

Table A1. Element 1— Management and Augmentation of Populations of Colorado Pikeminnow and Razorback Sucker.

<i>P</i>	Tasks	Start Date	End Date	Who	Status	Status of Activity (focus on previous year)
Goal 1.1 Establish Genetically and Demographically Viable, Self-Sustaining CPM and RBS Populations.						
Action 1.1.1 Develop plans for rearing and stocking CPM and RBS.						
<i>H</i>	1.1.1.1 Review and update augmentation plan for CPM and adjust stocking goals as needed.	2010	2023	FWS, BC, PO, NMDGF	Ongoing	A document exploring alternatives for stocking Colorado Pikeminnow was developed by NMDGF with the preferred option of changing from stocking 400,000 age-0 fish to stocking 12,000 age-1 fish approved by the BC and CC.
<i>H</i>	1.1.1.2 Review and update augmentation plan for RBS and adjust stocking goals as needed.	2016	2023	FWS, BC, PO	Ongoing	The BC reviewed and commented on multiple versions of draft plan.
Action 1.1.2 Produce, rear, and stock sufficient numbers of CPM to meet stocking goals of augmentation plan.						
<i>C</i>	Task 1.1.2.1 Annually produce and rear at least 400,000 age-0 CPM (50–55 mm TL) at SNARRC.	2010	2020	NMFWCO, SNARRC		This did not occur in 2019 because it was predicted that a high spring peak release would result in wild production and the BC recommended stocking not occur so that wild produced fish could be differentiated from stocked fish. The task was discontinued and replaced with 1.1.2.2
<i>C</i>	Task 1.1.2.2 Annually stock at least 12,000 age-1 pit-PIT tagged CPM into the San Juan River Basin	2021	2023	NMFWCO, SNARRC	Annually	
<i>M</i>	Task 1.1.2.3 Opportunistically stock available CPM in excess of those described above.	2010	2023	NMFWCO, BC, PO	Annually	Approximately 1,200 age-1 fish were stocked into McElmo Creek. Half were prey-trained and half pellet-fed to assess whether this hatchery enrichment action would result in greater survival.
Action 1.1.3 Produce, rear, and stock sufficient numbers of RBS to meet stocking goals of augmentation plan.						
<i>C</i>	Task 1.1.3.1 Produce and rear RBS at SNARRC for stocking to grow-out facilities.	2009	2023	SNARRC	Annually	Approximately 9,000 fish were delivered to the NAPI grow out ponds. An additional 627 age-3 fish were stocked from the SNARRC facility.
<i>C</i>	Task 1.1.3.2 Rear RBS in three NAPI grow-out ponds (3,000-3,500 fish per pond, > 200 mm TL) and stock into the San Juan River when >300 mm.	2009	2023	NN, NMFWCO	Annually	Reared and stocked 3,881 fish
<i>C</i>	Task 1.1.3.3 Produce ≥ 2,000 RBS per year (≥300 mm TL) at Horsethief Canyon Native Fish Facility which is part of the larger Ouray National Fish Hatchery – Grand Valley Unit (ONFH-GVU)	2013	2023	FWS ONFH-GVU	Annually	Reared and stocked 2,208 fish
<i>C</i>	Task 1.1.3.4 Stock at least 91,200 RBS (> 300 mm TL) during eight year stocking period or 11,400 per year.	2009	2023	NN, GJFWCO, NMFWCO	Annually	A total of 6,716 fish were stocked
<i>M</i>	Task 1.1.3.5 Opportunistically stock available RBS in excess of the 11,400 described above.	2009	2023	NMFWCO, BC, PO	Annually	No excess fish were available for stocking.

Goal 1.2—Identify and Implement Strategies for Improving the CPM and RBS Augmentation Program and Genetic Integrity.						
Action 1.2.1 Implement methods to evaluate status and success of stocked CPM and RBS.						
<i>H</i>	Task 1.2.1.1 Maintain a standardized database for all stocked and recaptured CPM and RBS in order to determine the fate of stocked fish.	2009	2023	PO	Annually	The STReAMS database has been updated with all stocking that occurred through 2019.
<i>H</i>	Task 1.2.1.2 Identify, describe, and implement strategies for improving survival and retention of stocked CPM and RBS, including acclimation prior to stocking, size of fish stocked, time and location of stocking, physiological conditioning, and predator avoidance.	2009	2023	FWS, NMFWCO	As needed	See Task 1.1.2.3
<i>L</i>	Task 1.2.1.3 Identify and implement a method for tracking genetics of CPM and RBS in the San Juan River to determine if and to what extent wild-produced individuals depart from genetic structure of parental stock (hatchery derived).	2003	2023	FWS	As needed	SNARRC completed a CPM broodstock genetics analysis and included wild produced larvae. Genetic measurements of diversity were consistently low. Larvae were most similar to first generation broodstock collected in the Colorado River in 1991. Low measures of diversity were also identified in the overall broodstock at SNARRC. The result of this report was a recommendation to augment the broodstock to increase genetic diversity.
Goal 1.3— Support Operations and Maintenance of Facilities to Support CPM and RBS Stocking Programs.						
Action 1.3.1. Support production and grow-out facilities.						
<i>H</i>	Task 1.3.1.1 Support operation and maintenance of hatchery facilities at SNARRC for CPM and RBS production.	1994	2023	PO, FWS	Annually	The Program provided funding for this task via a SOW.
<i>H</i>	Task 1.3.1.3 Support operation and maintenance of NAPI grow-out ponds.	1994	2023	NN, FWS	Annually	The Program provided funding for this task via a SOW.
<i>H</i>	Task 1.3.1.4 Support operation, and maintenance of Horsethief Canyon Native Fish Facility (HCNFF), part of the larger Ouray National Fish Hatchery – Grand Valley Unit (ONFH-GVU) in Grand Junction, CO.	2013	2023	FWS ONFH-GVU	Annually	The Program provided funding for this task via a SOW.
Action 1.3.2 Implement a PIT tag marking program to insure all stocked and/or encountered endangered fish are fitted with PIT tags to track individual CPM and RBS in support of evaluation and assessment activities.						
<i>H</i>	Task 1.3.2.1 Procure adequate numbers of PIT tags for marking endangered fish.	1998	2023	BOR	Annually	Reclamation approved a DOI-wide contract for the procurement of PIT tags and related equipment. Tags were distributed to the appropriate principal investigators
<i>H</i>	Task 1.3.2.2 Install and maintain remote PIT tag detectors in the river to passively track fish presence/absence and movement.	2012	2023	BOR	Annually	Antennas were approved for installation at Ranchmans-Terrell ditch in the Animas River. Funds to replace variable frequency drive pumps at Hogback, which interfere with PIT tag antennas, were approved. Maintenance of antennas was conducted for those at PNM, Hogback, Piute Farms waterfall, McElmo Creek, and the Phase II habitat restoration site.

Table A2. Element 2 — Protection, Management, and Augmentation of Habitat

<i>P</i>	Tasks	Start Date	End Date	Who	Category	Status of Activity (focus on previous year)
Goal 2.1 Provide Suitable Habitat to Support Recovery of CPM and RBS Populations						
Action 2.1.1 Implement habitat restoration strategies to augment the function of river flow to create and maintain suitable habitat.						
<i>H</i>	Task 2.1.1.1 Develop and implement a plan for feasible habitat restoration strategies and implement such plan as funding becomes available.	2011	2023	BOR, BC, FWS, NN	As needed	A workshop was conducted that resulted in production of ideas and initial a next steps summary is currently being conducted by the BC with the intent to identify and implement projects.
Action 2.1.2 Create and maintain habitat complexity to minimize loss and degradation of habitat for the endangered fish in the SJR						
<i>C</i>	Task 2.1.2.1 Support implementation of TNC’s Conservation/Habitat Planning Project.	2015	2023	TNC, PO	Ongoing	Phase III funding was approved by the CC.
Action 2.1.3 Procure products, equipment, and materials in support of Goal 2.1 – 2.6						
<i>H</i>	Task 2.1.3.1 Obtain river videography	1999	2023	P.I.s	Annually	Post-peak release digital imagery was collected and included a second flight that quantified habitat at an increased baseflow (i.e, 1,500 cfs).
<i>H</i>	Task 2.1.3.2 Support operation and maintenance of San Juan River stream gages as necessary to monitor flows in the river.	1999	2023	BOR, PO	Annually	The Program supported funding USGS gages through a SOW to Reclamation.
Goal 2.2—Provide Suitable Flows to Support Recovery of CPM and RBS Populations.						
Action 2.2.1 Develop flow regimes to provide adequate flow and function to maintain habitat for CPM and RBS.						
<i>C</i>	Task 2.2.1.1 Implement flows that provide suitable habitat for endangered fishes and other native fishes in the San Juan River.	1999	2023	BOR, FWS, BC	Ongoing	Reclamation worked with the Program to time a maintenance release to peak Animas River flows. This resulted in meeting all flow recommendation targets except the 8,000 cfs, which was missed by one day.
<i>H</i>	Task 2.2.1.2 Develop and implement a process for evaluating and revising flow recommendations.	2016	2023	BOR, FWS, BC	Ongoing	Reclamation began a modeling exercise to determine how maintenance releases may impact the Program’s ability to meet the flow recommendations. Parameters to model climate change were also discussed and those modeling exercises begun.
Action 2.2.2 Develop and maintain a hydrology model to evaluate flow recommendations in the context of water supply and demand in the Basin.						
<i>C</i>	Task 2.2.2.1 Develop, evaluate, and refine a San Juan Basin hydrology model that provides a scientifically sound and biologically relevant representation of the San Juan River.	1995	2023	BOR, FWS	Ongoing	Reclamation completed model documentation.
<i>M</i>	Task 2.2.2.2 Conduct peer review of the hydrology model by qualified specialists not affiliated with the Program.	2015	2023	PO	Completed	A validation report was provided by BOR to the PO that was open for comments for the Generation IV hydrology model in 2016.
<i>H</i>	Task 2.2.2.3 Provide model analysis for the evaluation of flow recommendations.	1999	2023	BOR, FWS	As requested	See Task 2.2.1.2
Action 2.2.3 Coordinate with BOR on Navajo Dam operations.						
<i>H</i>	Task 2.2.3.1 Provide input and recommendations to Fish and Wildlife Service and Reclamation on alternate dam operations	2016	2023	BC, PO	Ongoing	See Task 2.2.1.1.

	when extreme hydrologic conditions prevent flow recommendations from being met.					
H	Task 2.2.3.2 Make determination of perturbation for Navajo Dam operations.	2000	2023	BOR, BC	Annually	No perturbation operations were required.
Action 2.2.4 Provide and protect flows in the San Juan River consistent with flow recommendations.						
C	Task 2.2.4.1 Develop and implement mechanisms for protecting water required to meet flow recommendations.	1999	2023	BOR	Pending	
C	Task 2.2.4.2 Develop contingency strategies to meet the functions provided by flow recommendations during extended periods of droughts.	2014	2023	BOR, FWS, BC	Ongoing	The “standard target elevation” continues to be 6,063 with a flexibility range to reduce to 6,050 to reduce the likelihood of shortage sharing.
M	Task 2.2.4.3 Collaborate with agricultural, municipal, and industrial water users in the San Juan Basin to promote water use efficiency savings and water market transactions that support environmental flows.	2015	2023	FWS, BOR, BC, TNC	Pending	
Goal 2.3—Provide Increased Range to Support Recovery of CPM and RBS Populations.						
Action 2.3.1 Identify blockages to fish passage at diversion structures in the San Juan River and provide and maintain fish passage where needed.						
C	Task 2.3.1.5 Investigate the need for fish passage at the Arizona Public Service Company (APS) Weir and provide and maintain fish passage, if deemed necessary.	2016	2023	BOR, FWS	Ongoing	Reclamation’s Technical Services Center and a USFWS fish expert was funded to provide a feasibility analysis for options designed to 30%.
C	Task 2.3.1.6 Investigate the need for fish passage at the Fruitland Diversion and provide and maintain fish passage, if deemed necessary.	2016	2023	BOR, FWS, NN	Ongoing	Engineering designs for the diversion dam were completed and fund transfer undertaken. The designs included installation of PIT tag antenna to allow assessment of fish passage.
H	Task 2.3.1.7 Investigate the need for passage of native and endangered fish from Lake Powell around the waterfall into the San Juan River and provide and maintain fish passage, if deemed necessary.	2016	2023	FWS, BOR, BC	Ongoing	Reclamation’s Technical Services Center and a USFWS fish expert were funded to provide a feasibility analysis for providing passage designs to 10% The Program funded a SOW to assess movement and reproductive contribution of Razorback Sucker upstream. Capital funds were approved and expended to provide a feasibility report on increasing trap and transport efficiency at the waterfall.
Action 2.3.2 Identify impediments to fish passage in San Juan River tributaries to increase range.						
H	Task 2.3.2.1 Investigate the need for fish passage at the Animas Pump Station #2 and provide and maintain fish passage, if deemed necessary.	2007	2023	BOR, FWS, BC	Ongoing	PIT tag wagon wheels were deployed and detected both species below the pump station; movement through and upstream of the pump station was not assessed.
H	Task 2.3.2.2 Investigate the need for fish passage at the Farmer’s Ditch Diversion and provide and maintain fish passage, if deemed necessary.	2007	2023	BOR, FWS, BC	Pending	
H	Task 2.3.2.3 Investigate the need for fish passage at other diversion structures in the Animas River and provide and maintain fish passage, if deemed necessary.	2007	2023	BOR, FWS, BC	Ongoing	

	Subtask-2.3.2.3.a Investigate the need for fish passage at Ranchman-Terrell’s ditch					Funding was approved to install PIT tag antennas at the Ranchman-Terrell’s ditches diversion which will be rehabilitated with a new diversion structure. The antenna will not be able to detect passage through the diversion but will monitor whether endangered fish are in the area and thus whether passage would need to be assessed further.
Action 2.3.3 Operate and maintain fish passages at diversion structures in the San Juan River.						
C	Task 2.3.3.1 Operate and maintain fish passage at the Public Service Company of New Mexico (PNM) Weir.	2003	2023	FWS, NN	Ongoing	The Navajo Nation obtained funds and contracted work to install pressurized hoses to remove sediment build up. Baffles and cobble were also installed within the passage to provide heterogeneous flow conditions.
Goal 2.4— Minimize fish entrainment at diversion structures in the San Juan Basin.						
Action 2.4.1 Identify diversions that could potentially entrain endangered fish in the San Juan River and remediate where necessary.						
C	Task 2.4.1.2 Investigate the need for and construct, if appropriate, a fish screen or deflection weir at the Arizona Public Service Company (APS) Weir.	2016	2023	BOR, BC, PO, FWS	Pending	
C	Task 2.4.1.3 Investigate the need for and construct, if appropriate, a fish screen or deflection weir at the Fruitland Canal.	2015	2023	BOR, BC, PO, FWS	Ongoing	Engineering designs were completed for a weir and fund transfer undertaken. The designs included installation of PIT tag antenna to allow assessment of entrainment.
H	Task 2.4.1.4 Investigate the need for and construct, if appropriate, a fish screen or deflection weir at the Jewett Valley Ditch.	2015	2023	BOR, FWS, BC, PO	Pending	
H	Task 2.4.1.5 Investigate the need for and construct, if appropriate, a fish screen or deflection weir at the San Juan Generating Station.	2015	2023	BOR, BC, PO, FWS	Pending	
H	Task 2.4.1.6 Investigate the need for and construct, if appropriate, a fish screen or deflection weir at the Farmer’s Mutual Ditch.	2015	2023	BOR, BC, PO, FWS	Pending	
Action 2.4.2 Identify diversions that could potentially entrain endangered fish in San Juan River tributaries and remediate where necessary.						
H	Task 2.4.2.1 Investigate the need for and construct, if appropriate, a fish screen or deflection weir at Animas Pump Station #2.	2015	2023	BOR, BC, PO, FWS	Pending	
H	Task 2.4.2.2 Investigate the need for and construct, if appropriate, a fish screen or deflection weir at the Farmer’s Ditch Diversion.	2015	2023	BOR, BC, PO, FWS	Pending	
H	Task 2.4.2.3 Investigate the need for and construct, if appropriate, a fish screen or deflection weir at other diversion structures in the Animas River.	2015	2023	BOR, BC, PO, FWS	Pending	Portable PIT tag antenna have been deployed to assess the presence of fish downstream of the City of Farmington’s weir at their pump station #2
Action 2.4.3 Operate and maintain fish entrainment prevention structures at diversions in the San Juan River.						
C	Task 2.4.3.1 Operate and maintain a fish deflection weir at the Hogback Diversion.	2013	2023	BOR, BC, PO, FWS, NN	Ongoing	Approval to replace the variable frequency drives, which prohibit testing the efficiency of the weir, was approved and funding awarded.
Goal 2.5—Provide Suitable Water Quality to Support Recovery of CPM and RBS Populations.						

Action 2.5.1 Describe water quality and identify potential problems to native and endangered fish.						
C	Task 2.5.1.1 Coordinate with other agencies to evaluate water quality of the San Juan River Basin and identify potential effects to native and endangered fishes.	1999	2023	FWS, BOR, BC	Pending	
C	Task 2.5.1.2 Compile and synthesize historic water quality information on the San Juan River to identify water quality parameters that may be detrimental to native and endangered fish species (e.g., mercury, selenium, polycyclic aromatic hydrocarbons [PAHs]).	1994	2023	FWS, BOR, BC	Pending	
C	Task 2.5.1.3 Conduct an evaluation of water quality as potential limiting factors to recovery.	1994	2023	FWS	Pending	The Bureau of Indian Affairs study on the effects of selenium was equivocal and efforts to redo the study are underway (see task 4.1.7.2).
Action 2.5.2 Remediate Water Quality Problems						
C	Task 2.5.2.1 Develop and implement a comprehensive contaminants monitoring plan to identify water quality threats to the endangered species.	2010	2023	FWS	Pending	
C	Task 2.5.2.2 Identify effects of contaminants on recovery of endangered fish.	2010	2023	FWS, BC	Pending	
C	Task 2.5.2.3 Provide assistance in developing recommended water quality criteria for problematic contaminants for consideration by state and federal water quality regulatory agencies when those agencies adopt enforceable water quality standards.	2010	2023	FWS	Pending	
Action 2.5.3 Minimize the risk of hazardous-materials spills in critical habitat.						
C	Task 2.5.3.1 Identify and remediate potential sources of hazardous materials in areas of designated critical habitat (e.g., petroleum-product pipelines within the 100-year floodplain, riverside retention ponds).	2012	2023	FWS, TNC	Pending	
C	Task 2.5.3.2 Review and recommend modifications to state and federal hazardous-materials spills emergency-response plans to ensure adequate protection for CPM and RBS populations from hazardous-materials spills.	TBD	2023	FWS, PO	Pending	
C	Task 2.5.3.3 Assess the need for and install emergency shut-off valves on problematic petroleum-product pipelines within the 100-year floodplain of critical habitat to minimize the potential of spills.	TBD	2023	FWS, PO	Pending	
C	Task 2.5.3.4 Develop Best Management Practices for heavy equipment use within the 100 year floodplain.	TBD	2023	FWS, PO	Pending	
Goal 2.6— Manage the Native Fish Community to Assist in Recovery of the Endangered Species.						
Action 2.6.1. Develop, implement, and evaluate the most effective strategies for maintaining the native fish community upon which the endangered species depend.						
H	Task 2.6.1.1. Use active capture techniques to assess native fish abundance.	1999	2023	P.I.'s	Annually	See Element 4

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<i>H</i>	Task 2.6.1.2. Conduct annual review of native fish abundance and potential implications to recovery of the endangered fish.	1999	2023	P.I.'s	Annually	See Element 4
<i>H</i>	Task 2.6.1.3 Develop a comprehensive management plan in conjunction with the non-native fish management plan and the endangered species augmentation plans and recovery goals.	2000	2023	PO, BC, FWS, NMDGF, UDWR	Ongoing	See Element 3

Table A3. Element 3 — Management of Nonnative Aquatic Species.

<i>P</i>	Tasks	Start Date	End Date	Who	Category	Status of Activity (focus on previous year)
Goal 3.1—Control Problematic Nonnative Fishes.						
Action 3.1.1 Develop, implement, and evaluate the most effective strategies for reducing problematic nonnative fish.						
<i>C</i>	Task 3.1.1.1 Mechanically remove nonnative fish to achieve objectives.	2002	2023	NMFWCO, UDWR	Annually	A total of 4,193 Channel Catfish were removed in winter trips. Exploitation rates during formal nonnative fish removal were 17% for Channel Catfish 300-399 mm TL, 28.5% for 400-499 mm TL, and 31% for fish >500 mm TL. Overall, the exploitation rate was 22.8%.
<i>C</i>	Task 3.1.1.2 Remove nonnative fish at selective fish passage structures.	2003	2023	NN, FWS	Annually	A total of 819 nonnative fish were removed at PNM while the passage was being operated selectively (25 June – 31 October).
<i>H</i>	Task 3.1.1.3 Remove nonnative fish during all Program research and monitoring activities.	1999	2023	P.I.s	Annually	This is standard operating procedure.
<i>C</i>	Task 3.1.1.4 Conduct annual review of success of nonnative fish control strategy.	1999	2023	FWS, UDWR, BC	Annually	
<i>C</i>	Task 3.1.1.5 Organize and conduct workshops, as necessary, to develop a comprehensive non-native species management plan, including measurable river wide objective to determine effects of removal effort on native and nonnative fishes.	2010	2023	NMFWCO, BC, PO	In Progress	See Task 2.6.1.3 and 3.1.1.4
<i>H</i>	Task 3.1.1.6 Establish target criteria for reduction of problematic nonnative fish species to estimate time, effort, and cost for controlling nonnative fishes.	2012	2023	BC, FWS	In Progress	See Task 3.1.1.5.
<i>H</i>	Task 3.1.1.7 Evaluate and implement effective alternative nonnative fish reduction methods.	2012	2023	FWS, BC	TBD	See Task 3.1.1.5.
Goal 3.2—Prevent introduction and establishment of other nonnative invasive species.						
Action 3.2.1 Ensure that sport fishing regulations and enforcement are consistent with endangered fish recovery.						
<i>M</i>	Task 3.2.1.1 Review sport fishing regulations and revise, as necessary, to ensure consistency with endangered fish recovery.	1999	2023	States, NN, PO, BC	TBD	See Tasks 3.2.2.1 and 3.2.2.2.
<i>M</i>	Task 3.2.1.2 Collaborate with state and tribal agencies to enforce fishing regulations.	1999	2023	States, NN, PO, BC	TBD	See Tasks 3.2.2.1 and 3.2.2.2.
Action 3.2.2 Develop and implement policies and agreements among stakeholders on nonnative game fish management to prevent introduction of invasive species						
<i>C</i>	Task 3.2.2.1 Develop and implement a sport fish stocking policy among the states and tribes.	2009	2023	States, NN, PO, BC	In Progress	A final version was sent to participating entities for signature.
<i>H</i>	Task 3.2.2.2 Execute agreements among the states and tribes to prevent the spread of nonnative invasive species.	2009	2023	States, NN, PO, BC	In Progress	See Task 3.2.2.1
Action 3.2.3 Identify potential invasive nonnative species and control their introduction and escapement into the main river, floodplain, and tributaries.						

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<i>L</i>	Task 3.2.3.1 Consolidate all information for a comprehensive report and risk assessment of waterfall inundation and associated immigration of nonnative fish from Lake Powell including options and recommendations for potential management actions.	TBD	TBD	PO, BC	TBD	
<i>C</i>	Task 3.2.3.2 Develop a plan to control non-native fish entering the SJR from Lake Powell and be prepared to implement when the lake refills.	TBD	TBD	PO, BC	As needed	
<i>H</i>	Task 3.2.3.3 Identify major sources of nonnative fish from tributaries and off-channel features to minimize reinvasion of riverine habitats by problematic species.	TBD	TBD	BC	As needed	
<i>C</i>	Task 3.2.3.4 Implement measures to reduce escapement of nonnative fish from tributaries and off-channel features, as necessary.	2009	TBD	PO, BOR, FWS	As needed	
<i>H</i>	Task 3.2.3.5 Coordinate with other programs, agencies, and activities to track occurrences of nonnative species in the San Juan River Basin and, if a potential invasive species problem is identified, develop and implement preventive actions as appropriate.	1999	2023	PO, BC, States	Ongoing	Channel Catfish is currently the primary nonnative species of concern in the San Juan River. However, all nonnative fishes encountered during the Program’s nonnative fish removal efforts are removed. No other invasive species problem has been identified in the San Juan River at this time.

Table A4. Element 4 — Monitoring and Evaluation of Fish and Habitat in Support of Recovery Actions.

<i>P</i>	Tasks	Start Date	End Date	Who	Category	Status of Activity (focus on previous year)
Goal 4.1—Monitor Fish Populations of the San Juan River.						
Action 4.1.1 Develop a Standardized Monitoring Plan for fish.						
<i>M</i>	Task 4.1.1.1 Develop and revise, as needed, a Standardized Fish Monitoring Plan to assess the presence, status, and trends of CPM, RBS, and fish community.	2000	2023	PO, BC, FWS, NMDGF, UDWR	As needed	The long-term adult community monitoring plan was revised to a multi-pass, capture/recapture methodology to estimate endangered fishes age-specific population estimates and survival. The larval monitoring SOW included sampling below the Piute Farms waterfall and continued to sample from the area of the Animas and San Juan rivers' confluence downstream to river mile 168. Small-bodied fishes monitoring sampling area was amended to sample from Shiprock, NM (RM 148) to Clay Hills, UT (RM 3).
<i>H</i>	Task 4.1.1.2 Analyze and evaluate monitoring data and produce Annual Fish Monitoring Reports to ensure that the best sampling design and strategies are employed.	2000	2023	PO, BC, P.I.'s	Annually	BC members review and provide comments on draft annual reports. The P.I.s then incorporate those comments or provide a response to comments into their final report.
<i>H</i>	Task 4.1.1.3 Organize and conduct Monitoring Plan Workshops, as necessary, to coordinate sampling design, data collection, and desired precision and detection levels for detecting responses.	2000	2023	PO, BC	As needed	The last workshop to assess these needs was conducted in 2009.
Action 4.1.2 Implement a Standardized Monitoring Plan to track the presence, status and trends of endangered fish populations.						
<i>H</i>	Task 4.1.2.1 Conduct larval fish sampling to determine if reproduction is occurring, locate spawning and nursery areas, and to gauge the extent of annual reproduction.	1998	2023	P.I.s	Annually	2019 sampling documented the furthest upstream detection of Razorback Sucker, which was in the Animas River ~2 river miles upstream from the confluence with the San Juan River. Razorback Sucker larvae were collected from that upstream collection to below the Piute Farms waterfall downstream to river mile -13. Colorado Pikeminnow larvae were detected from the confluence with the Mancos downstream to 13 miles below the Piute Farms waterfall.
<i>H</i>	Task 4.1.2.2 Conduct juvenile and small-bodied fish sampling to determine if young fish are surviving and recruiting into the population and locate the areas and habitat used for rearing.	1998	2023	P.I.s	Annually	No age-0 Razorback Sucker were captured and 12 wild age-0 Colorado Pikeminnow were collected.
<i>H</i>	Task 4.1.2.3 Conduct adult fish sampling to estimate densities of fish (CPUE) and estimates of population size (mark-recapture estimates).	1998	2023	P.I.s	Annually	Demographic monitoring to estimate survival and obtain size class estimates was conducted. This was the first year of a three year effort. See Task 4.1.1.1 and 4.1.4.2.
<i>H</i>	Task 4.1.2.4 Conduct fish studies in the SJR Arm of Lake Powell as needed to assess presence/absence of SJR endangered fish populations	2011	2023	P.I.s, FWS, PO, BC	As needed	A study documenting the exchange of Razorback Sucker between Lake Powell and the San Juan River arm below Piute Farms waterfall was completed. This study estimated that ~722 Razorback Suckers moved between the two. Larval Colorado Pikeminnow (n=114) and Razorback Sucker (n=65) were captured in the inflow area (see Task 4.1.2.1).

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H	Task 4.1.2.5 Deposit, process, and secure SJR fish specimens, field notes, and associated data at an organized permanent repository.	1987	2023	P.I.s	Annually	In addition to curation and deposition, species identification and data are verified, entered into an electronic catalog, and geo-referenced in ArcView.
H	Task 4.1.2.6 Collect scales, otoliths, and/or fin rays from fish captured during monitoring and nonnative fish removal activities for future analyses.	2012	2023	P.I.s	Ongoing	Field crews have the materials to collect these fin rays when Razorback Sucker <300 mm TL and without a PIT tag are collected.
Action 4.1.3 Collect data on the endangered fish and native and nonnative fish communities during other Program management activities, when possible						
H	Task 4.1.3.1 Collect data on the endangered fish and native fish community during nonnative fish control activities to aid in tracking the presence, status and trends of endangered fish populations.	1998	2023	FWS, BC, UDWR	As needed	Only nonnative fishes were collected during nonnative fish control in 2019 to reduce the impact to endangered and other native fish community by capture and handling.
H	Task 4.1.3.2 Collect data on the endangered fish and native fish community during PNM selective fish passage operations to aid in tracking the presence, status and trends of endangered fish populations.	2003	2023	FWS, NN	Ongoing	The passage was operated as non-selective from March 1 through June 1 and then selectively until October 31. During non-selective operations, tagged endangered fish were detected passing through the facility by PIT tag antennas. Almost 600 Razorback Sucker and 14 Colorado Pikeminnow passed passively. During selective operations 82 Razorback Sucker, 123 Colorado Pikeminnow, and 3,173 other native fishes were passed upstream.
Action 4.1.4 Obtain reliable population estimates of CPM and RBS.						
H	Task 4.1.4.2 Use mark-recapture population estimators, when available, in conjunction with catch rate estimators, to provide reliable estimates of adults, subadults, survival, and recruitment consistent with recovery goals criteria to gauge recovery of CPM and RBS.	1998	2023	FWS, BC, P.I.s	Ongoing	A scope of work is in place to estimate abundance of both Colorado Pikeminnow and Razorback Sucker in a three out of five-year period. The first year of this effort was conducted in 2019. Coefficients of variation were too high for accurate estimates for Colorado Pikeminnow but abundance estimates were 210 age-1, 748 age-2, 1053 age-3, 142 age-4 fish. The coefficients of variation were better for Razorback Sucker and abundance estimates were 991 juveniles and 2,796 adults.
H	Task 4.1.4.3 Analyze mark-recapture data with methods used by Bestgen et al. (2009) to estimate survival rates of RBS.	2009	2023	PO, BC	Ongoing	See 4.1.4.32. At least three years of data are needed to estimate survival. Survival will be estimated for RBS in 2021 after the third year of Demographic Monitoring.
H	Task 4.1.4.4 Conduct Population Estimation Workshops, as necessary, to evaluate population estimators used in other systems to identify the most reliable and suitable estimator(s) for CPM and RBS.	1999	2023	PO, BC	As needed	
Action 4.1.5 Evaluate status and success of stocked CPM and RBS.						
H	Task 4.1.5.1 Determine survival and recruitment of stocked CPM and RBS to assess stocking success and to determine when to implement mark-recapture population estimates.	2009	2023	FWS, BC	Ongoing	See 4.1.2.3.
Action 4.1.6 Evaluate the risk of hybridization among sucker species.						

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M	Task 4.1.6.1 Quantify the extent of hybridization among native suckers to determine if stocking large numbers of hatchery RBSS into the San Juan River will reduce genetic diversity and viability of RBS and/or FMS.	2002	2023	BC, P.I.s	Ongoing	Observational surveys are conducted in conjunction with annual monitoring. The analysis of larvae to determine the number of breeders has identified F1 and F2 RBS/FMS hybrid individuals.
M	Task 4.1.6.2 Quantify the extent of hybridization between native suckers with nonnative White Suckers to determine if hybridization is reducing genetic diversity and viability of native suckers (i.e., RBS, FMS, BHS).	2002	2023	BC, P.I.s	As needed	
M	Task 4.1.6.3 Identify and implement necessary actions to minimize hybridization among native suckers and nonnative suckers.	TBD	2023	BC, P.I.s	As needed	
Action 4.1.7. Monitor health of fish in the San Juan River to ensure adequate protection from diseases and parasites.						
C	Task 4.1.7.1 Track health of fish in the San Juan River to ensure adequate protection from diseases and parasites.	1998	2023	PO, P.I.s	As needed	
C	Task 4.1.7.2 Investigate potential health problems, identify causes, and recommend corrective actions if any indications of poor health are of concern.	1998	2023	P.O., BC, P.I.s	Ongoing	Larval fish opercular deformities were analyzed for frequency of occurrence in Barkstedt et al. 2018. The frequency of deformities were three times higher in Razorback Sucker than Bluehead Sucker and five times higher than Flannelmouth Sucker. BIA conducted an initial study of the effects of selenium on Razorback Sucker and obtained the funds to redo the study because the fish did not eat the feed containing selenium. Efforts to begin a study on the effects of mercury on Colorado Pikeminnow began by testing whether the fish could be dosed through feed.
Goal 4.2—Monitor Habitat Availability and Use.						
Action 4.2.1 Develop a standardized monitoring program for habitat.						
M	Task 4.2.1.1 Develop and revise Standardized Habitat Monitoring Plan.	1999	2023	BC	As needed	The last workshop to assess these needs was conducted in 2012.
M	Task 4.2.1.2 Organize and conduct Habitat Monitoring and Mapping Workshops, as necessary, to refine and improve habitat evaluation methods.	1999	2023	PO, BC	As needed	See Task 4.2.1.1
Action 4.2.2 Implement a standardized monitoring program for habitat.						
	Task 4.2.2.1 Map habitat at different flows as described in the Standardized Habitat Monitoring Plan	1999	2023	P.I.s	As needed	In 2019, habitat mapping was conducted at flows of 684 and 1,431 cfs to assess impact on habitat from a potential elevation of base flow.
H	Task 4.2.2.2 Monitor long-term habitat response of the river channel to flow recommendations.	1999	2023	BC	Annually	This is conducted annually
C	Task 4.2.2.3 Monitor water quality in the San Juan River	1999	2023	FWS, BIA, BOR	Ongoing	See Goal 2.5
H	Task 4.2.2.4 Monitor stream flows	1999	2023	BOR, USGS	Annually	Provided by the USGS and supported by a Program SOW

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C	Task 4.2.2.5 Monitor water temperature	1999	2023	BOR, USGS	Annually	Provided by the USGS and supported by a Program SOW
Action 4.2.3 Identify, characterize, and quantify suitable habitat.						
H	Task 4.2.3.1 Assess data collected to identify and describe flow-habitat relationships.	2012	2023	PO, BC	Ongoing	These relationships are being analyzed in Lamarra et al., “High spring flows increase low-velocity habitats and stream channel complexity in a highly modified western river”. The results of the analysis have been presented at BC, CC, and annual meetings since 2018 and including the 2019 larval Razorback Sucker habitat workshop.
M	Task 4.2.3.2 Identify habitats and areas of essential habitat to native and endangered fishes at different volumes of water released (including timing and duration) from Navajo Dam.	2013	2023	PO, BC	Pending	
C	Task 4.2.3.3 Determine the extent various flow releases from Navajo Dam have on the seasonal and longitudinal distributions of endangered fishes and other native and nonnative fish.	2013	2023	PO, BC	Ongoing	A combination of historical and current data (genetic (N _b) and larval and small-bodied fish collections) suggest that peak releases support Colorado Pikeminnow reproduction in years of a high flow releases and Razorback Sucker in low water years after years of high spring peak flows.
M	Task 4.2.3.4 Characterize channel geomorphology and river channel dynamics to better understand flow-habitat relationships.	2013	2023	PO, BC	Pending	
Action 4.2.4 Identify and refine habitat/fish relationships.						
H	Task 4.2.4.1 Identify and quantify principal river reaches and attributes of habitats important to each life stage of endangered fish.	2010	2023	FWS, BC	Pending	
H	Task 4.2.4.2 Relate geo-referenced fish capture data to habitat data, as needed.	1999	2023	P.I.s, PO	As needed	
H	Task 4.2.4.3 Determine, to the extent possible, habitat/fish relationships, the level of data needed to accomplish this, and the cost of collecting the data.	1999	2023	FWS, BC	Pending	
Goal 4.3— Monitor and Evaluate Habitat Restoration Strategies and Projects						
Action 4.3.1 Evaluate and implement habitat restoration strategies to augment the function of river flow to create and maintain suitable habitat.						
C	Task 4.3.1.1 Use data and information gathered from habitat assessments as the foundation for identifying and evaluating the need to implement other recovery actions, including but not limited to, habitat modification (flow or mechanically induced) and population augmentation.	1999	2023	FWS, BC	Ongoing	Flow recommendations were implemented and evaluated using the standardized methodology that guides the Program’s annual and long-term monitoring activities (Program 2012b). Monitoring of TNC’s Phase I and II habitat restoration sites is ongoing (SOW 15-31).
H	Task 4.3.1.2 Evaluate construction of backwater habitats to serve as low-velocity nursery habitat if lack of backwater habitat is found to be limiting recovery.	2011	2023	BOR, PO, BC NN, TNC	Ongoing	Funds were approved for construction of the Phase III wetland to provide a large stable zero velocity habitat. This project serves as habitat creation and a test of the concept that the lack of consistently available low-velocity habitat is limiting Razorback Sucker larval to juvenile recruitment.

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H	Task 4.3.1.3 Evaluate selective nonnative vegetation removal in conjunction with high flow conditions for habitat creation and maintenance.	2013	2023	BOR, BC, FWS, NN	Pending	A SOW was approved for 2020 that will remove vegetation and sediment at key side channel interfaces prior to spring runoff to open secondaries and create more low velocity habitat.
M	Task 4.3.1.4 Evaluate large-scale nonnative vegetation control, as feasible and necessary.	2013	2023	BOR, BC, FWS, NN	Pending	
H	Task 4.3.1.5 Evaluate non-flow alternatives that would work in conjunction with flows to meet the functions provided by flow recommendations.	2011	2023	BOR, FWS, BC	Pending	
H	Task 4.3.1.6 Monitor TNC's restoration sites	2011	2023	BC, PI's	Annually	Larval and small-bodied monitoring continue to be conducted at these sites. Lamarra et al. conducted a review of the capture data and PIT tag data showing larger fish used the outlet of Phase II.
Goal 4.4— Integrate And Synthesize Monitoring Data And Information To Evaluate Fish Community And Ecosystem Responses To Recovery Actions.						
Action 4.4.1 Describe life history parameters of wild CPM and RBS.						
C	Task 4.4.1.1 Document and quantify reproduction, survival, and recruitment.	1992	2023	FWS, BC	Annually	Documented within larval fish, small-bodied fish, and demographic monitoring annual reports.
Action 4.4.2 Develop fish community and ecosystem response strategies and implement appropriate monitoring and research strategies to evaluate ecosystem response.						
H	Task 4.4.2.1 Develop a centralized database that incorporates all data from standardized monitoring and integrate into the Program database.	2007	2023	PO, BC	Ongoing	Data are provided to the Program Office annually
H	Task 4.4.2.2 Use previous and current data collected during ongoing investigations to characterize dynamics of native fishes and their response to management activities intended to improve status of listed species.	1992	2023	PO, UNM, P.I.s., BC	Ongoing	Initiated in 2019 and published in 2020 in several scientific journals: Clark Barkalow S., et al. 2020. Otoliths reveal spawning ecology and early life history of sympatric Catostomids. <i>North American Journal of Fisheries Management</i> Gilbert, et al. 2020. Efficacy of fluorescent calcein mark retention and identification in endangered Colorado pikeminnow <i>Ptychocheilus lucius</i> . <i>Fisheries Management and Ecology</i> . Hedden, S., et al. 2020. Quantifying consumption of native fishes by nonnative Channel Catfish in a desert river. <i>North American Journal of Fisheries Management</i> . Pennock, et al. 2020. Movement ecology of imperiled fish in a novel ecosystem: River-reservoir movements by razorback sucker and translocations to aid conservation. <i>Aquatic Conservation Marine and Freshwater Ecosystems</i> Manuscripts in preparation: Franssen, N.R., S.L. Durst, D. Lamarra, and V. Lamarra. Habitat response to San Juan River managed flow regime.
M	Task 4.4.2.3 Update SJR population model and use with other existing data to evaluate fish community response to recovery actions.	2006	2023	PO, BC	As needed	

<i>H</i>	Task 4.4.3.1 Develop and implement an integrated fish and habitat monitoring plan that includes an annual process for assessing and modifying monitoring activities so that current status of native and endangered fish populations and habitat can be assessed and progress toward recovery can be determined.	1999	2023	PO, BC	Ongoing	See Action 4.1.1, 4.1.2, 4.2.1, 4.2.2, and 4.2.4.
Action 4.4.3 Use data from monitoring and management actions and research information to evaluate and modify recovery activities, as necessary, to ensure progress toward recovery.						
<i>C</i>	Task 4.4.3.1 Identify, describe, and implement strategies for improving long-term survival and recruitment of CPM and RBS including but not limited to nonnative fish removal, enhancing habitat and food resources, enhancing genetic diversity and viability, and mitigating barriers to range fragmentation.	1999	2023	PO, BC	Ongoing	See Element 1, 2, and 3.
<i>H</i>	Task 4.4.3.2 Use data and information gathered from fish surveys, hatchery augmentation, and survival studies to describe best strategies for establishing wild populations of endangered fish to maintain a healthy native fish community.	1999	2023	PO, BC	Ongoing	See Element 1 and 4
<i>H</i>	Task 4.4.3.3 Use data and information gathered from nonnative fish efforts to evaluate effects of nonnative fish control on distribution, abundance, and demographics (e.g., fish size, age, sexual maturity) of the endangered fish populations, the native fish community, and nonnative fish populations.	2008	2023	FWS, BC	Ongoing	See Element 3 and 4
<i>C</i>	Task 4.4.3.4 Use data and information gathered from habitat assessments as the foundation for evaluating the effectiveness of the flow recommendations and operations decision criteria for Navajo Dam in providing suitable habitat for the endangered fish.	1999	2023	FWS, BC	Ongoing	See Element 2 and 4
Action 4.4.4. Review and evaluate San Juan River stream flow in light of hydrology variability.						
<i>H</i>	Task 4.4.4.1 Conduct a comprehensive analysis of hydrologic variability in the San Juan River.	2014	2023	BOR, FWS	As needed	Gen4 of the San Juan Basin Hydrology Model documentation and current model runs were finalized.
<i>H</i>	Task 4.4.4.2 Evaluate the possible and most probable impacts of hydrologic variability on future water availability.	2014	2023	BOR, FWS	Pending	The Bureau of Reclamation initiated model development to assess impacts from climate change.
<i>H</i>	Task 4.4.4.3 Evaluate ability of the river to meet the functions provided by the flow recommendations during extended periods of drought.	2014	2023	BOR, FWS, BC	Pending	
Goal 4.5— Identify and Conduct Research and Monitoring in Support of Recovery Actions						
Action 4.5.1 Annually identify potential project/activities/questions/information needs (ongoing list).						
<i>H</i>	Task 4.5.1.1 Annually, following review of the previous year's findings and data integration, identify and prioritize new projects, activities, questions, and information needs to be addressed in future work plans.	2000	2023	BC, FWS, CC, PO	Ongoing	Annually conducted at the BC's fall meeting
Action 4.5.2 Implement project/activities as necessary to obtain needed information.						

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	Task 4.5.2.2 Develop and conduct a study/monitoring plan to assess the effectiveness of the Hogback fish weir in preventing entrainment of endangered and native fish.	2014	2023	BOR	Ongoing	Funding was approved to replace the variable frequency drive pumps that interfere with PIT tag antenna data collection.
	Task 4.5.2.3 Determine how to distinguish stocked fish from naturally produced fish.	2013	2023	ASIR, FWS, PO, NMDGF	Ongoing	The Program stocks Razorback Sucker > 300 mm total length or if smaller sizes stocked, requests a method to distinguish between stocked and wild fish. Age-0 Colorado Pikeminnow were not produced for stocking in 2019 because peak flows were expected to result in reproduction. The Program decided to switch from stocking age-0 fish to PIT tagged age-1 fish. This will allow for wild Colorado Pikeminnow to be distinguished from hatchery-origin CPM. A CPM stocking alternatives plan is currently in review which addresses stocking alternatives to minimize stocked CPM that cannot be distinguished from wild produced CPM.

Table A5. Element 5 — Program Coordination and Assessment of Progress toward Recovery.

<i>P</i>	Tasks	Start Date	End Date	Who	Category	Status of Activity (focus on previous year)
Goal 5.1—Facilitate Program Planning and Management.						
Action 5.1.1 Provide Ongoing Program Management.						
<i>H</i>	Task 5.1.1.1 Coordinate and schedule meetings and activities of the CC and the technical committees, as necessary.	1992	2023	PO	As Needed	All BC, CC, and annual meetings were coordinated by the Program Office
<i>H</i>	Task 5.1.1.2 Annually review and update the LRP to reflect new information, new projects and Program progress.	1995	2023	PO, BC, CC	Annually	The LRP Appendix was updated
<i>H</i>	Task 5.1.1.3 Convene annual Program coordination meetings to review the preceding year’s monitoring, recovery and research data; assess progress toward recovery; and provide recommendations to modify the LRP.	1995	2023	PO, BOR	Annually	The Program Annual Meeting was held
<i>H</i>	Task 5.1.1.4 Develop list of prioritized actions and projects for the AWP that most benefit recovery of the endangered fish populations.	1995	2023	BC, PO	Annually	During fall and winter BC meetings, priorities were developed based on prior year’s data and other program priorities.
<i>H</i>	Task 5.1.1.5 Develop and issue Requests for Proposals (RFPs) and request SOWs for projects that most benefit recovery of the endangered fish populations.	1995	2023	PO, BOR	Annually	SOWs were submitted as indicated by the annual work plan schedule.
<i>H</i>	Task 5.1.1.6 Assemble and review annual SOW to identify most suitable projects for funding and implementation.	1995	2023	PO, BOR	Annually	All submitted SOWs were reviewed by the BC for technical merit and those recommended to the CC were incorporated into the AWP approved by the CC.
Action 5.1.2 Oversee and Conduct Endangered Species Act Compliance.						
<i>H</i>	Task 5.1.2.1 Administer Program and review BOs consistent with the Program’s Principles.	1995	2023	PO	Ongoing	The Program Office continued to administer the Program and review biological opinions. The Ranchmans-Terrell ditch improvement project was ultimately concluded consistent with the Program’s Principles and is in the process of being amended to include fish passage and entrainment monitoring supported by the Program.
<i>H</i>	Task 5.1.2.2 Monitor and ensure implementation of Program actions identified as RPAs and RPMs in BOs.	1995	2023	PO	Ongoing	See Task 5.1.2.1
Goal 5.2— Ensure Integration and Synthesis of Information to Evaluate Program Progress Toward Recovery.						
Action 5.2.1 Synthesize and evaluate information from all studies for Program to evaluate progress toward recovery.						
<i>H</i>	Task 5.2.1.1 Establish and maintain a Program database of information collected under the various Program projects including all rare fish collections.	1995	2023	PO	Annually	See Task 1.2.1.1 and 4.4.2.1
<i>H</i>	Task 5.2.1.2 Conduct annual Program reviews and develop annual reports that integrate monitoring and research data and results to track and assess yearly Program progress toward recovery.	1995	2023	PO, BC	Annually	See Task 5.2.1.3

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H	Task 5.2.1.3 Conduct a biennial comprehensive review and assessment of Program progress towards recovery (i.e., Sufficient Progress Report).	2014	2023	PO, CC, FWS	Biennially	The “Sufficient Progress” was signed by the FWS in 2019.
Action 5.2.2 Ensure new information is identified and developed, as necessary to achieve Program goals and Assess Progress Toward Recovery.						
C	Task 5.2.2.1 Coordinate and oversee development of revisions to the SJRB Hydrology Model and the Program’s flow recommendations.	2008	2023	PO, BOR	In progress	Model documentation was developed and provided to the Program
C	Task 5.2.2.2 Develop positive population response criteria for the CPM and RBS for 2012-2016 to meet recovery demographic criteria for downlisting and delisting specified in recovery goals/plans adopted by the Service.	2012	2018	FWS, PO, BC	Completed	See Program “Pathways” document completed in 2018.
C	Task 5.2.2.3 Identify and evaluate limiting factors and determine necessary research to identify actions that will minimize or remove these limiting factors to recovery.	2002	2023	FWS	Ongoing	Phase III habitat project was approved and is being implemented to assess the need for zero velocity habitat to alleviate Razorback Sucker recruitment bottleneck between the larval and juvenile stage.
C	Task 5.2.2.4 Use monitoring and research information to evaluate and use adaptive management strategies to modify recovery activities, as necessary, to ensure progress toward recovery.	2012	2023	FWS	Annually	Program activities are adjusted/modified based on current monitoring and research information.
H	Task 5.2.2.5 Develop interim recovery benchmarks for recovering the CPM and RBS by 2023 that are tied to monitoring data and are consistent with the species recovery plans and goals, Positive Population Criteria, Sufficient Progress Assessment, LRP, and Program Document.	2014	2018	FWS, BC	Completed	See Task 5.2.2.2
Action 5.2.3 Ensure Scientific Integrity of Program Information and Coordination with other Associated Programs, Projects, and Studies.						
H	Task 5.2.3.1 Maintain a standardized process for peer review by qualified specialists in appropriate technical disciplines for significant Program science projects and reports.	1997	2023	PO, BOR	Annually	The Program supports a SOW for peer review
H	Task 5.2.3.2 Coordinate with activities of the Upper Colorado River Endangered Fish Program and other related programs and promote participation by Program partners.	1992	2023	PO, BC	Annually	The PO coordinated with UCREFP on post-2023 activities, species status assessments, downlisting documents, Colorado Pikeminnow broodstock collection, and outreach activities.
Goal 5.3—Facilitate Contract and Funding Management.						
Action 5.3.1 Ensure appropriate and legal contract and funding practices.						
C	Task 5.3.1.1 Maintain and distribute annual base and capital funds allocated under the AWP by each funding source.	1992	2023	BOR, PO	Annually	The PO worked with the Bureau of Reclamation to maintain and distribute annual base and capital funds allocated under the AWP.
H	Task 5.3.1.2 Administer Program contracts and provide an accounting of Program funds expended at the end of each federal fiscal year.	1992	2023	BOR, PO	Annually	Reclamation provided an accounting of Program funds.
H	Task 5.3.1.3 Manage Capital Improvement Program to maintain records showing the distribution and expenditures of capital funds under the AWP by each funding source, and provide an	1992	2023	BOR, PO	Annually	Reclamation managed the Capital Improvement Program and provided the PO expenditure records.

accounting of funds expended at the end of each federal fiscal year.						
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Table A6. Element 6.—Information and Education.

<i>P</i>	Tasks	Start Date	End Date	Who	Category	Status of Activity (focus on previous year)
Goal 6.1 Increase Public Awareness and Support for the Endangered Fishes and the Recovery Program.						
Action 6.1.1 Provide information to the public on the Recovery Program.						
<i>H</i>	Task 6.1.1.1 Provide information through news articles, press releases, radio and television ads, and other media in Farmington, Durango, Albuquerque, and others in the area to inform the public of Program activities.	1992	2023	PO	Ongoing	Sent out a press release pertaining to collection of wild age-0 Razorback Sucker which was picked up in at least 7 outlets that included local, tribal, regional, and national press. Provided 6 articles to be published in Swimming Upstream, and supported publication of that document through a SOW to the UCREFP.
<i>H</i>	Task 6.1.1.2 Provide notification of meeting times, dates, locations, and draft agendas for committee meetings to interested parties 30 days in advance of the meeting.	1992	2023	PO	Ongoing	Notification of all meetings and agendas were provided to interested parties and public notification of meetings was published in local newspapers and outlets.
<i>H</i>	Task 6.1.1.3 Maintain a Recovery Program Website.	2000	2023	PO	Ongoing	http://www.fws.gov/southwest/sjrip/
<i>H</i>	Task 6.1.1.4 Develop Program brochure.	2012	2023	PO	Annually	Participated in development of Program Highlights brochure and supported its publication through a SOW to the UCREFP. Brochures and program highlights were developed.
Action 6.1.2 Coordinate public outreach with Upper Basin Recovery Program.						
<i>H</i>	Task 6.1.2.1 Develop and maintain a formal outreach support agreement between the San Juan River Basin Recovery Implementation Program and the Upper Colorado River Endangered Fish Recovery Program.	1999	2023	PO	Annually	Funds provided to the UCREFP Outreach Coordinator
<i>H</i>	Task 6.1.2.2 Develop and exchange information and materials to incorporate into PowerPoint presentations, newsletters, Program highlights and Program displays.	1999	2023	PO	Ongoing	Requests for information and images were all fulfilled
<i>H</i>	Task 6.1.2.3 Participate in selected outreach efforts at local, state, and regional water development conferences.	1999	2023	PO	Ongoing	Attend and present at three public events (Colorado River Water Users Association conference, Biennial Conference of Science and Management on the Colorado Plateau & Southwest Region, and the Farmington River Festival). Provided SJRIP updates for other various conferences to the Upper Program and participate in the publication of the Program Highlights and Swimming Upstream for both Recovery Programs.