainable outdoor recreation opportunities that inspire current and future generations to serve as active stewards of our natural resources.

As you’ll read in the report that follows, we’ve had several great successes this year and are making progress on our 10 goals as outlined in the Future Generations Act.

One of the most exciting developments is the forthcoming Keep Colorado Wild Pass. The Keep Colorado Wild pass, which will be available (starting in 2023) to Coloradans when they register their vehicles, is an annual pass that grants access to all Colorado state parks. The new pass will help us engage many more outdoor recreationists in Colorado. CPW anticipates that this new park pass mechanism will increase park pass sales and provide a more stable funding stream for CPW.

CPW is expanding the number of hunters and anglers in Colorado. Our Hunter Outreach Program and Angler Education Program are continuing to innovate to expand our hunter and angler outreach, holding in-person and virtual outreach events, contests, seminars, and grant programs. The return of the Free Fishing Weekend events and promotions was a huge highlight for CPW in 2022 since it had been limited by the pandemic the past two years. Thousands of people attended Get Outdoors Day celebrations as a part of the Free Fishing Weekend in Denver and Colorado Springs alone.

The Cameo Shooting and Education Complex continues to provide some of Colorado’s finest shooting and archery ranges and is a top destination for people to participate in organized shooting competitions, sharpen their skills, and learn about the safe use of firearms. The purchase of the Colorado Clays Shooting Park means more access to excellent shooting facilities on the Front Range.

Colorado’s state parks continue to draw more visitors each year. Last year, more than 19.3 million people visited our state parks, up from 14.8 million in 2019. CPW continues exploring opportunities to expand the state parks system. Our newest state park, Fishers Peak, currently offers hiker access to three trails and a scenic drive-in picnic area easily accessed from the parking lot. The park master planning process is in full swing, which includes striking the appropriate design and management balance that supports conservation and outdoor recreation. Our staff works tirelessly to ensure that the Colorado we all enjoy today will remain available and enjoyable for future generations to come. We thank you for your trust in Colorado Parks and Wildlife, and for allowing us to serve you and our state’s land, waters and wildlife. We are proud to present the 2022 Future Generations Act Report.

Sincerely,



CPW Acting Director Heather Disney Dugan

Executive Summary

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

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

Most of the fee increases enabled by the legislation were initiated on January 1, 2019, with the majority of the financial benefits of the Act being realized starting in the fall of 2019. Significant progress has been made towards fulfilling the Act's ten goals and CPW is pleased to share our progress in this fourth annual report, covering the 2021-2022 Colorado state fiscal year (FY 2022).

Goal progress baselining and tracking. Following the narrative description of the activities undertaken during FY 2022 for each of the ten goals, a Metric Summary Table provides a snapshot of specific data CPW tracks year-over-year to ground our work in measurable and reportable ways. The metric table includes baseline data which, in most cases, is the average of three fiscal years: FY 2016, FY 2017, and FY 2018. In certain cases, a new metric was added since the writing of the first Future Generations Act Report in FY 2019, or includes a data point not previously tracked. The summary tables contains data, when available, for FY 2019, FY 2020, FY 2021, and FY 2022 and presents increases or decreases from the baseline data for those reporting years to easily understand changes over time.

Goal 1: Increasing the Number of Hunters and Anglers

Hunters and anglers are major contributors to wildlife and habitat conservation in Colorado. Hunting and angling are also important aspects of Colorado's economy, heritage, and necessary tools used to manage and propagate fish and wildlife populations across the state. Each year, more than 1.4 million hunters and anglers contribute around \$3.2 billion of combined economic benefit to the state and over 25,000 jobs.

Over the last decade, the number of fishing license holders has followed a generally increasing trend; meanwhile, hunting participation maintains a downward trend overall with an increasingly upward turn over the last several years. As of 2020 (the last year for which data on individual license holders has been reported¹) there were over 1,048,000 fishing license holders and over 370,000 hunting license holders in Colorado. CPW continues its work to increase hunting and fishing participation through investments in outreach programs, education, and grants.

Expanding hunter and angler education and outreach

CPW provides high-quality hunter education programming that acquaints new hunters to CPW, instills responsible hunting skills and ethics, and fulfills the statutory requirements for future hunters to successfully complete a mandated educational program. CPW offers hunter education classes across the state in two formats: online with an in-person component and traditional in-person classroom instruction.

In FY 2022, CPW held 377 in-person hunter education courses, teaching over 4,305 students in 178 "Traditional Classes," where students complete the course in a standard classroom setting, and 4,641 students in 199 "Conclusion Classes," which are shorter in-person classes following the online course. Additionally there were 1,646 students who completed an online-only hunter education course during a three-month long grace



¹This corresponds to USFWS Reporting Year 2022

period where individuals were allowed to complete the online-only hunter education option as a result of the COVID-19 pandemic. Another 90 students completed CPW's Bowhunter Education Certification, which is an optional class offered to hunters to continue their education in addition to the standard hunter education course requirement.

Several challenging circumstances in FY 2022 meant not as many students were certified in comparison to previous years. The residual effects of the COVID-19 pandemic resulted in fewer active hunter education instructors, fewer facilities open for teaching and the live fire demonstration, and an increase in students not showing up for classes after registering. Additionally, several important shooting ranges in the Denver Metro Area were shut down for extended periods during the past year.

CPW's Hunter Outreach Program seeks to recruit, retain, and reactivate new, non-traditional, and lapsed hunters through clinics, seminars, advice, mentored hunts and online educational content. Hunter outreach programming is designed specifically to appeal to diverse interests and levels of ability. In FY 2022, CPW's Hunter Outreach Program reached over 2,567 participants across the state through more than 276 in-person and virtual hunter outreach events. While participation numbers may appear lower in FY 2022, the Hunter Outreach Program offered fewer webinars but a greater number of Facebook and Instagram Live events, like the Big Game Hunting Series, for which attendance numbers can only be estimated and do not include views after the live event. In addition, the program facilitated 127 mentored hunts, providing a unique hunting experience to 379 hunters.

Another hunter outreach effort is the Take a Friend Hunting Program, which provides incentives for current hunters to accompany a new or lapsed hunter in the field by documenting their experience through pictures and a brief essay. During FY 2022, 13 pairs of mentors and mentees were awarded a total of 26 prizes, including gift cards, binoculars, hunting packs and more.

CPW also offers a Novice Adult Outreach License (NAOL) that provides adults who are new to hunting an opportunity to participate in select mentored hunts. Similar opportunities are also provided to youth through the Youth Outreach License (YOL). In FY 2022, CPW offered 9 NAOL and 42 YOL hunting opportunities. In addition, 174 ranches participating in the Ranching for Wildlife Program offered novice youth and adult hunting opportunities and sponsoring agencies supported 74 NAOL and YOL hunters.



Father-daughter hunters



Fly fishing the Dream Stream on the South Platte River.

The Hunter Outreach Program has also started offering in-person programs again, including seminars and skills clinics like the Backcountry Skills Clinics for Women, a Spring Turkey Hunting Skills Clinic and Big Game Backcountry Skills Clinics. Additionally, through partnerships with outside organizations, CPW was able to offer an Intro to Hunting Skills and Range clinic targeted specifically to Latinx families in partnership with the Theodore Roosevelt Conservation Partnership, an Intro to Hunting seminar in partnership with Backcountry Hunters and Anglers, and a hunting program targeting wildlife management students at Colorado State University in partnership Delta Waterfowl, among others.

CPW's Angler Education Program promotes the state's aquatic resources and encourages people to responsibly enjoy the outdoors through fishing. Oftentimes angler outreach events are focused on first time anglers, families or a new technique of fishing. In FY 2022, with many pandemic restrictions lifted, CPW staff and angler outreach volunteers held 275 fishing clinics or events around the state, reaching approximately 9,080 anglers. A big challenge to increasing angler outreach numbers going forward will be to re-engage angler outreach volunteers who lapsed during the pandemic and recruit new volunteers to help at the clinics.

The biggest highlight of FY 2022 was the return of the Free Fishing Weekend events and promotions, which had been limited by the pandemic in previous years. CPW was able to hold 8 Free Fishing Weekend events and gave away over 2,500 free fishing rod and reel combos to new anglers. Thousands of people attended Get Outdoors Day celebrations as a part of the Free Fishing Weekend in Denver and Colorado Springs alone.

Increasing grants for Fishing is Fun

The Fishing is Fun Program provides grants annually to local and county governments, park and recreation departments, water districts, and angling organizations for projects to improve angling in Colorado. Fishing is Fun grant awards are matched by local funds, along with in-kind services, materials and volunteer time, often covering 40-50% of project costs.

In FY 2022, CPW awarded \$650,000 to seven Fishing is Fun projects that aim to revitalize aquatic ecosystems and improve angling opportunities across the state (Figure 1). CPW's funding for these projects was met with more than \$334,000 in local matching funds for the projects. The program typically provides up to \$425,000 annually from the Federal Sport Fish Restoration Program, funded with excise taxes on fishing equipment and motorboat fuel. Again this year the program awarded an additional \$225,000 from revenue generated through Colorado's wildlife sporting license plate. This year's funding supports projects across the state and includes one new pond, four fishing piers, four access trails, angler access points, in-stream habitat improvements, shade shelters, an information kiosk and a

boat dock extension. Among the projects awarded funds in FY 2022 are:

- River's Edge, Loveland – funding will support the development of five angler access points and one fishing pier, on three ponds at the River's Edge Natural Area in central Loveland. The area is the city's busiest angling location and has extensive walking, biking and driving access.
- Dolores River, Dolores – funding will support twenty-one instream habitat improvements and angler access upgrades along 1.3 miles of the Dolores River above McPhee Reservoir in the Town of Dolores. Angler access work on the north side of the river will allow significantly safer and easier access to the river. Habitat improvements include J-hooks, boulder clusters and vortex weirs.
- Bennett Pond, Bennett – funding will support the development of angler amenities, including shade structures, a fishing pier and parking, at a ~2 acre fishing pond in a new 190 acre regional park on the Eastern Plains, approximately 35 miles east of Denver.

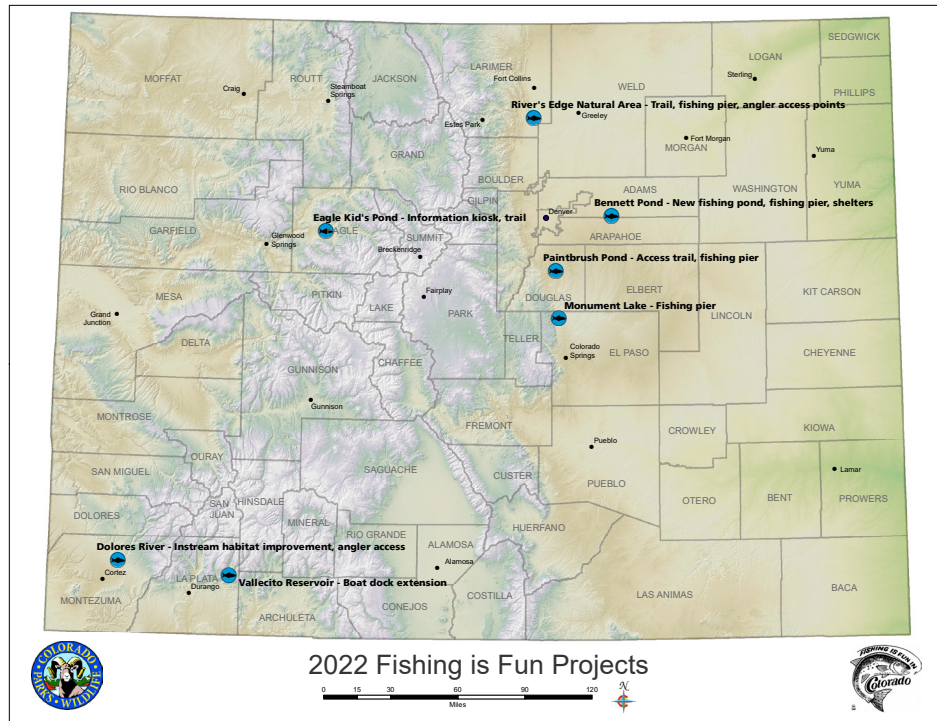


Figure 1.
2022 Fishing is Fun Projects

Developing the Cameo Shooting and Education Complex

The Cameo Shooting and Education Complex (CSEC) is a world-class educational and training facility and a top destination for people to participate in organized shooting competitions, sharpen their skills, or learn about the safe use of firearms. During FY 2022, CSEC hosted 321 competitions or events, 13,686 paid members of the public, and 6,667 paid event attendees. CSEC also hosted 16 major state, regional, national and world championship events which included participants from across the US and several foreign countries. CSEC generated over \$672,000 in retail sales and averaged \$40 of revenue per paid visitor, bringing tremendous financial support to the local community.

CSEC already provides some of Colorado's finest shooting and archery ranges, and work on the facility continues to progress. Phase 1-B of CSEC was completed and in full operation in the summer of 2020, with two sporting clays courses, a 5-stand facility, and a multi-purpose building. The design for Phase 2, which includes what is referred to as the "Campus Complex" and represents the bulk of opportunities for the education component of the facility, was completed in 2022. It will include four classrooms, a wetlands riparian ecology study area, native plant species botanical garden, natural history displays and other immersive educational opportunities for school children and the general public. Also included in the design are indoor ranges for training and public use, a pro shop, an eatery and a large events pavilion for awards banquets, expositions, training events and competitions.

CSEC also continues to generate huge interest in and support by volunteers with over 100 volunteers who help with day-to-day operations, event support, education, construction of new facilities, maintenance, and tours of the facility. In 2021, volunteers logged over 21,000 volunteer hours at CSEC

Expanding grants for shooting ranges

CPW's Shooting Range Development Grant (SRDG) Program focuses on establishing new shooting ranges and expanding or improving existing ranges across Colorado by providing matching grants to towns, counties, outdoor recreation organizations, shooting clubs, and others. In FY 2022, CPW awarded \$909,987 through eight grants to seven shooting ranges across the state and CPW's contributions were met with over \$574,500 in local matching funds.

A couple of noteworthy SRDG projects funded in FY 2022 include:

- Boulder Rifle Club: Funding will help the club proceed through county permitting and design of a new range that, when completed, will allow closure of dispersed recreational shooting on 82,000 acres of US National Forest lands in Boulder County. Separate funding was also awarded toward construction of Phase 1 of the range, which includes 25, 50 and 100 yard ranges.
- Turkey Tracks: Funding will help Douglas County purchase metal targets for a new, organized range on the Pike National Forest.
- Bent County Trap Club: funding will help with a number of range repairs and upgrades to make the range more functional and secure, e.g., new skeet equipment, fencing, clubhouse roof and window repairs.

CPW also administers the Small Shooting Range Grant (SSRG) Program, which offers small grants for improvements at Colorado shooting ranges that allow hunter education courses, public sight-in days, and youth and family involvement in the shooting sports. The program enhances safety and increases public access to shooting ranges through smaller capital improvements, upgrades, replacement, and repair of existing shooting range features. In FY 2022, CPW awarded five grants totaling \$33,342 to ranges across the state. SSRG program projects funded in FY 2022 include:

- Replacement of straw bale backstops and backstop blocks at Dennis Hansen Range at Lon Hagler in Loveland.
- Replacement of the 3D archery targets and backstops at Grand County Archers Association - Mary Jane in Winter Park.
- Repairs to the trap building at Don Smillion Indoor Range in Gunnison.
- Installation of picnic tables at Logan County Shooting Sports Complex in Sterling.
- Installation of permanent target stands at Gold Camp Shooting and Sports Center in Woodland Park.

CPW also operates ranges on some state wildlife areas (SWA) and state park (SP) properties. In FY 2022, CPW allocated \$1,069,212 toward eleven archery and shooting range projects on CPW properties across the state. Among the improvements funded in FY 2022 are:

- Construction of new static archery range with an attached teaching range at Eleven Mile SP Archery Range.
- Construction of an archery range shade shelter at Staunton SP.
- Improvements to the archery range at Barr Lake SP, including a new standing range targets and a vault toilet.
- Construction of a new 3D archery range at Sylvan Lake SP.
- Design and installation of a new stationary archery range at Navajo SP.
- Development and construction of Phase 3 of the Gunnison Archery Range, including building a shade shelter, purchasing targets, stands, signs and fencing, and replacing bridges.
- Installation of archery range, trail and bridge at Shriver Wright Archery Range.

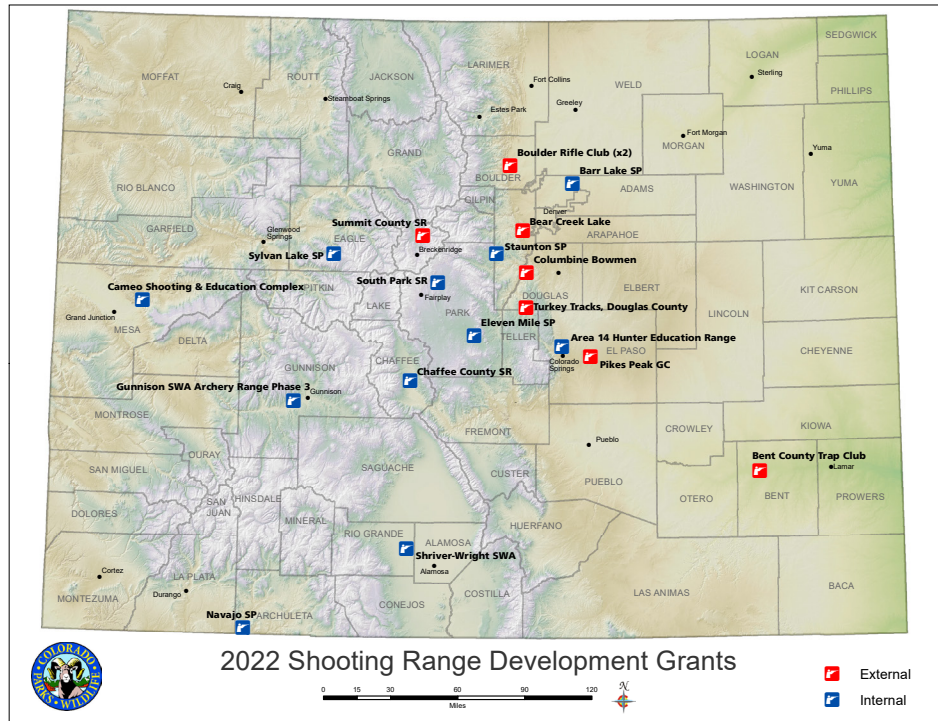


Figure 2 shows the location of all of the FY 2022 funded Shooting Range Development Grant projects and CPW range projects.

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

Goal 1	Metric	Baseline Year	Baseline Data	FY19 Data	FY19 percent change (from baseline)	FY20 Data	FY20 percent change (from baseline)	FY21 Data	FY21 percent change (from baseline)	FY22 Data	FY22 percent change (from baseline)
I. Increasing the number of hunters and anglers in Colorado in the face of national declines in hunting and fishing numbers through investments in recruitment programs, such as hunter education and Fishing is Fun, the development of the Cameo Shooting and Education Complex, and grants for shooting ranges in all regions of the state	Number of fishing license holders reported to USFWS	3-year average of FWS Reporting Year 2017/18/19	871,000	945,000	8%	838,966	-4%	885,749	2%	1,048,260	20%
	Number of hunting license holders reported to USFWS	3-year average of FWS Reporting Year 2017/18/19	294,000	295,000	0%	296,609	1%	354,410	21%	370,736	26%
	Participants in Hunter Outreach activities	3-year average of FY16, FY17, FY18	4,500	3,900	-13%	3,397	-25%	14,472	222%	2,567	-43%
	Participants in Angler Outreach activities	3-year average of FY16, FY17, FY18	7,500	10,000	33%	9,000	20%	1,870	-75%	9,081	21%
	Number of Angler Outreach clinics	FY19	150	150	N/A	120	-20%	57	-62%	275	83%
	Number of Hunter Outreach events	FY19	240	240	N/A	81	-66%	111	-54%	276	15%
	Number of in-person Hunter Education courses offered	FY20	403	N/A	N/A	403	N/A	194	-52%	377	-6%
	Participants in Hunter Education courses (in-person and online-only)	3-year average of FY16, FY17, FY18	16,800	17,200	2%	17,175	2%	30,547	82%	10,682	-36%
	Number of mentored hunts (CPW and Hunt Master Program)	3-year average of FY16, FY17, FY18	100	141	41%	101	1%	51	-49%	127	27%
	Number of hunters in mentored hunts	FY20	444	N/A	N/A	444	N/A	314	-29%	379	-15%
	Amount awarded for Fishing is Fun grants	3-year average of FY16, FY17, FY18	\$400,000	\$755,000	89%	\$650,000	63%	\$650,000	63%	\$650,000	63%
	Number of Fishing is Fun grants awarded	3-year average of FY16, FY17, FY18	8	11	38%	8	0%	8	0%	7	-13%
	Number of paid public visitors to CSEC	FY19	2,814	2,814	N/A	6,578	134%	11,644	314%	20,352	623%
	Number of event attendees at CSEC	FY19	1,693	1,693	N/A	2,639	56%	4,900	189%	6,667	294%
	Number of competitions held at CSEC	FY19	61	61	N/A	175	187%	264	333%	321	426%
	Amount awarded for large shooting range grants	3-year average of FY16, FY17, FY18	\$545,000	\$725,000	33%	\$725,000	33%	\$1,538,733	182%	\$909,987	67%
	Number of large shooting range grants awarded	3-year average of FY16, FY17, FY18	8	8	0%	9	13%	6	-25%	8	0%
	Amount awarded for small shooting range grants	3-year average of FY16, FY17, FY18	\$47,000	\$55,000	17%	\$60,565	29%	\$49,880	6%	\$33,342	-29%
	Number of small shooting range grants awarded	3-year average of FY16, FY17, FY18	8	8	0%	9	13%	7	-13%	5	-38%
	Number of range projects grants on CPW properties	FY19	13	13	N/A	13	0%	16	23%	11	-15%
Amount awarded for range projects on CPW properties	FY18	\$477,000	\$1,100,000	131%	\$1,090,400	129%	\$939,020	97%	\$1,069,212	124%	

Goal 2: Partnering with Stakeholders to Engage All Outdoor Recreationists

Developing and sustaining partnerships with outdoor recreationists as well as increasing CPW’s relevance in the lives of all Coloradans helps to ensure that sufficient resources are available to fulfill our mission. CPW continues to cultivate new partnerships, strengthen existing partnerships, expand our reach, and explore and implement sustainable funding mechanisms.

Strengthening partnerships with stakeholders

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

Through the annual Partners in the Outdoors (PITO) Conference, CPW facilitates a signature platform for organizations to collaborate around the shared vision of advancing and balancing outdoor recreation and conservation in Colorado. In 2022, the PITO Conference was able to return to an in-person format for the first time since 2019. The pandemic did still play a role as a limiting factor for attendance, but the 2022 Conference hosted 594 participants representing 211 organizations. Thanks to a sponsorship commitment of \$15,000 from Great Outdoors Colorado (GOCO), CPW was able to provide scholarships to 30 participants and offer registration discounts to an additional 25 scholarship applicants. Almost all scholarship recipients were first-time conference attendees. Moreover, CPW offered a sliding scale for registration fees, allowing attendees to choose the fee that best fit their individual or organization’s funding situation. While there is great value in in-person conferences, the virtual conferences held in 2020 and 2021 did have higher attendance numbers and organizations represented, which the planners of the PITO Conference will take into account when planning future engagements.

In conjunction with the conference, CPW funds the Partners in the Outdoors Grant Program to support the agency’s long standing goal of advancing and balancing outdoor recreation and conservation in Colorado. In FY 2022, CPW funded 26 grant requests totaling \$163,342 to assist work that advances the priority areas identified in the Statewide Comprehensive Outdoor Recreation Plan.



The Colorado Outdoor Partnership (CO-OP) is a collaboration of organizations representing the intersection of conservation and outdoor recreation and interests. CO-OP member organizations represent several sectors, including: outdoor recreation, conservation, hunters and anglers, stewardship, agriculture and ranching, and government. The CO-OP works to ensure that Colorado’s private and public lands and waters remain healthy to support diverse wildlife, outdoor recreation, agricultural heritage, and economic well-being for future generations. During FY 21, CPW and DNR collaborated with the CO-OP to launch the Regional Partnerships Initiative as designated by the Governor’s Executive Order B 2020 008. This statewide initiative encourages locally driven, collaborative solutions for conserving Colorado’s natural resources while meeting the growing demand for outdoor recreation.

CPW, GOCO, and the CO-OP are currently developing a statewide framework to connect regional partnerships in a manner that supports the individual and unique efforts of Colorado’s communities. This spring, CPW announced the recipients of the second round of Outdoor Regional Partnership grant funding, bringing the total number of regional partnerships to ten. Combined these partnerships cover almost half the state and 27 counties. The spring 2022 grant recipients include:

- Northwest Colorado Outdoor Coalition located in Moffat and Rio Blanco Counties,
- Central Colorado Recreation Partnership located in Chaffee, Gunnison, and Lake Counties,
- Outside 285 Partnership located in Clear Creek, Douglas, Jefferson, and Park Counties
- Two Rivers Conservation and Recreation Roundtable located in Mesa, Delta, and Montrose Counties,
- Pikes Peak Outdoor Recreation Alliance located in El Paso, Teller, and Fremont Counties, and
- NoCo PLACES 2050 located in Larimer, Boulder, Gilpin, Clear Creek, and Jefferson Counties.

GOCO and CPW will offer additional grant opportunities to support this effort in the fall of 2022 and spring of 2023.

Growing new sources of funding

During FY 2022, CPW and the Department of Natural Resources continued to explore sustainable funding streams and ways to increase the agency’s relevance in the lives of all Coloradans. A significant change to the way Colorado’s state parks are funded took the form of Senate Bill 21-249, the Keep Colorado Wild (KCW) Pass Act, which Governor Polis signed into law on June 21, 2021. The KCW pass, which will be available

(starting in 2023) to Coloradans when they register their vehicles, is an annual pass that grants access to all Colorado state parks. Vehicle owners will be required to opt-out if they do not want to purchase the pass. CPW anticipates that this new park pass mechanism will increase park pass sales and provide a more stable funding stream for CPW.

In FY 2022, CPW hired Economic and Planning Systems Inc and RRC to conduct a pricing study to look at residents’ willingness to purchase the KCW pass at various price points. Based on the study’s findings, the Division made a price recommendation of \$29, which was adopted by the Parks and Wildlife Commission in March 2022. To launch the Pass, CPW developed a range of marketing and communications materials in English and Spanish. CPW also hired Upstream Consulting to raise awareness of the Pass among disproportionately impacted communities and gather information about accessibility and affordability of Colorado state park passes.

CPW is also taking steps to increase donations, sponsorships, and other voluntary contributions. In early 2020, CPW added a “round-up” functionality to its IPAWS sales system, which allows customers to easily add the remaining change from the next full dollar increment as a donation to purchases made through CPW’s online shop. In FY 2022, CPW raised \$322,423 in round-up donations as compared to the baseline of \$55,403 in FY 2020. Regular private donations, including those not processed online, brought in \$642,121 in FY 2022, about a 60% increase from the baseline.

Efforts to formalize CPW’s Philanthropy Program also continued in FY 2022, with:

- A new donation web page
- Donor-friendly transactional software (i.e., donation button)
- Steps to acquire a philanthropy-focused database to collect needed donor information
- The development a strategy to distribute donated funds within the CPW agency
- The creation of an inaugural report on the impact of donor funding.

Additional voluntary contributions include those made to the “non-game and endangered wildlife cash fund,” which receives donations as a part of Colorado’s state income tax return. Known as the income tax checkoff, this program provides Coloradans an opportunity to make an investment in Colorado’s wildlife and habitats. Contributions from the income tax checkoff totaled \$207,062 in FY 2022.

Finally, revenue received from the issuance and renewals of the Wildlife Sporting License Plate, a specialty license plate that allows vehicle owners to show their support for hunting, fishing, and wildlife recreation, totaled \$595,190 in FY 2022, an increase of over 450% from the baseline. Revenue generated from license plate sales and renewals is used to fund grants through the Fishing is Fun Program and the Shooting Range Development Grant Program.

Figure 3: Colorado Outdoor Regional Partnerships

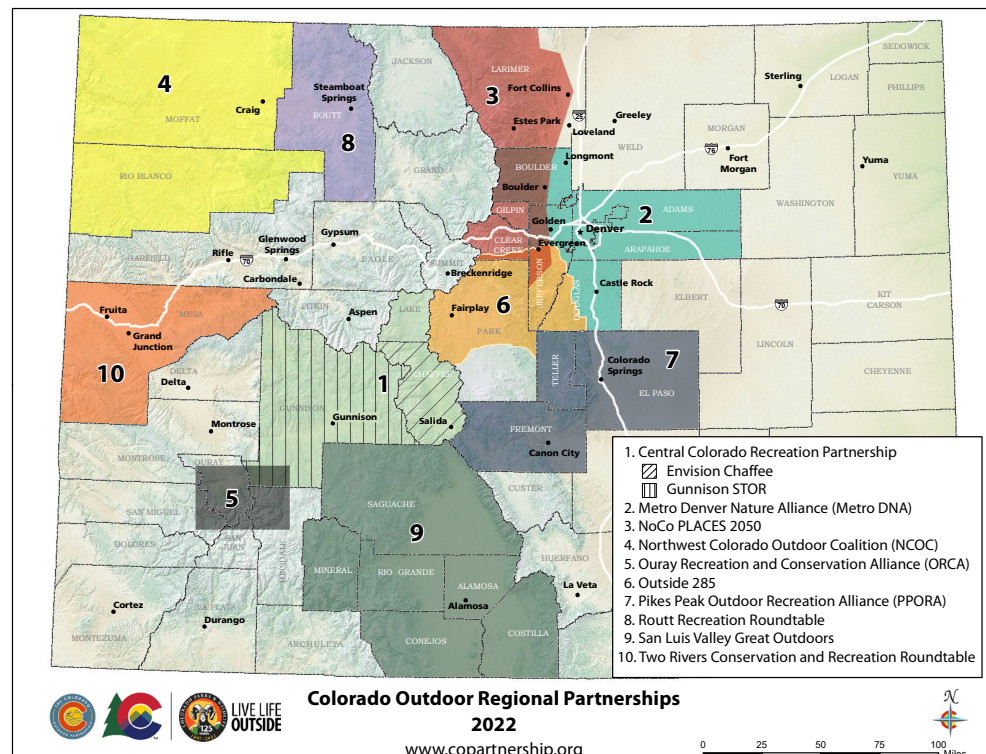


Table 2. Goal 2 summary table of metric changes from baseline

Goal 2	Metric	Baseline Year	Baseline Data	FY19 Data	FY19 percent change (from baseline)	FY20 Data	FY20 percent change (from baseline)	FY21 Data	FY21 percent change (from baseline)	FY22 Data	FY22 percent change (from baseline)
II. Partnering with stakeholders to develop strategies to engage all outdoor recreationists, including hikers, bikers, climbers, and wildlife watchers, in funding the division and commission, maintenance of state lands and facilities, and management of wildlife;	Number of Partners in the Outdoors Conference Participants	FY18	518	575	11%	742	43%	947	83%	594	15%
	Number of organizations represented by Partners in the Outdoors Conference participants	FY18	234	255	9%	375	60%	380	62%	211	-10%
	Amount of revenue received from “nongame and endangered wildlife cash fund” donations	3-year average of FY16, FY17, FY18	\$199,918	\$195,974	-2%	\$162,926	-19%	\$240,636	20%	\$207,062	4%
	Amount of revenue received from round-up donations	FY20	\$55,403	N/A	N/A	\$55,403	N/A	\$335,182	505%	\$322,423	482%
	Amount of revenue received from private donations	3-year average of FY16, FY17, FY18	\$382,000	\$254,880	-33%	\$4,568,312	1096%	\$399,749	5%	\$642,121	68%
	Revenue received from the issuance and renewals of the Wildlife Sporting License Plate	3-year average of FY16, FY17, FY18	\$106,570	\$341,670	221%	\$420,839	295%	\$498,119	367%	\$595,190	458%

Goal 3: Recruiting and Retaining Qualified Employees

Managing Colorado’s wildlife, parks and outdoor recreational resources requires the dedication of thousands of hard working staff, as well as volunteers who donate their time. Recruiting and retaining quality employees from diverse backgrounds is essential to achieving CPW’s mission and strategic goals. DNR’s commitment to its employees is reflected in its 7.1% turnover rate (FY 2021, most recent data at the time of publication), one of the lowest employee turnover rates of all State agencies.

Recruiting new employees

CPW is constantly looking at ways to improve its efforts around the recruitment of quality employees. During FY 2022, CPW’s Organizational Development Section continued refining the channels to identify and engage prospective employees. CPW’s recruitment efforts during the past year were focused on enhancing long-term partnerships with external organizations.

In FY 2022, CPW continued its partnership with Environmental Learning for Kids (ELK), a program serving underserved, culturally diverse youth in Arapahoe, Adams, and Denver counties. ELK’s Urban Rangers worked side-by-side with CPW staff, where they gained natural resource professional development experience by learning about park management and visitor engagement. Similarly, CPW’s partnership with Colorado Youth Corps Association (CYCA) allowed youth participants to contribute 48 weeks of work at 21 state parks, 16 SWAs, and two state fish hatcheries, all while learning about CPW’s work. Additionally, the Section continues to identify ways to broaden and diversify its paid internship programs as a means to recruit future employees. Modifications to the Youth Internship Program (YIP) are underway that will provide more pathways to employment within natural resource careers for young adults. In FY 2022, CPW staff implemented a tracking system to collect data on how many YIP interns come from key partner organizations.

CPW has also been working to approve a Career and Technology Education (CTE) certificate that will provide high school students with a better understanding of possible career options in natural resources and offer them a head start on developing the knowledge and skills needed for these careers. This certificate program is

authorized through the Colorado Department of Education. In FY 2022, CPW joined the Advisory Council for Littleton Public Schools to support the development of the new CTE Natural Resource Pathway, including participating in quarterly meetings to support the design and development of a new building dedicated to CTE programming. Similarly, CPW continued to work with Jefferson County Public Schools to develop a Natural Resource Pathway at one of their high schools. CPW also established a partnership with the Program Director for Agriculture, Natural Resources and Energy CTE Pathways at Colorado Community College System (CCCS) and presented at a workshop for 22 CTE teachers at the Mid-winter Agriculture CTE conference in January 2022. Feedback collected showed high interest in having access to more curriculum resources by CPW for incorporation in CTE programming.

CPW continues to push for quality applicants in our recruitment efforts. Changes made in FY 20 to open more opportunities for recruitment of talented employees, including broadening minimum qualifications and degree requirements, have had a noticeable impact on the number of applications received for important positions. During FY 2022, CPW saw a significant increase in the number of qualified applicants for the Park Manager position, up 92% from the baseline. CPW also saw an increase in the number of qualified applicants for the Hatchery Technician position, another challenging position to fill, of about 29% over the baseline.

Retaining existing employees

CPW takes seriously the importance of investing in professional development and training for its employees as a way to retain and develop the workforce. The Section works hard to make training and professional development available to all CPW staff members from investments in the Daniels Leadership Program in partnership with the University of Denver to staff in-service opportunities. The Daniels Leadership Program restarted with in-person training in the spring of 2022. In conjunction with the Daniels Leadership Program, CPW is developing a series of monthly programs specifically for past graduates to keep the learning and relationship moving forward. CPW intends to involve past graduates in helping to design and implement a mentorship program that will provide mentorship training and ideas for staff who are interested in stepping into a mentor role as a resource for other staff. The goal with this mentorship program is to eventually have mentors in place for each job class represented, serving as a resource for current and new employees.

Increasing volunteer resources

Volunteerism is a cost-effective way to help manage Colorado’s natural resources while cultivating stewardship and building stronger connections between CPW and local communities. CPW’s volunteers are critical to achieving the agency’s mission and serve in a variety of roles, such as camp hosting, education and outreach, community science, habitat and trail work, maintenance and construction, wildlife projects, customer service, and many more.

The Volunteer Program provides recruitment, screening, training, retention, support and resources for state parks, wildlife areas, hatcheries, educational programs, and CPW administrative offices throughout Colorado. In FY 2022, 4,459 volunteers contributed 311,150 volunteer hours, which is equivalent to 150 full time staff and an over \$9.8 million economic value.

Among many highlights, in FY 2022, through a long-standing partnership with Volunteers for Outdoor Colorado, 301 volunteers completed 13 service projects on properties that CPW steward, contributing 2,087 hours of time (equivalent to 1 FTE and an economic value of \$65,761). In partnership with GOCO, the Statewide Volunteer Program funded five large volunteer projects at SWAs. Projects featured tree planting, habitat management and improvements, camp host site construction, and quail and cottontail monitoring. Also in FY 2022, the annual Education and Volunteer Training returned to an in-person format, with 31 attendees from all regions of the state. The theme of the training was: Navigating a New World: Reconnecting and Cultivating Resilience in a Time of Change. Sessions focused on the power of storytelling, trends in interpretation and volunteerism, managing our programs through change, and learning resiliency from Colorado wildlife.



State park ranger uniform

According to results from an annual volunteer survey, volunteers for CPW are very satisfied with their experience. The 2021 survey indicated that:

- 90% of survey respondents report that they are satisfied with their volunteer experience.
- 89% enjoy volunteering with Colorado Parks and Wildlife.
- 87% agree that their volunteer service is meaningful and makes a positive difference.
- 87% would recommend volunteering with CPW to a friend or family member.

CPW staff are also very satisfied with their experience working with volunteers. The 2021 survey indicated that:

- 92% of survey respondents report that they are satisfied with their experience working with volunteers.
- 94% agree that volunteers are partners in achieving their work.
- 94% agree that volunteers contribute unique capabilities and skills that make our CPW team stronger.
- 93% agree that volunteers help meet their program/site goals.
- 85% agree that volunteering helps people understand our mission and agency better.

One initiative completed in FY 2022 aimed at enhancing the volunteer experience was a literature review and regional listening sessions to learn how cultural and community factors impact volunteer behavior. Twenty-one scientific research articles were analyzed and summarized, focusing on community factors that affect volunteerism. Several potential considerations were developed to help the volunteer program improve its strategies and operations to effectively achieve CPW’s mission, broaden and deepen community engagement, and ensure that volunteers and staff have a positive and inclusive experience. A condensed, visual summary

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

Goal 3	Metric	Baseline Year	Baseline Data	FY19 Data	FY19 percent change (from baseline)	FY20 Data	FY20 percent change (from baseline)	FY21 Data	FY21 percent change (from baseline)	FY22 Data	FY22 percent change (from baseline)
III. Recruiting and retaining qualified employees to manage wildlife, park, recreational, and aquatic resources	Number of applicants for Park Manager position (that met minimum qualifications)	3-year average of FY16, FY17, FY18	112	234	109%	305	172%	273	144%	215	92%
	Number of applicants for District Wildlife Manager (that met minimum qualifications)	3-year average of FY16, FY17, FY18	95	129	36%	173	82%	121	27%	95	0%
	Number of applicants for Hatchery Technician (that met minimum qualifications)	FY19	251	251	N/A	282	12%	116	-54%	323	29%
	Volunteer hours	FY18	303,853	331,200	9%	313,772	3%	291,829	-4%	311,150	2%
	Volunteers who enjoyed working with CPW per the Volunteer Satisfaction Survey (percent)	FY19	88%	88%	N/A	95%	8%	92%	5%	89%	1%
	Turnover rate (DNR)*	FY18	7.6%	8.0%	N/A	6.7%	N/A	7.1%	N/A	7.1%**	N/A

*Year-to-year changes in DNR’s turnover rate are not calculated. The figures shown represent the actual turnover rates.
 **Note FY 22 data for turnover rate unavailable at the time of publication. 7.1% is the FY 21 turnover rate.



Goal 4: Supporting Access Programs on Public and Private Lands

Access to Colorado’s lands, waters, and open spaces for hunting, fishing, and outdoor recreation opportunities is vital, contributing significantly to the state’s outstanding quality of life, legacy, and economic health. Increasing access to public and private lands for anglers, hunters, and all outdoor recreationists is an important priority for Colorado Parks and Wildlife.

Expanding access through trails

Since its establishment in 1971, CPW’s Recreational Trails Program has actively encouraged the development of a variety of trails through a number of grant programs on an annual basis. Local, county, and state governments, federal agencies, special recreation districts, and non-profit organizations with management responsibilities over public lands may apply for and are eligible to receive non-motorized and motorized trail grants. CPW strives to enhance the experience of Colorado trail users by funding trail maintenance, enforcement, planning, and construction grants and increasing the number of hours of maintenance performed by trail crews. In FY 2022, CPW logged 139,042 trail crew hours supported by grants. Also in FY 2022, CPW awarded:

- 15 non-motorized trail grants totaling over \$1.9 million,
- 6 Land and Water Conservation Fund grants for community projects totaling over \$5.3 million,
- 70 off-highway vehicle (OHV) grants totaling over \$5.9 million, and
- 33 snowmobile grants totaling \$1.1 million.

In FY 2022, the State Trails Program finalized and disseminated the Planning Trails with Wildlife in Mind handbook, which reflects current best practices and recommendations, adds information about the wildlife review process for the trail grant selection, and shares case studies of exemplary trail planning or management. The document has been shared with CPW staff, local, state and federal land managers, State Trails Grant applicants, recreational trail users, and conservation groups, to help serve as a framework to bring disparate groups into a cooperative planning process.

Expanding access to hunting and fishing

CPW partners with landowners to expand access to Colorado’s outdoors by acquiring public access easements for fishing and hunting on private land. Through the Colorado Wildlife Habitat Program (CWHP), an annual, incentive-based funding program, landowners have the opportunity to voluntarily protect important wildlife habitat and provide wildlife-related recreational access to the public. The program accomplishes strategic wildlife conservation goals and public access goals using conservation easements, public access easements, and in some circumstances, fee title acquisitions. In FY 2022, CPW funded conservation easements held by land trusts on 10,905 acres, acquired 1,129 acres of fee title, and acquired public access on 10,255 acres of private land. Through partnerships, the CWHP has helped protect hundreds of thousands of acres of critical wildlife habitat while maintaining working lands and providing public access for wildlife-related recreational opportunities to Colorado residents and nonresidents alike.

Hunters, anglers, and wildlife-recreation enthusiasts can also access Colorado’s lands through the Public Access Program (PAP). The PAP provides limited, seasonal hunting and fishing opportunities on Colorado Trust Lands across the state. State Trust Land enrolled in the PAP is open to a variety of wildlife-related uses and most are also working ranches leased for agriculture. After undertaking a large expansion of the PAP program in 2020 and 2021, enrollments in the PAP remained largely stable at 966,000 acres. The large expansions in 2020 and 2021 doubled the amount of publicly accessible trust land from 478,000 in 2018.

Together with other CPW transactions outside of these programs, as of July 1, 2022, CPW held access rights to over 1,677,000 acres for wildlife-related recreation statewide, a 41% increase from the baseline in FY 18.

In addition, CPW provides short-term access for hunters through several programs, including the Walk In Access (WIA) program, the Ranching for Wildlife (RFW) program and the Bighorn Sheep Access Program (BSAP). The WIA program is designed to open privately-owned land to public small and big game hunting by entering into annual public access agreements with landowners willing to allow public hunting

on their land. Each year, CPW holds an enrollment period for landowners to offer their property into the WIA Program. In FY 2022, CPW enrolled over 235,711 acres in the WIA program, all of which are open for small game hunting, and 176,302 acres are also available for big game hunting.

Similarly, CPW's Ranching for Wildlife Program provides Colorado residents a unique opportunity to hunt on private ranch land that is normally closed to the public. Participating ranches provide public hunting recreation access to their land free of charge to those who draw licenses. The number of licenses on each ranch is determined by negotiations between the landowner and CPW. In addition, participating landowners are required to improve habitat on their ranch for both game and non-game animals, helping to preserve and enhance open spaces for wildlife to live and thrive and keep the hunting heritage alive for future generations. As of FY 2022, 27 ranches are enrolled in the program, providing more than 980,000 acres of access to around 1,855 licensed public hunters. Moreover, RFW Ranches facilitated 18 youth and novice adult programs, providing 68 new hunters opportunities.

Finally, CPW's Bighorn Sheep Access Program continues to offer unique public access for bighorn sheep hunting on private lands in the SE Region of Colorado. This innovative program provides incentives for landowners with suitable habitat to establish and maintain bighorn sheep herds in alignment with CPW management goals. Six ranches currently participate in the program, providing around 527,000 acres of access to bighorn sheep hunting in Colorado. In addition, three participating ranches have recently released wild, translocated sheep with the goal of initiating hunting in the next 1-3 years. While the number of sheep licenses allocated for the public remains small, these licenses provide truly unique public access to private lands.

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

Goal 4	Metric	Baseline Year	Baseline Data	FY19 Data	FY19 percent change (from baseline)	FY20 Data	FY20 percent change (from baseline)	FY21 Data	FY21 percent change (from baseline)	FY22 Data	FY22 percent change (from baseline)
IV. Supporting access programs on public and private lands, including the renewal of existing high-priority leases that provide public access for hunters, anglers, and outdoor recreationists	Number of non-motorized trail grants awarded*	FY18	21	28	33%	17	-19%	20	-5%	15	-29%
	Non-motorized trail grants funding*	FY18	\$3,433,893	\$4,349,026	27%	\$3,438,014	0%	\$3,520,752	3%	\$1,968,015	-43%
	Land and Water Conservation Fund grants awarded*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	6	N/A
	Land and Water Conservation Fund grants funding*	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$5,348,436	N/A
	Number of OHV trail grants awarded	3-year average of FY16, FY17, FY18	53	53	0%	57	8%	62	17%	70	32%
	OHV trail grants funding	3-year average of FY16, FY17, FY18	\$4,339,000	\$4,323,000	-0.4%	\$4,455,758	3%	\$4,366,730	1%	\$5,922,280	36%
	Number of snowmobile trail grants awarded	3-year average of FY16, FY17, FY18	44	44	0%	39	-11%	37	-16%	33	-25%
	Snowmobile trail grants funding	3-year average of FY16, FY17, FY18	\$967,000	\$1,210,000	25%	\$1,278,763	32%	\$1,128,453	17%	\$1,119,088	16%
	Trail crew hours	FY20	112,500	N/A	N/A	112,500	N/A	132,356	18%	139,042	24%
	Total acres of hunting and fishing access rights statewide	FY18	1,190,000	1,163,000	-2%	1,474,000	24%	1,677,000	41%	1,677,000	41%
	Increase in Colorado Wildlife Habitat Program interest acres	FY19	4,410	4,410	N/A	22,110	401%	12,660	187%	22,280	405%
	Total Public Access Program acreage**	FY19	478,600	567,000	N/A	774,500	62%	970,600	103%	966,600	102%
	Walk In Access Program - Small game access acres	3-year average of FY16, FY17, FY18	177,621	173,096	-3%	223,386	26%	175,532	-1%	235,711	33%
	Walk In Access Program - Big game access acres	FY19	86,000	86,000	N/A	159,352	85%	129,863	51%	176,302	105%

*In FY 22 CPW began tracking Land and Water Conservation Fund grants separately from other non-motorized trail grants
 **data changed to reflect total negotiated in the listed FY, rather than the total that went into effect in the listed FY.

Goal 5: Increasing and Improving Big Game Populations

Colorado's big game herds require thoughtful and intensive management to accommodate the many and varied public demands and growing impacts from people. CPW is actively working to balance the ever-increasing human presence on the landscape with conservation of Colorado's world-class natural resources.

Increasing and improving habitat for big game populations

Colorado is home to some of the largest big game herds in North America, primarily because of the state's diverse landscape and varied habitat types. During FY 2022, CPW spent over \$45.3 million for conservation and improvement of big game habitat in Colorado, a 42% increase from the baseline amount spent for these purposes.

CPW monitors how investments in habitat affect big game, using Herd Management Plans (HMPs). HMPs integrate the plans and intentions of CPW with the concerns and ideas of land use management agencies and interested members of the public to establish long-term objectives for how each big game species and herd across the state should be managed. HMPs are created through a public process, using the best available scientific information on herd populations and habitat conditions. In preparing an HMP, CPW staff aim to balance the biological capabilities of the herd and its habitat with the public's demand for wildlife recreational opportunities. The primary decision points needed for each HMP plan are: the number of animals that should exist in a specific geographical area called a Data Analysis Unit (DAU), and the desired sex ratio for the population of big game animals, or in other words, the number of males per 100 females. The selection of population and sex ratio objectives, which are set for a 10-year period of time, drive important decisions in the big game season setting process; specifically, how many animals must be harvested to maintain or move toward the objectives and what types of hunting seasons are required to achieve the harvest objectives.

Pronghorn herd



During FY 2022, a total of seven herd management plan revisions were completed to better align the plans with long-term objectives.

CPW regularly monitors Colorado's big game herds. In 2021 and 2022, 78,160 deer, 108,214 elk and 25,761 pronghorn were classified in Colorado. The data collected from this work continues to inform herd management planning and regulation changes to ensure we are moving populations towards their long-term management objectives. Additionally, in the fall of 2021, CPW completed its first 5-year rotation of mandatory testing as described in the CWD Response Plan, including mandatory testing in every deer herd in the state and in 14 priority elk herds. This cycle of testing helps to understand prevalence trends and the impact of previous management actions on reducing CWD prevalence.

CPW also has a long history of studying and managing mule deer, dating back to the agency's origins. Together with the public and stakeholders, CPW works to stabilize, sustain, and increase mule deer populations in Colorado resulting in greater hunting and wildlife-related recreational opportunities. CPW is conducting several ongoing studies to determine the role that predation, energy development, recreation, and development play in mule deer survival. Using the West Slope Mule Deer Strategy (WSMDS), approved in 2014, to guide management decisions and in line with a top WSMDS goal, over 8,711 acres of big game habitat improvements were completed in FY 2022 as part of this work. The projects cover a variety of enhancement techniques from native sagebrush community restoration to timber removal and prescribed burns. Many of these restoration projects have been completed in partnership with state, federal, and private partners. CPW also provided project planning and technical support, seed mixing logistics and seed storage through the Delta Seed Warehouse, and grant support for many partners throughout the Western Slope in priority WSMDS landscapes. The original WSMDS grants expired in FY 2022, completing the initial five-year projects that were identified. However, CPW has extended additional funding to the WSMDS through FY 2025 with a direct allocation totaling \$500,000 for the extended three-year period. Additionally, CPW has committed to increasing staff capacity to deliver habitat work by seeking the authority to hire four additional field-level habitat biologists, which are expected to be hired in FY 2023.

CPW's Habitat Partnership Program (HPP) also helps to improve habitat for big game populations. During FY 2022, local HPP committees and the State Council, made up of nearly 150 volunteers representing livestock growers, sportspersons, federal land management agencies and CPW staff met throughout the year to cooperatively discuss and, operating under CPW Commission approved plans, work towards reducing



conflicts between big game and agricultural operators associated with forage and fences. In FY 2022, the HPP expended nearly \$2.7 million and leveraged cash contributions of over \$3.5 million, in-kind services valued at nearly \$2.1 million and over 15,000 hours of labor from partners in efforts to reduce conflicts and meet game management objectives. More than 18,078 acres of habitat were improved along with 172 water development projects and 587 weed control projects through the HPP in FY 2022.

Finally, the Colorado Wildlife Habitat Program (CWHP) offers private landowners the opportunity to voluntarily protect their property containing important wildlife habitat through establishing conservation easements. The program prioritizes grants for conservation easements that support big game winter range, wildlife crossings, and migration corridors, public access for hunting, fishing, and wildlife viewing, and protecting habitat for species of concern. In FY 2022, CPW increased the total number of interests enrolled in the CWHP by more than 22,280 acres.

Improving big game winter range and migration corridors

The health of Colorado's big game herds depend on intact and connected landscapes and habitats. For this reason, CPW is committed to protecting big game herds by maintaining habitat connectivity and working to remove migration barriers that may exist.

On August 21, 2019, Governor Polis directed CPW and the Colorado Department of Transportation (CDOT) to work cooperatively to conserve Colorado's valuable big game resources through Executive Order D 2019 011: Conserving Colorado's Big Game Winter Range and Migration Corridors. The Executive Order underscored the importance of prioritizing conservation of big game winter habitat and migration corridors while emphasizing the importance of incorporating wildlife crossings into roadway planning and construction.

In alignment with the Executive Order, Section staff completed the CPW Big Game Winter Range and Migration Corridors Status Report that identifies policy, regulatory, and legislative opportunities to ensure the ongoing conservation of seasonal big game migration corridors and winter range. The Section also hired a full-time position for the coordination of wildlife movements in Colorado.

FY 2022 also saw several policy, regulatory and legislative opportunities to ensure the conservation of big game habitat and migration corridors, including:

- Assisting with the development of the DNR Opportunities to Improve Sensitive Habitat and Movement Route Connectivity for Colorado's Big Game Species Report.
- In response to SB 181 rulemaking, an internal working group was formed to draft a definition of ungulate 'pinch points' and identify and map known ungulate pinch points.
- Funding four new Habitat Biologists to assist with on-going habitat improvement work to benefit connectivity for wildlife species including big game.
- Participating in the USGS Ungulate Migrations of the Western United States, Volume 2 (2022) and Volume 3 (in draft).
- SB 151, Safe Crossings for Colorado Wildlife and Motorist, was signed into law by Governor Polis in June 2022. This bill creates the 'Colorado Wildlife Safe Passages Mitigation Fund' and allocates \$5 million towards wildlife crossing projects and funding to sustain the Colorado Wildlife Transportation Alliance.
- Completing the East Slope and Plains Wildlife Prioritization Study (ESPWPS) that identified over 100 priority highway segments for wildlife mitigation. The study was co-funded by CDOT and CPW.
- Using the results of the West Slope Wildlife Prioritization Study and the ESPWPS, the Colorado Wildlife Transportation Alliance, Colorado Department of Transportation (CDOT) and CPW have narrowed the priorities to the top 3-5 per region to pursue future funding opportunities for wildlife crossing projects or other mitigation projects to decrease wildlife-vehicle collisions.
- Creating a ROADKILL App to improve data collection to help identify wildlife vehicle collisions hotspots. This data is shared and joined with CDOT roadkill data to create a more robust dataset.

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

Goal 5	Metric	Baseline Year	Baseline Data	FY19 Data	FY19 percent change (from baseline)	FY20 Data	FY20 percent change (from baseline)	FY21 Data	FY21 percent change (from baseline)	FY22 Data	FY22 percent change (from baseline)
V. Increasing and improving the state's big game populations through investments in habitat and conservation, including increased support for highway wildlife crossings to protect animals and motorists	Amount spent on big game habitat and conservation	3-year average of FY16, FY17, FY18	\$31,974,000	\$37,607,522	18%	\$41,454,528	30%	\$36,652,373	15%	\$45,362,554	42%
	Number of acres improved through Habitat Partnership Program projects	3-year average of FY17, FY18, FY19	21,215	18,066	-15%	24,998	18%	33,461	58%	18,078	-15%
	Number of acres improved through Colorado West Slope Mule Deer Strategy	FY19	11,300	11,300	N/A	8,375	-26%	8,647	-23%	8,711	-23%

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

Colorado Parks and Wildlife operates 42 state parks, providing public access to almost 230,000 acres of park land statewide. Colorado's state parks continue to draw more visitors each year -- in FY 2022, over 19.7 million people visited our state parks, a 35% increase from the baseline amount. With many state parks experiencing record high attendance, it is important to maintain exceptional customer service to ensure a positive and memorable visitor experience. Unfortunately, unprecedented visitation has resulted in damage to natural resources, highlighting the need to educate crowds on the importance of recreating responsibly, continued investment from CPW in operations and maintenance, and where possible, expansion of the state park system to accommodate increasing public demand.

Planning Fishers Peak State Park

The 19,200-acre Fishers Peak property was purchased in February 2019 through a collaboration between the City of Trinidad, The Nature Conservancy, The Trust for Public Land, GOCO, and CPW. The objective of the collaboration between the project partners is to conserve, evaluate and plan the sustainable use of the property for the enjoyment of the public while perpetuating the natural resources on the property.

In April 2020, CPW acquired the land and, working with our partners, began the process of developing Colorado's next state park. Throughout FY 2021, several significant milestones were reached including identifying a vision for the property, the formal naming of Fishers Peak State Park on July 16, 2020, and the public opening of 250 acres of the park on October 30, 2020.

The Fishers Peak State Park Master Plan draft was completed and submitted to the CPW Leadership Team for their review in the summer of 2022. Once the Leadership Team has approved it, the Master Plan will be available online for public review and comment for a month. The goals of the master plan included striking the appropriate design and management balance that supports protection, preservation, conservation and outdoor recreation. The master plan serves as an overarching guide, outlining management priorities and specific management direction



related to operations for CPW staff. In addition, two full time employees were hired to work at Fisher Peak State Park in FY 2022: one ranger and one park resource technician.

The construction of the trail to the peak and other looping trails in the area - approximately 17 miles of additional trails all stemming from the existing Fishers Peak Trailhead - has been underway since January 2022. At the end of FY22, CPW hired a team of consultants to provide professional planning, design and engineering for the park entrance, main park road, trailheads, visitor center parking, developed campgrounds and all associated utilities. This design project is due to be completed during the summer of 2023.

Purchasing Colorado Clays Shooting Park

Also in FY 2022, CPW closed on the purchase of the Colorado Clays Shooting Park in Adams County. CPW will take over ownership of the shooting park and will manage it as a state recreation area. Located just 30 minutes northeast of Denver and near Barr Lake State Park, Colorado Clays Shooting Park offers both recreational and competitive shooters the region's widest variety of clay target shooting, including sporting clays, skeet and trap, as well as both rifle and pistol shooting. In 2021, Colorado Clays hosted over 30,000 visitors and threw over four million clay targets.

Investing in operations, maintenance and customer service

Also in 2021, the legislature passed SB 21-11 allocating \$20 million to fund capital construction projects at existing state parks, enabling CPW to ramp up its investments in facilities throughout its state parks. In line with this commitment, during FY 2022, CPW devoted over \$13.2 million to maintain and manage recreational opportunities at Colorado's state parks, up 128% from baseline. Several of these projects, including the Camper Services Building at Steamboat Lake State Park, are further detailed in Goal 9. Additionally in FY 2022, to better accommodate customers and continue the agency's culture of exceptional customer service, CPW implemented the following:

- On March 1, 2022, Colorado Parks and Wildlife launched the My CPW app through our licensing vendor Aspira. The app currently allows customers to electronically display their annual licenses without a carcass tag as well as park passes. It also provides a direct connection to cpwshop.com for mobile purchases and provides access to preference point records, electronic brochure PDFs, and has search and navigation tools to find external agents and CPW parks and offices. The app will continue to be enhanced to include more products and services in the near future.
- CPW implemented a new surrender period after the primary big game draw in 2022 that allowed customers who drew a license they no longer wanted or accidentally applied for, the ability to return the license and receive a reinstatement of their preference points to the pre-draw level as well as a refund for the license price.
- CPW lowered the exchange license fee to \$5 for all license exchanges (instead of 50% of the license fee, not to exceed \$25).
- The reservation system was enhanced to automatically apply the Aspen Leaf discount for campground reservations for all customers holding the Aspen Leaf pass.
- Policies and procedures were updated to allow customers to print their confirmation letter after registering or renewing their vehicle/vessel to show proof of registration prior to physical decals arriving in the mail.
- A timed-entry reservation pilot for Eldorado Canyon State Park was launched in late July 2022 to allow customers to make a free timed-entry reservation for accessing the park on weekends and holidays.
- CPW started collecting voluntary ethnicity information from customers in June of 2022. This information will be used to continue creating programs and providing educational opportunities that resonate with all Coloradans.
- CPW started processing Lost in the Mail affidavits after 15 days instead of 30 days to ensure customers received their CPW products more quickly.
- CPW replaced the previous park pass hang tags with an improved version made from a different material that doesn't melt.

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

Goal 6	Metric	Baseline Year	Baseline Data	FY19 Data	FY19 percent change (from baseline)	FY20 Data	FY20 percent change (from baseline)	FY21 Data	FY21 percent change (from baseline)	FY22 Data	FY22 percent change (from baseline)
VI. Identifying and beginning to plan the development of a new Colorado state park and investing in other initiatives to increase park visitation, maintain excellent customer service, and generate revenue	Amount spent on operations and maintenance at state parks	3-year average of FY16, FY17, FY18	\$5,800,000	\$13,211,349	128%	\$10,167,821	75%	\$11,749,617	103%	\$13,236,049	128%
	Annual state park visitation	3-year average of FY16, FY17, FY18	14,646,128	14,740,985	1%	17,066,484	17%	19,313,911	32%	19,718,024	35%
	Acres of accessible state park land	FY 18	221,139	221,149	0%	227,905	3%	227,947	3%	229,059	4%

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

CPW owns over 115 dams throughout the state, the largest inventory of dams of any owner in Colorado. Of these, 90 dams are jurisdictional, meaning the size of the dam is large enough to threaten human life and cause property damage downstream if the dam were to fail. As such, maintenance and rehabilitation of CPW’s dams is of paramount importance. CPW has three full-time Dam Safety Engineers who, with the help of other dedicated staff around the state, manage all of the work and monitoring on CPW’s dams. They perform regular dam safety inspections on all CPW-owned dams and maintain up-to-date Emergency Action Plans for First Responders. CPW is making dam rehabilitation a priority by allocating capital construction funds to dam improvement projects ahead of any other capital construction projects. Prioritizing the financial needs of CPW’s dams has allowed for significant improvements to be made in dam operating conditions over the last few years.

Rehabilitating High Risk Dams

Water impounded by CPW’s dams is used for downstream irrigation, fish hatchery operations, and water-based recreational activities. CPW’s reservoirs are some of the most popular places to visit in the state. However, public infrastructure and population centers are often located downstream, which increases the likelihood of devastating consequences in the event of a dam failure.

In 2014, CPW conducted a Screening Level Risk Analysis (SLRA) investigating the risk profiles of its dams to inform the prioritization of future repairs and maintenance. The SLRA and subsequent research found 22 of CPW’s dams to be in a “high hazard” condition, with a loss of human life expected in the event of a dam failure. Another 15 dams were considered “significant hazards,” with major property damage expected in the event of a failure. Of these 15 dams, three are Parks-owned dams and 12 are Wildlife-owned dams. The average age of the 37 highest risk dams is 74 years old, including six dams that were constructed over 100 years ago.



Based largely on the potential for loss of human life downstream and risks to environmental, economic, and recreational resources in the event of a dam failure, the SLRA evaluated the risk of CPW’s high- and significant-hazard dams, further identifying 11 dams in CPW’s portfolio that posed the greatest risks. Since the 2014 release of the SLRA’s findings, four additional dams were added to that list when their routine safety inspections revealed conditions that exceeded an acceptable level of risk.

Since FY 2016, CPW has committed more than \$42.4 million to rehabilitate high risk dams. The total dam maintenance and repair estimate for all CPW dams is about \$120.7 million. As of FY 2022, six of the greatest risk dams have been repaired, two more have funding to enable full repairs, six of the remaining priority dams have full repairs planned in the next 5+ years.

Reducing dam maintenance and repair backlog

As dams age and their structures deteriorate, more involved activities are needed to return them to compliance with safety regulations. Since FY 2016, CPW has allocated more than \$9 million for routine dam maintenance and just under \$2.2 million for other dam improvements. The availability of maintenance funding allows CPW to proactively care for these assets in an effort to reduce the need for large-scale, costly rehabilitation that can result from prolonged deferred maintenance.

During FY 2022, several major projects were completed on-time and within budget, including critical repairs at North Michigan Creek Dam at State Forest State Park and Chief Creek Dam #4. Repair and rehabilitation construction was also performed at Deer Lakes Dam #4, Spring Creek Dam, and Two Buttes Dam in 2021 and 2022. Additionally, several engineering studies were completed for dam repair and rehabilitation, including Alberta Park Dam, Black Lakes Dam #2, Heart Lake Dam, Miramonte Dam, Rito Hondo Dam, Skaguay Dam, Tarryall Dam, Two Buttes Dam, Elk Falls Dam, and Williams Creek Dam. Remote monitoring was also successfully installed at four High and Significant Hazard dams.

In 2022, rehabilitation work will also begin at Garnet Mesa Dam at Sweitzer Lake SP, Lake Christine Dam, Meadow Creek Dam, and Upper Highline Dam at Highline Lake SP. In addition, CPW will begin regional emergency preparedness studies and statewide hydrology studies and outlet rehabilitation designs.

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

Goal 7	Metric	Baseline Year	Baseline Data	FY19 Data	FY19 percent change (from baseline)	FY20 Data	FY20 percent change (from baseline)	FY21 Data	FY21 percent change (from baseline)	FY22 Data	FY22 percent change (from baseline)
VII. Reducing the \$44.76 million maintenance and repair backlog by 50% for the 11 dams owned and operated by the division that pose the highest risks to life and property and establishing an appropriate funding stream to continue maintenance of all the division’s 110 dams	Amount awarded for dam maintenance for high risk dams (cumulative)	Sum of FY16, FY17, FY18, FY19	\$29,534,172	N/A	N/A	\$30,604,171	4%	\$40,654,171	38%	\$42,457,171	44%
	Amount awarded for dam maintenance (cumulative)	Sum of FY16, FY17, FY18, FY19	\$4,326,007	N/A	N/A	\$5,526,007	28%	\$6,726,007	55%	\$9,017,007	108%
	Amount awarded for other dam improvements (cumulative)	Sum of FY16, FY17, FY18, FY19	\$749,568	N/A	N/A	\$1,119,568	49%	\$2,169,568	189%	\$2,169,568	189%

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

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

Increasing fish production

FY 2022 was a fruitful year for fish production at CPW’s hatcheries as nearly 117 million fish were stocked, including catchable trout, sub-catchable trout, non-game species, and warm water species. This level of fish production is about 27% more than the baseline total number of fish stocked. Overall, in FY 2022, CPW stocked over 3.2 million catchable trout, nearly 13.5 million sub-catchable trout, 305,000 non-game species, and nearly 100 million warm water species.

Modernizing and renovating the hatchery system

The need for modernization and repair to CPW’s aging hatchery system is essential to its continued operation for the next 100+ years. In 2019, CPW began a multi-phase process to modernize the hatchery system. CPW completed Phase I of the hatchery modernization plan in FY 2020, during which a consultant provided an analysis of the fish stocking program. Phase II of the modernization plan was completed in June 2021. This phase of the plan culminated in the delivery of a report comprising the consultant’s comprehensive analysis of the CPW hatchery system and recommendations to improve efficiency in fish production. The results of the report will help Aquatics Section staff prioritize maintenance and capital projects at hatchery facilities into the future.

In FY 2022, the Hatchery Section began work on Phase III of the Hatchery Modernization Plan. Phase III builds on the results of Phase II to identify which facilities to modernize and provides a comprehensive design for modernizing Mt. Shavano Fish Hatchery. In March 2022, CPW staff determined the deliverables from the consultant were insufficient and halted Phase III to allow for a revision to the scope of work for the project, delaying the project for several months. The revised scope is now complete and work with the consultant has recently resumed.

CPW continues to increase investments in its existing hatcheries. In FY 2022, nearly \$5 million was awarded for hatchery maintenance, renovation and modernization. This represents a 311% increase in funding compared to the baseline. In line with needed improvements to CPW’s hatchery facilities, in FY 2022, CPW continued work to repair a non-functional well at the Roaring Judy Hatchery. This project will increase the water supply to the hatchery allowing for improved fish health and a potential increase in catchable and sub-catchable rainbow trout production.

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

Goal 8	Metric	Baseline Year	Baseline Data	FY19 Data	FY19 percent change (from baseline)	FY20 Data	FY20 percent change (from baseline)	FY21 Data	FY21 percent change (from baseline)	FY22 Data	FY22 percent change (from baseline)
VIII. Increasing the number of fish stocked in Colorado water to more than 90 million through the development of a statewide hatchery modernization plan, renovation of one of the state’s 19 fish hatcheries, and reduction in the maintenance backlog for all hatcheries, many of which are 70 to 100 years old	Number of catchable trout stocked	3-year average of FY16, FY17, FY18	2,881,000	2,734,000	-5%	3,315,200	15%	3,095,843	7%	3,200,124	11%
	Number of sub-catchable trout stocked	3-year average of FY16, FY17, FY18	18,563,000	16,277,000	-12%	16,165,612	-13%	13,593,019	-27%	13,488,367	-27%
	Number of nongame species stocked	3-year average of FY16, FY17, FY18	284,000	272,000	-4%	235,848	-17%	205,635	-28%	305,000	7%
	Number of warm water species stocked	3-year average of FY16, FY17, FY18	70,514,000	78,601,000	11%	17,246,642	-76%	95,093,694	35%	99,764,364	41%
	Total number of fish stocked	3-year average of FY16, FY17, FY18	92,241,000	97,884,000	6%	37,019,297	-60%	111,999,436	21%	116,757,855	27%
	Amount awarded for hatchery modernization/renovation/maintenance	FY18	\$1,216,225	\$1,343,600	10%	\$2,430,353	100%	\$2,425,029	99%	\$4,998,200	311%

Goal 9: Reduce Large Capital Construction Backlog

Colorado Parks and Wildlife manages more than 1,400 facilities across Colorado, including buildings, shooting ranges, dams, roads, trails and other constructed facilities that provide opportunities for recreation, cultural education and enrichment, and research. Similar to other physical assets, CPW’s facilities and infrastructure need continuous maintenance and repair, and replacement after a certain point.

Reduce capital construction and maintenance backlog

CPW continues to make significant investments in capital construction, allocating nearly \$18.5 million to large capital construction and more than \$9.8 million to small capital construction projects for parks and wildlife in FY 2022². An increase to both the parks and wildlife small capital program budgets this year enabled the regions to allocate funding to maintenance needs across the state, allowing facility maintenance to take place before larger and more costly repairs became necessary.

Funding from the general assembly in 2021 added \$20 million of General Fund dollars (SB 21-112) to support parks infrastructure projects to provide facility and public access improvements at 12 parks statewide by expanding or enhancing facilities that are seeing a great deal of public use. Implementation of many of these projects began in earnest in FY 2022, and the new camper services building at Steamboat Lake SP was completed.

Previously, Steamboat Lake SP had one camper services building servicing two major campgrounds. Visitors in the Sunrise Vista Campground were forced to drive to Dutch Hill to shower and there were 188 campsites using the original building, resulting in crowding and maintenance challenges. The new camper services building was the first of the SB 21-112 projects completed, and it is already having a positive impact on visitor experience at this very popular park.

Another significant improvement in state park infrastructure was the completion of two new “tiny home” cabins at Cheyenne Mountain SP. These cabins give park visitors more variety in their camping experience and feature amenities such as a kitchenette, heating and air conditioning, a bathroom, and sleeping accommodations for up to six people. They are also ADA compliant. CPW used proceeds from the Lottery and Federal Land and Water Conservation Funds to complete the project. CPW recently received the Colorado Lottery’s Starburst Award for excellence in the use of Lottery funding.



Figure 4: Update Sunrise Vista Camper Services Building at Steamboat Lake SP



Figure 5: New “Tiny Home” Cabins at Cheyenne Mountain SP

During FY 2020, CPW Leadership approved the 5-Year Large Capital Plan, a planning tool that prioritizes and schedules projects that cost over \$150,000 for the next five years. The Plan has been updated each year, in light of the legislature’s large investment into CPW’s Capital Development projects. Staff is now working to update the 5-year plan for the 2022-2023 Capital Project Selection Process.

To help inform the long-term strategic plan, the Capital Program continued to inventory CPW’s assets around

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

the state, and more specifically, add the parks assets into the existing Wildlife Asset Management system. This enables CPW staff to determine existing asset conditions, allowing the agency to prioritize maintenance needs and funding levels into the future. In FY 2021, a more comprehensive GIS model was developed that includes many of the underground assets located within state hatcheries and parks properties. During FY 2022, CPW's Capital Development Section added approximately 1 million lineal feet of underground utility information to the GIS dataset. During that same time staff located and verified onsite utilities at the majority of state parks to improve the accuracy of the data. Having these utilities within a GIS system allows field staff to more easily identify utility locations for repairs and also avoid damaging those facilities when performing other improvements in the vicinity.

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

Goal 9	Metric	Baseline Year	Baseline Data	FY19 Data	FY19 percent change (from baseline)	FY20 Data	FY20 percent change (from baseline)	FY21 Data	FY21 percent change (from baseline)	FY22 Data	FY22 percent change (from baseline)
IX. Reducing the division's known \$26 million large capital construction and maintenance backlog by 50% and establishing a capital development backlog strategic plan to provide a stable funding stream to address future maintenance projects at state wildlife areas and state parks	Amount allocated to small capital construction	FY18	\$3,412,118	\$6,132,307	80%	\$9,359,138	174%	\$9,632,013	182%	\$9,820,238	188%
	Amount allocated to large capital construction	FY18	\$10,333,380	\$17,643,850	71%	\$21,648,729	110%	\$19,461,949	88%	\$18,497,211	79%

Goal 10: Reduce the Need to List Additional Species

Conservation of threatened and endangered species and habitat is an area of utmost importance and a significant focus of CPW. Conservation involves careful land use decisions, concentrated research, and cooperative partnerships. By balancing species-specific needs with policy requirements and broad reaching habitat-based projects, CPW uses many tools to effectively manage Colorado's wildlife and crucial habitat.

Investing in non-game species conservation

In FY 2022, CPW spent over \$10.5 million on the conservation of non-game species and habitat through research, population status monitoring and reintroduction, and habitat protection and restoration benefitting threatened and endangered species. This is an 18% increase from baseline levels. Several priority species of greatest conservation need were impacted by these efforts including the Canada lynx, black rail, pinyon jay, brown-capped rosy-finch, and lesser prairie-chicken. The funds also supported ongoing implementation of sylvatic plague management to benefit black-footed ferrets, black-tailed prairie dogs, Gunnison prairie dogs, white-tailed prairie dogs and the species that depend on prairie dog-influenced ecosystems. These programs enable CPW to proactively gather information and implement conservation actions to prevent the need to list additional species in the future.

Investing in wetlands conservation

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

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

The Wetlands Program did not award any grants in FY 21, but rather, pooled the funds that would have been awarded in FY 2021 with the grant funding available for FY 2022. This decision was made by CPW Leadership

as a means to allow project managers to catch up on project delivery following COVID-19-related slowdowns that occurred at the end of FY 20. The combined FY21/FY22 Wetlands grant awards ultimately amounted to \$2.4 million. In total, 10,019 acres of wetland and riparian areas in Colorado, and specifically benefiting thirteen SWAs, two state parks, eight priority waterfowl species, and thirteen Tier-1 at-risk species including greater sandhill crane, northern leopard frogs, boreal toads, western yellow-billed cuckoo, brassy minnow, and southwestern willow flycatcher. Included among the 25 project partners that received FY21/FY22 grants are Ducks Unlimited, Colorado Open Lands, Bird Conservancy of the Rockies, RiverEdge West, Central Colorado Conservancy, Rio Grande Headwaters Land Trust, U. S. Fish and Wildlife Service, and U. S. Forest Service.

Partnering in pursuit of mutual goals

Collaboration with partners including federal and state agencies, private landowners, and non-governmental organizations, is essential to conserving Colorado's wildlife species. During FY 2022, CPW's Conservation Coordinators worked along with partners to manage nongame species and habitat through research, population status monitoring, reintroduction, habitat protection and restoration. A sample of the work performed in FY 2022 includes:

- Engaging with partner and stakeholders in the development of the Colorado Wolf Restoration and Management Plan
- Providing input to US Fish and Wildlife Service (USFWS) on multiple Endangered Species Act (ESA)-related processes, including the Gunnison Sage-grouse Recovery Plan and Recovery Implementation Strategy, black rail "threatened" listing proposal and final rule; pinyon jay listing petition, lesser prairie-chicken listing proposal, and the gray wolf status evaluation.
- Initiating the Bureau of Land Management (BLM) Resource Management Plan Amendment processes for greater and Gunnison sage-grouse.

Privately held land and water resources provide important habitat to many wildlife species in Colorado. CPW has a long history of partnering with private landowners across the state to manage and perpetuate wildlife populations and conserve and improve habitat. Many of CPW's private land efforts seek to couple habitat conservation with public access to wildlife resources. Private landowners have played key roles in the conservation of rare species, such as black-footed ferrets, and, without their support, Colorado's remarkable wildlife abundance and rich hunting and fishing opportunities would not exist.

Table 10. Goal 10 summary table of metric changes from baseline

Goal 10	Metric	Baseline Year	Baseline Data	FY19 Data	FY19 percent change (from baseline)	FY20 Data	FY20 percent change (from baseline)	FY21 Data	FY21 percent change (from baseline)	FY22 Data	FY22 percent change (from baseline)
X. Reducing the need to list additional state trust species under the federal Endangered Species Act of 1973 by partnering with private landowners to improve species distribution and abundance monitoring and disease prevention efforts	Amount spent on nongame species conservation	3-year average of FY16, FY17, FY18	\$8,933,515	\$8,856,548	-1%	\$10,147,410	14%	\$9,192,393	3%	\$10,552,133	18%
	Total amount of grants for Wetlands Program	3-year average of FY16, FY17, FY18	\$978,139	\$1,925,012	97%	\$1,286,630	32%	**	N/A	\$2,430,813	N/A

**As the result of a CPW Leadership decision, Wetlands grants were not awarded in FY21; instead, \$1.5 million that would have been awarded in FY21 was pooled with \$1.5 million available for awards in FY22. The total shown in this table represents the combination of those funds.

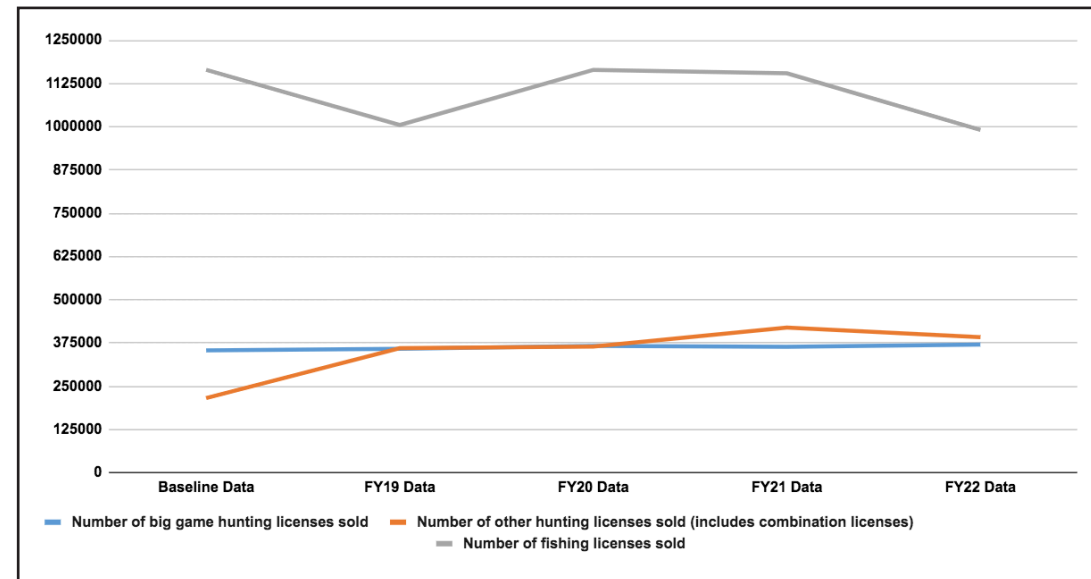
Impact on License Sales

During FY 2022, CPW sold over 370,800 big game hunting licenses, a 5% increase from the baseline average. Additionally in FY 2022, CPW sold over 392,000 other licenses including combination hunting/fishing licenses. This is an 81% increase from the baseline average, which is likely attributable to the introduction of the qualifying license requirement implemented in 2019. This change requires all applicants to hold a qualifying license in the current license year prior to applying for the big game draw. Qualifying licenses include resident and non-resident spring turkey and annual small game, resident annual combination small game/fishing, resident senior combination small game/fishing, and resident Veteran’s lifetime combination small game/fishing licenses. Finally, in FY 2022, CPW sold over 990,900 fishing licenses, a 15% decrease from the baseline average..

Table 11. Impact on license sales

Reporting Requirement	Metric	Baseline Data	FY19 Data	FY20 Data	FY21 Data	FY22 Data
Impact on license sales	Number of big game hunting licenses sold	353,811	358,359	366,761	364,453	370,811
	Number of other hunting licenses sold (includes combination licenses)	216,029	360,379	364,800	419,600	392,044
	Number of fishing licenses sold	1,164,239	1,004,846	1,164,388	1,154,351	990,942

Figure 6. Impact on sales



Appendix 1: Reporting Requirements for the Future Generations Act

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

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

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

The Act also specifies the following reporting requirements:

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

- (A) IMPACT THAT LICENSE FEE INCREASES, AS ESTABLISHED ON THE EFFECTIVE DATE OF THIS SECTION OR BY THE COMMISSION PURSUANT TO SECTION 33-4-102 (1.5)(a), HAVE HAD ON THE TOTAL NUMBER OF SALES OF LICENSES;
- (B) AN ACCOUNTING OF PROGRAM EXPENDITURES MADE WITH THE INCREASED FEES AND THE IMPACT OF THOSE EXPENDITURES ON THE ACHIEVEMENT OF THE DIVISION’S GOALS AND OBJECTIVES AS SET FORTH IN SECTION 2 OF SENATE BILL 18-143, ENACTED IN 2018; AND

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

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

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

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

Appendix 2: Colorado Waterfowl Stamp Fund Grants

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

As also discussed in Goal 10, during FY 2021, the Wetlands Program did not award any grants, but rather, pooled the funds that would have been awarded in FY 2021 with the grant funding available for FY 2022. This decision was made by CPW Leadership as a means to allow project managers to catch up on project delivery following COVID-19-related slowdowns that occurred at the end of FY 2020. The combined FY21/FY22 Wetlands grant awards ultimately amounted to \$2.4 million awarded to 20 projects.

For Colorado Waterfowl Stamp funds specifically, \$670,000 was available for the FY21/FY22 pooled grant cycle. These grant funds support seven projects that will impact over 2,400 acres of wetland habitat.



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