



From the Office of the Director, John Hilsinger
Alaska Department of Fish and Game
Division of Commercial Fisheries

2008 Director's Achievement Awards for **OUTSTANDING SERVICE**

The Director's Achievement Award for Outstanding Service is given to employees whose performance is clearly superior to that of others in similar positions or to employees who have made significant contributions to the division over the last year. Candidates for an award are nominated by staff through their respective Regional Supervisors or Section Chiefs. The Director's Achievement Award for Meritorious Service is the highest award given by the division to an employee who has shown excellence in his or her work during the preceding year or years. I am pleased to announce that the following individuals have been selected to receive the Director's Achievement Awards for 2008.



Felrose Yadao • Region I
Accounting Technician II, Douglas



Marnee Beverage • Region II
Fish and Game Program Technician, Homer



Jim Menard • Region III
Fishery Biologist III, Nome



Forrest Bowers • Region IV
Fishery Biologist III, Dutch Harbor



Ted Meyers • Headquarters
Fisheries Scientist I, Juneau



Dan Bergstrom • Region III
Fishery Biologist IV, Anchorage
MERITORIOUS SERVICE AWARD



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Felrose Yadao • Region I
Accounting Technician II • Douglas



Felrose Yadao has worked for the Alaska Department of Fish and Game since 2001. During her tenure she has worked at the permits counter, at headquarters in the Licensing section, and as lead Accounting Technician in the regional office. She has done a great job with all her positions, and is a pleasure to work with.

While working as an Administrative Clerk II, Felrose developed a great rapport with coworkers, fishermen and the public, answering questions and issuing fishing permits. She learned all the diverse procedures and seamlessly got the work done.

In 2002 she accepted a promotion as an Accounting Clerk II at headquarters in the Licensing section. There she was responsible for accounting tasks related to vendor license and big game tag

sales. She was also responsible for maintaining Alaska Statewide Accounting System vendor files.

Felrose returned to the regional office in 2005 as an Accounting Technician I. She was later promoted to Accounting Technician II. In this role Felrose has been responsible for assuring a wide array of accounting and administrative services are delivered accurately and in a timely fashion.

Processing invoice payments, One Card transactions, encumbrances and Agency Journal Entries is no small task. Felrose has made sure documents were obtained, that staff were trained appropriately and that transactions were processed quickly and accurately. Her analytical skills and willingness to learn have been very helpful.

As the state migrated to the State Travel Office, Felrose became the go-to person for questions on travel. Together with her team, she taught people how to use the State Travel Office, and helped them complete post-travel paperwork. She also has effectively managed the federally reimbursed travel program within the region.

Administrative work is always done in teams. Felrose's ability to work cooperatively with others has been a great boon to the region. The good relations she has fostered with other divisions, peers and the public has made things function more smoothly. She makes the regional administrative office a nicer place to work. Felrose's diligent efforts and pleasant demeanor are a great asset to the department. Her contributions merit recognition through this 2008 Director's Achievement Award for Outstanding Service.



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Marnee Beverage • Region II Fish and Game Program Technician, Homer



Marnee Beverage moved from her home state of Washington to Alaska in 1980 and began her career with the Alaska Department of Fish and Game in 1983 as a Clerk Typist III for the Division of

Commercial Fisheries in the Cordova area office. In 1986, she accepted a lateral transfer to Homer and her position was later reclassified to a Field Office Assistant to better identify her role with the department. Later, Marnee was instrumental in establishing the current Fish and Game Program Technician classification, resulting in not only a two-range increase but a job classification that enables the "field office assistant" to perform both administrative and programmatic tasks to support the area management biologists and their programs. This classification is in use around the state.

As her position is the only current year-round administrative position in the Homer office, Marnee provides clerical and administrative support for both full-time and seasonal positions, not only within her own division but occasionally for the Divisions of Sport Fish and Wildlife Conservation as well. Her accounting responsibilities include expense tracking and coding for a wide variety of Division of Commercial Fisheries projects that can cumulatively total more than 1.9 million dollars in funds annually. Coupled with her tasks supporting local staff through the maze of hiring, time sheets, employment status, and

pay, the word *invaluable* is frequently used by staff to describe her efforts.

Marnee acts as the primary public contact person for the full spectrum of inquiries fielded at an area-level office, including commercial fishing for salmon, groundfish, shellfish, and herring in the Cook Inlet management area. Sport fishing, wildlife issues, personal use and subsistence use round out the topics for which she is well versed. Paramount to fulfilling these duties is her fluency in speaking and researching regulatory language, and her ability to present it to the public in a clear and understandable manner. Marnee works hard to remain informed and up-to-date on the often complex nature of regulations that affect not only the Cook Inlet area fishery and wildlife issues, but also those for other areas of the state. She continuously demonstrates that she takes her role as a contributing member of the state's stewardship team for renewable resources seriously.

Homer's location on southcentral Alaska's road system creates intense competition for fish and wildlife resources among a variety of user groups. Despite the sometimes overwhelming and stressful volume of both foot and telephone traffic that Marnee routinely manages, she consistently maintains an extraordinary level of professionalism. Her dedication and work ethic as a department employee is unsurpassed, but as important as these traits may be, one of Marnee's most endearing qualities revolves around her contributions towards office morale. Her cheerful and caring demeanor at the Homer office help to maintain a cooperative and enviable work setting for all those around her. Her contributions merit recognition through this 2008 Director's Achievement Award for Outstanding Service.



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Jim Menard • Region III
Fishery Biologist III, Nome



Jim Menard began his career with the Alaska Department of Fish and Game as a fisheries technician in the Bristol Bay Area in the early 1980s. For several summers he worked out of Dillingham on salmon counting towers, Portage Creek sonar, or with the Togiak herring fishery. In the late 1980s he worked in Sitka and Cordova as well as with the Togiak herring fishery. In the early 1990s, Jim worked summers with the Cape Romanzof herring fishery and sampled salmon catches in Emmonak, and in the winter, he did scale aging and scale pattern analysis of Yukon River Chinook salmon. During this time, Jim became aware of how being a student at the University of Alaska, Fairbanks helped in interacting with Western Alaska fishermen—as he knew someone from every village that had been a student at the University of Alaska, Fairbanks.

Jim returned to Bristol Bay as a Fishery Biologist I in 1996 and 1997, but the lure of Bethel was too much for him. In 1998, he accepted the Kuskokwim Assistant Area Biologist position which covered herring and Kuskokwim Bay salmon management. Jim was one of the last fishery biologists to live year-round in Bethel and made the most of his time there. In 2001, Jim accepted the Norton Sound Area Biologist position in Nome where he continues to work today. Jim has fit into this position very well. He has visited almost every village in the Norton Sound and Kotzebue Sound

areas including St. Lawrence Island. Jim has developed a diverse knowledge of Norton Sound and Kotzebue area fisheries, which include salmon, herring, and crab.

Jim has a phenomenal memory and a wealth of experience he can draw on—from his early days with the Togiak herring fishery and his experiences in the Yukon, Kuskokwim, and Norton Sound. He is always a gracious and entertaining host to visitors to Nome. Jim has a great sense of humor and is a people person. He is also an example of an extremely dedicated state employee, striving to do best job possible for the resource and the people that depend on those resources.

Jim has a great ability to attract new fishery biologists to Nome and has proven to be an effective mentor for new staff. Jim has succeeded in hiring many local residents to fill fishery technician positions in Norton Sound. He has fostered a good working relationship with Norton Sound Economic Development Corporation in developing new fisheries, and new research and escapement monitoring projects. Jim has done well at the Alaska Board of Fisheries meetings he has attended. He has gained the respect and admiration of his staff and colleagues and is an asset to the department and its mission. He is extremely dedicated, works many hours, travels to numerous remote village meetings, speaks at schools to get local students interested in working for the Alaska Department of Fish and Game, and is dedicated to identifying and addressing the issues affecting Norton Sound and Kotzebue fisheries to the benefit of the resource and the people of this state. It is a pleasure to recognize his service with this 2008 Director's Achievement Award for Outstanding Service.



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Forrest Bowers • Region IV Fishery Biologist III, Dutch Harbor



Forrest Bowers is the Commercial Fisheries Area Management Biologist for the Bering Sea and Aleutian Islands shellfish and ground-fish fisheries. This region contains the largest crab fisheries in the state of Alaska

and has the largest commercial fishing port in the nation—Dutch Harbor. Forrest assists the commercial fisheries finfish management staff with inseason salmon surveys as well as assisting with inseason management of the local herring food and bait fishery. In addition to commercial fisheries management issues, Forrest and his staff assist the Divisions of Subsistence, Sport Fish, and Habitat with spawning stock surveys, permit management, and habitat assessment of local development projects

One of the chief duties of this demanding position is interacting with industry, and in this arena Forrest has been very successful. His management style has steadily gained the trust of both the harvesting and processing sectors. His willingness to become familiar with industry's issues, knowledge of the fishery resources, and his dedication and work ethic results in a highly successful management program. He often visits fishing vessels in port, and the onsite contact provides a fuller understanding of issues which ultimately leads to improved management. This style of management could not be achieved without the cooperation of industry. He has an exceptional understanding of the crab fleet and processing

industry. He is actively involved in preseason discussions with industry, which includes preseason planning, fishery management, and department policy.

Forrest is currently serving as Chairman of the North Pacific Fishery Management Council's Crab Plan Team. The Plan Team's primary function is to provide the Council with the best available scientific information, including scientifically based recommendations regarding appropriate measures for the conservation and management of the Bering Sea and Aleutian Islands king and Tanner crab fisheries. The Plan Team compiles an annual report to summarize the most recent biological condition of the crab stocks and the social and economic condition of the fishing and processing industries.

Forrest was also selected by the North Pacific Fishery Management Council to serve on the Aleutian Islands Ecosystem Team to develop the Aleutian Islands Fishery Ecosystem Plan—a strategic policy and planning document to guide the Council in its management actions relating to the Aleutian Islands.

Forrest is dedicated and flexible in accommodating and coordinating demands placed on him. He has a responsive attitude, and has developed a reputation that tasks assigned will be completed accurately and with confidence. He is recognized for his effort in taking the time to explain to the public the department's management actions, and the justification for those decisions. His demeanor benefits the public and the department. Not only is his style recognized, but also his availability and dedication requires a good deal of personal commitment. It is a pleasure to recognize his service with this 2008 Director's Achievement Award for Outstanding Service.



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Ted Meyers • Headquarters
Fisheries Scientist I, Juneau



Dr. Ted Meyers is the Alaska Department of Fish and Game's Principle Fish Pathologist. Ted started working for the department in December of 1985 when he joined the Fisheries Rehabilitation, Enhancement, and Development Division which later merged with the Division of Commercial Fisheries. Dr. Meyers earned a B.S. in Fisheries Science and Management at Utah State University, an M.S. in Fish Diseases at Oregon State University, and his Ph.D. in Aquatic Veterinary Pathology at Cornell University. Dr. Meyers' primary responsibility is to manage the finfish and shellfish health monitoring program for the State of Alaska. Much of his work is focused on providing diagnostic services to 32 salmonid hatcheries (state, private, federal), one shellfish hatchery and a growing number of shellfish farmers. He manages two fish health labs, one in Juneau, where he is stationed, and one in Anchorage.

Dr. Meyers provides the state with much more than analytical service. Ted has guided the hatchery programs in Alaska by making recommendations for changes to fish disease control regulations and policies, putting on six fish culture workshops with labs, taught several college level classes, and makes presentations every year to hatchery operators. He has worked with shellfish, crab, herring and other aquatic species in the state providing diagnostic services and working to identify the role of disease mechanisms in population dynamics for herring and crab. Since joining the department he has authored 31 publications and coauthored 25, including department manuscripts and articles in a wide range of professional journals. He is currently President of the Fish Health Section for the American Fisheries Society.

Ted provides a perfect blend of professional and technical expertise with practical knowledge and understanding. Each case that is received—whether a major loss at a hatchery or a strange growth on a salmon that comes in from a fisherman—is logged, handled in a professional manner, and is summarized with a written report. He is an excellent communicator and patiently explains the reasons for his recommendations while sympathizing with the problem. The hatchery operators and biologists across the state have universal respect and admiration for the services received from Ted and his fish pathology staff. Dr. Meyers has provided the state with outstanding service and recognition and it is a pleasure to award him this 2008 Director's Achievement Award for Outstanding Service.



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2008 Director's Achievement Award for **MERITORIOUS SERVICE**

Dan Bergstrom • Region III Fishery Biologist IV, Anchorage MERITORIOUS SERVICE AWARD



Dan Bergstrom has 29 years of dedicated service to the state as a fishery management biologist. He initially worked on salmon smolt, test fish, herring, and crab projects in Kodiak, Bristol Bay, and Arctic-Yukon-Kuskokwim (AYK), but soon found his niche in AYK fisheries management. Dan has been directly associated with the management

of the herring and salmon resources of the Yukon Area for 26 years.

Beginning in 1984, Dan was the Assistant Lower Yukon Area Management Biologist. In 1989, he was promoted to the Lower Yukon Area Management Biologist. He held this and a similar position—Yukon Area Summer Season Management Biologist—through 2000. In March 2000, Dan was promoted to the AYK Regional Management Supervisor position where he is responsible for supervision and coordination of management of all fisheries in the AYK Region. Additionally, Dan was an integral participant in the U.S./Canada Yukon River Salmon Treaty Negotiations and was also an active member in the associated Joint Technical Committee. He is currently the co-chair alternate to the Yukon Panel.

Since becoming the Regional Management Supervisor, Dan's performance has been integral to the success of the past three AYK Board of Fisher-

ies cycles. He has ensured that oral and written reports and the associated action plans for each of the region's management areas followed established procedures. Dan has taken the lead in researching and directing the production of written and oral reports for these past meetings. Because of his hard work and attention to detail, AYK has set the standard for future presentations.

Dan was intimately involved in the development of the Yukon River salmon management protocol. He was selected to represent the division on the State and Federal working group because of his expertise in subsistence issues and familiarity with the working group process. He represented the division's interests very well in this forum. Although Dan is a firm believer that the Alaska Department of Fish and Game should manage Alaska's fish and game resources, he has continued to work extremely well with inseason federal managers.

Dan Bergstrom is an extremely dedicated state employee who takes his job very seriously and who strives to complete all his duties to the best of his ability. It is not uncommon to find Dan working late into the night and on weekends to ensure timely and effective management of AYK fisheries. Dan believes in doing what is right for the resource and the people who depend on them. His long experience and institutional knowledge of AYK fisheries resources has made him an excellent supervisor and mentor for many of the region's current biologists. He is well respected both by his peers and the public he serves. We are very fortunate to have Dan working the AYK region and he is very deserving of the Division's 2008 Achievement Award for Meritorious Service.