Public Testimony Sign-Up Sheet Agenda Item D-6 Staff TASKING

	NAME (PLEASE PRINT)	AFFILIATION
1	Stephen Taufen	Lu Dochtermann (Problem Stmt. Proposal)
2/	ance BENton	MCA
3/	Heather McCarter & Pat Hardina	
4	Veff Stephan	UFMA
5/	sem como	AEB
6	Jim Avers	Oceana
7/	RUBBA COOK	WWF
8	GLENER BEEN	PSPA
9	Julie Prinning	ALDO
10	SHAWN DOCHITEMANN	CHENNAN'S ASSOCIATION
W	DON MITCHELL	Self -
12		
13		
14		
15		
16		
17		
18		
19		
20		
21		
22		
23		
24		
25		

NOTE to persons providing oral or written testimony to the Council: Section 307(1)(I) of the Magnuson-Stevens Fishery Conservation and Management Act prohibits any person "to knowingly and willfully submit to a Council, the Secretary, or the Governor of a State false information (including, but not limited to, false information regarding the capacity and extent to which a United State fish processor, on an annual basis, will process a portion of the optimum yield of a fishery that will be harvested by fishing vessels of the United States) regarding any matter that the Council, Secretary, or Governor is considering in the course of carrying out this Act.

MEMORANDUM

TO:

Council, SSC and AP Members

FROM:

Chris Oliver

Executive Director

DATE:

March 20, 2007

SUBJECT:

Staff Tasking

ACTION REQUIRED

Review tasking and committees and provide direction.

BACKGROUND

The list of Council committees is attached as <u>Item D-6(a)</u>. A Bering Sea Salmon Bycatch Workgroup has been appointed, and will be meeting to develop recommendations for the June Council meeting. I would note that the Council Chairs and Executive Directors Committee could be abolished, as compliance with FACA is no longer an issue due to the MSA revisions establishing a Council Coordination Committee.

Item D-6(b) is the three meeting outlook, and Item D-6(c) and Item D-6(d) respectively are the summary of current projects and tasking. Item D-6(e) is the Council's groundfish workplan, which was revised and adopted in February. At the last meeting, the Council initiated several new projects (BSAI crab 'active participation', BSAI crab post-delivery transfers, halibut subsistence for rural residents, ESA recovery criteria review, and discussion papers related to GOA sector splits and LLP recency) to the tasking list. The Council may wish to discuss tasking priorities to address these projects, as well as potential additions discussed at this meeting, given the resources necessary to complete existing priority projects.

The Council received one proposal (<u>Item D-6(f)</u>) requesting changes to halibut subsistence regulations in the Ketchikan area (expanding fishing area and increased amount of hooks). The Council has already requested a discussion paper, scheduled for review in June, regarding proposed changes in defining rural area boundaries for purposes of halibut subsistence.

ESTIMATED TIME 2 HOURS

(revised March 21, 2007)

Council/Board of Fisheries Joint Protocol Committee

Updated: 7/28/03

Council: Board:
Dave Benson Mel Morris
Doug Hoedel Art Nelson
Eric Olson (Vacant)

Council Chairman and Executive Director Committee

Appointed April 2005	CFMC: C: Eugenio Pinerio ED: Miguel Rolon	NPFMC: C: Stephanie Madsen ED: Chris Oliver
Staff: Chris Oliver	GMFMC: C: Robin Riechers ED: Wayne Swingle	PFMC: C: Donald Hansen ED: Don McIsaac
	MAFMC: C: W. Peter Jensen ED: Dan Furlong	SAFMC: C: George J. Geiger ED: Robert Mahood
	NEFMC: C: John Pappalardo ED: Paul Howard	WPFMC: C: Frank McCoy ED: Kitty Simonds

Council Executive Committee

Updated: as needed	Chair: Stephanie Madsen Jim Balsiger/Sue Salveson Denby Lloyd Roy Hyder
Staff: Chris Oliver	Jeff Koenings

Bering Sea Salmon Bycatch Workgroup

Appointed March 2007	Stephanie Madsen, Co-chair Eric Olson, Co-chair
	John Gruver
	Karl Haflinger
Staff: Diana Stram	Jennifer Hooper
	Paul Peyton
	Becca Robbins Gisclair
	Mike Smith

(revised March 21, 2007)

Crab Interim Action Committee

[Required under BSAI Crab FMP]

Jim Balsiger, NMFS Denby Lloyd, ADF&G Jeff Koenings, WDF

Ecosystem Committee

Updated: January 2005	Chair: Stephanie Madsen
	Jim Ayers
	Jim Balsiger/Sue Salveson/Jon Kurland
Status: Active	Dave Benton
	Doug DeMaster
	Dave Fluharty
Staff: Chris Oliver/David Witherell/Diana Evans	John Iani

Enforcement Committee

Updated: July 2003	Chair: Roy Hyder
	Lisa Ragone, USCG
	James Cockrell, F&W Protection
Status: Active	Bill Karp, NMFS
	Earl Krygier, ADF&G
	Lisa Lindeman, NOAA - GC
	Jeff Passer, NMFS-Enforcement
Staff: Cathy Coon/Chris Oliver	Sue Salveson, NMFS

Finance Committee

Updated: 9/28/05	Chair: Stephanie Madsen Jim Balsiger/Sue Salveson
Status: Meet as necessary	Denby Lloyd (ADF&G) Dave Hanson
<u>5.1.1.1.5.</u>	Roy Hyder Jeff Koenings (WDF)
Staff: Gail Bendixen/Chris Oliver	Gordon Kruse

Fur Seal Committee

Updated: 7/25/03	Chair: David Benson
opanion was to	Larry Cotter
Status: Active	Aquilina Lestenkof
	Paul MacGregor
	Anthony Merculief
Staff: Bill Wilson	Steve Minor

(revised March 21, 2007)

GOA Groundfish Rationalization Community Committee

GOM GIOUMIANA AMERICAN		
Appointed: November 2004	Chair: Hazel Nelson	
Tippomies to constant	Julie Bonney	
	Duncan Fields	
	Chuck McCallum	
	Patrick Norman	
	Joe Sullivan	
	Chuck Totemoff	
Staff: Nicole Kimball	Ernie Weiss	

Halibut Charter Stakeholder Committee

Appointed: January 2006 Staff: Jane DiCosimo	Chair: Dave Hanson Seth Bone Robert Candopoulos Ricky Gease John Goodhand Kathy Hansen Kelly Hepler	Dan Hull Joe Kyle Larry McQuarrie Rex Murphy Charles "Chaco" Pearman Greg Sutter	
---	---	--	--

IFQ Implementation Committee

Status: Reconstituted as shown (July 2003)	Chair: Jeff Stephan Bob Alverson Cora Crome Tim Henkel	Don Iverson Don Lane Gerry Merrigan Kris Norosz
Staff: Jane DiCosimo	Dennis Hicks	Paul Peyton

Non-Target Species Committee

Updated: 7/31/06	Chair: Dave Benson	Michelle Ridgway
Appointed: 7/26/03	Julie Bonney	Janet Smoker
•	Ken Goldman	Paul Spencer
Staff: Jane DiCosimo, NPFMC/	Karl Haflinger	Lori Swanson
Sarah Gaichas, NMFS	Simon Kinneen	Dave Wood
	Peggy Murphy	

Observer Advisory Committee

Reconstituted: 1/31/06	Chair: Joe Kyle	Tracey Mayhew
	Bob Alverson	Brent Paine
Status: Active	Jerry Bongen	Peter Risse
	Julie Bonney	Kathy Robinson
Staff: Chris Oliver/	Rocky Caldero	Susan Robinson
Nicole Kimball	Paul MacGregor	Thorn Smith

(revised March 21, 2007)

Pacific Northwest Crab Industry Advisory Committee

Steller Sea Lion Mitigation Committee

Appointed: 2/10/01	Chair: Larry Cotter	Sue Hills
Updated: Jan 2006	Jerry Bongen	Frank Kelty
	Julie Bonney	Terry Leitzell
[formerly SSL RPA Committee;	Sam Cotten	Dave Little
renamed at Feb 02 meeting]	Ed Dersham	Steve MacLean
	John Gauvin	Max Malavansky, Jr
	John Henderschedt	Art Nelson
Staff: Bill Wilson	Daniel Hennen	

VMS Committee

Appointed: 06/02	Chair: Earl Krygier Al Burch	Ed Page Lori Swanson
Status: Idle, pending direction	Lisa Ragone Guy Holt	
Staff: Cathy Coon	Bob Mikol	

DRAFT NPFMC THREE-MEETING OUTLOOK - updated 3/22/07

March 26, 2007	June 4, 2007		October 1, 2007
Anchorage, Alaska	Sitka, Alaska	. <u>*</u> .	Anchorage, Alaska
Joint meeting with Alaska BOF		i.e	
Revised NEPA process: Review and comment	Draft MMPA LOF for 2008: Action as necessary (T)	Revi	sed NEPA process: Comment
SSL Recovery/consult schedule: Discuss/action as necessary	SSLMC Report on proposal review: Action as necessary (T)		
National Bycatch Report: Update	SSL Recovery Plan: Review progress and	SSL	Recovery Plan and BiOp Update: Action as necessary
GOA Sideboards: Review Discussion Paper	related ESA discussion paper		and a self total Deview (T)
GOA sector split: Review problem statement and	GOA sector split: Action as necessary	GUA	A sector split: Initial Review (T)
develop alternatives	00444-48	I	A latent licenses: Initial Review (T)
GOA latent licenses: Review problem statement and	GOA latent licenses: Action as necessary	GUA	A latent licenses. Initial Review (1)
develop alternatives	BOAL Cork Contain Branching Bioconsian manus		
WGOA pollock trip limit: Review discussion paper	BSAI Crab Custom Processing: Discussion paper	Dea	I Crab custom processing: Initial Review (T)
BSAI Crab 18 month review: Receive Report	BSAI Crab 'Active Participation': <i>Discussion paper</i> BSAI Crab Post-delivery Transfers: <i>Discussion paper</i>	BOA	Clab custom processing. Initial Neview (1)
ma	Charter Hallbut Permanent Solution: Action as necessary	Char	rter Halibut Permanent Solution: Action as necessary
Charter Halibut Mgmt: Final action on moratorium	Charlet Hailbut Permanent Solution. Action as necessary	Cilai	tel Halibat Fermanent Coldion. Action to hecoses.y
Charter Halibut State/Fed Mgmt: Review discussion paper Charter Halibut 2C GHL Measures: Initial review of analysis	Charter Halibut GHL Measures: <i>Final action</i>		
Charter Halibut 2C GHL Measures: <i>Initial review of analysis</i> Charter Halibut Allocation: <i>Discussion paper/action as necessar</i>)		.2	
Committee Report/action as necessary	1	Char	rter halibut: Review sportfish mortality
Committee Reportation as necessary	Halibut Subsistence Rural Definition: Discussion paper		•
Comprehensive Socioecon. Data Collection: Workgroup report	ramat odbolotor rata. Dominon and paper	ing 2 lag 5	
Crab Data Collection Protocols: Review	Cost Recovery: Discussion Paper (T)	333	•
Observer Program: Report and action as necessary	Observer Program: Committee rpt/ action as necessary (T)	Obse	erver Program: Action as necessary (T)
Trawi LLP Recency: Progress report on Interactions		100. 14.	
Disc paper on implementation issues	Trawl LLP Recency: Review information to date (T)	Traw	vl LLP Recency: Initial Review (T)
Salmon Bycatch (B-1): <i>Update on workgroup</i>	Salmon Bycatch (B-1): Workgroup report/refine alternatives	Salm	non Bycatch (B-1): Initial Review (T)
Salmon Bycatch Workshop (SSC)		<i>[4]</i>	
•	GOA arrowtooth MRA: Initial Review (T)	GOA	A arrowtooth MRA: Final action (T)
CDQ Program: Status report	CDQ Am. 71/22: Discussion paper on Alternatives		
	and legal opinion (T)		
	CDQ regulation of harvest: Initial Review/Final Action (T)	-0. 905	
Arctic management: Review discussion paper	Arctic management: Action as necessary	retra N	
BS Habitat Conservation: Initial Review	BS Habitat Conservation: Final Action (T)	ķ.1	
HAPC Priorities and Timing: Review/Action as necessary			
EFH Al Open Area Adjustment: <i>Final Action</i>		áð.	
	Research Priorities: Review	ـ المالا	Consider Initial Parism (T)
Other Species: Discussion paper	<u> </u>	Othe	er Species: Initial Review (T)
Dark rockfish: Final Action	PSEIS Priorities: Review		and Sale and Sale Initial solice
		1994	undfish specifications and SAFE: Initial action
Scallop SAFE: Review	Seabird avoidance measures in 4E: Action as necessary	BSA	Al Crab SAFE
AI FEP: <i>Initial Review</i>	AI FEP: Final Review (T)		
SOPPS: Review and action as necessary (T)	BSAI Crab Overfishing Definition: Initial Review (T)	BSA	Al Crab Overfishing Definition: Final Action (T)

TAC - Total Allowable Catch BSAI - Bering Sea and Aleutian Islands IFQ - Individual Fishing Quota

GHL - Guideline Harvest Level
HAPC - Habitat Areas of Particular Concern

LLP - License Limitation Program

SAFE - Stock Assessement and Fishery Evaluation

PSC - Prohibited Species Catch

Al - Aleutian Islands
GOA - Gulf of Alaska
SSL - Steller Sea Lion
BOF - Board of Fisheries
FEP - Fishery Ecosystem Plan
CDQ - Community Development Quota
ESA - Endangered Species Act
(T) Tentatively scheduled

Future Meeting Dates and Locations

March 26 - April 2, 2007 in Anchorage

June 4 - 12, 2007 in Sitka

* August meeting to comment on SSL recovery plan (T)

October 1 - 9, 2007 in Anchorage
December 3 - 11, 2007 in Anchorage
February 4 - , 2008 in Seattle
March 31 - , 2008 in Anchorage

Council Project Summary Updated March 21, 2007

Projected Council/

Council Projects Weeks NMFS % Comments

Groundfish Fishery Issues

Groundiish Fishery Issues			
GOA Sector Splits	?	70/30	Discuss in March (Mark)
GOA Latent Licenses	?	90/10	Discussion paper in March (Mark)
GOA Sideboards	2	90/10	Discussion paper in March (Jon)
IR/IU flatfish trailing amendments (Am 80)	3	80/20	Being prepared for Secretarial Review (Jon/Mark)
Break out other species category into TAC groups	10	60/40	Discussion paper in March; analysis in Oct (Jane/NMFS)
Rockfish management	?	60/40	CIE issues resolved (Jane/NMFS).
Observer Program (fee and deployment mechanism)	0	80/20	Being prepared for Secretarial review (Nicole/Chris)
BSAI Pacific cod Allocations (Am 85)	0	90/10	Partial approval; PR comment period thru 3/26 (Nicole/NMFS)
BSAI and GOA Dark Rockfish	4	90/10	Final Action in March (Diana S./NMFS)
GOA Rockfish Demonstration Program	2	10/90	Being Implemented. (Mark/Elaine/NMFS)
Groundfish overfishing definitions	?	10/90	On hold pending EIS for NS 1 (NMFS HQ)
MRA enforcement for non-AFA trawl sector	?	10/90	Being prepared for Secretarial Review (NMFS)
Trawl LLP Recency	8	90/10	Initial Review in June (Jim/Mark/Elaine/Jeannie/NMFS)
GOA arrowtooth MRA	?	10/90	Initial Review in June (NMFS/Diana S.).
Pacific cod BS and Al split	8	90/10	Tabled for further discussion in Feb 2008 (Jon/Nicole/NMFS)
Comprehensive economic data collection	?	10/90	Workgroup report in March (NMFS/Mark)
BSAI Sablefish pot fishery regulations	?	70/30	Plan Team Workgroup formed December 2006 (Jane/NMFS)

Halibut Fishery Issues

Halibut Hallery 133de3				<u> </u>
Halibut Charter Moratorium	4	90/10	Final action in March (Jane/Nicole/NMFS/contractor)	
Halibut Charter Allocations/Share Based Solutions	4	90/10	Discussion paper in March (Jane/NMFS/contractor)	
Halibut Charter 2C GHL Measures	6	90/10	Initial Review in March (Jane/contractor/NMFS)	
IFQ Omnibus 5	0	90/10	Being prepared for Secretarial Review (Jane/Jim/NMFS)	E
Halibut subsistence III amendment	0	90/10	Being prepared for Secretarial Review (Jane/Jim/NMFS)	

(DA D-6(c)

Crab Fishery Issues

4	50/50	Initial review in June (NMFS/ADF&G/Diana S/Jon)
?	90/10	Include discussion in 3 year reeview (Mark/NMFS)
?	90/10	Discussion paper in June (Mark/NMFS)
?	90/10	Discussion paper in June (Mark/NMFS)
?	80/20	Discussion paper in June (Mark/NMFS)
?	30/70	Discussion paper in March (NMFS/Mark)
?	90/10	Paper in April 2007 (Mark/NMFS)
	4 ? ? ? ? ?	? 90/10 ? 90/10 ? 90/10 ? 80/20 ? 30/70

CDQ Issues

CDQ Issues		
CDQ eligible communities	0 50/	Integrated into Am. 71/22 (Nicole)
CDQ: After the fact transfers	2 10/	Reg. am. being prepared for SOC. (Nicole)
	? 10/	90 (NMFS/Nicole)
CDQ Cost-Recovery		(AP. I-AMEO)
CDQ Amendment 71/22	? 50/	
CDQ: Regulation of harvest (MSA provision)	4 10/	90 Initial/Final action in June (Nicole/NMFS)

Bycatch Issues			
	0	0/100	Being prepared for Secretarial Review (NMFS)
Repeal of VIP	?	80/20	Review data at future meeting (Diana S./Cathy/Elaine/ADF&G)
GOA Salmon and Crab Bycatch Controls	0	80/20	Submitted for Secretarial Review on 3/19 (DianaS/NMFS)
BSAI Salmon Bycatch (Package A)	10	70/30	Workshop in March (Diana S./other)
BSAI Salmon Bycatch (Package B)	- 10		Ongoing committee discussions (Jane/NMFS).
Non-target (other rockfish, other flatfish, o. species) development		00/40	Chigoling Committee Care Care Care Care Care Care Care Ca

Ecosystem Issues

Ecosystem Issues			
Bering Sea habitat conservation	6	50/50	Initial Review in March (NMFS/Cathy/David)
Al Habitat Conservation Area adjustment	2	60/40	Final Action in March (Cathy/NMFS)
Ecosystem-based Management	?	90/10	Alaska Marine Ecosystem Forum established (Diana E)
Aleutian Islands Fishery Ecosystem Plan	6	90/10	Initial Review in March (Diana E.)
	4	90/10	Review draft paper in March (Bill, Diana E/NOAA GC)
Arctic Fishery Management Planning	12		SSL Mitigation Committee developing changes (NMFS/Bill)
ESA Consultation on FMPs	2		Being prepared for Secretarial Review (NMFS/Bill)
Seabird interactions		20/00	Doing propared for desirence (

Project timeline and maj	or tasking for	council and	alytical staff.	Updated	3/21/07		·
Analytical Staff	March/April	May	June	July	August	September	October
Mark Fina, Sr. Economist	· · · · · · · · · · · · · · · · · · ·	· · · · · · · · · · · · · · · · · · ·					
GOA Sector splits; LLP latency	discussion paper						Initial Review
BSAI crab custom processing			discussion paper				Initial Review
BSAI crab active participation			discussion paper				
Crab 18 month review	Review						
Miscellaneous Oversight							
Jon McCracken, Economist							
Crab Overfishing (assist)			Initial Review (T)				Final Action (T)
P.cod BS and AI split (lead)							
Misc. economic assistance							
Jim Richardson, Economist							
GOA Sector splits (assist)							
Misc. economic assistance							
Trawl LLP Recency	discussion paper		Initial Review (T)				Final Action (T)
Elaine Dinneford, Fishery Analyst	······································	Elaine retires					
Data Support (all projects)		Elaine retires					
AKFIN Liaison		Elaine retires					
Jeannie Heltzel, Data Analyst				···			
Data Support (all projects)							
AKFIN Liaison							
Jane DiCosimo, Sr. Plan Coord							
Other species/non-target	Discussion paper					PT 9/17-21	
Halibut Charter GHL	Initial Review		Final Action				
Halibut Charter Moratorium	Final Action		* *************************************				
other Halibut Charter Issues	discussion papers		discussion papers				discussion papers
Diana Stram, Plan Coordinator							
BSAI Salmon bycatch (Lead)	Salmon Workshop		discussion paper				Initial Review (T)
Crab Overfishing Def./Management	Camon Wontenap	CPT 5/22-24	Initial Review			CPT 9/10-13	SAFE/Final Action
Scallop Management	Review SAFE	0. 1 0.22 2.					
GOA dark rockfish/ GOA MRA	Final Action (rockfis	:h\	Initial Review (MRA	N)		PT 9/17-21	Final Action (MRA)
Bill Wilson, Protect Species	T mar rollon product		time trovier (inte	·			
Arctic Mamt issue	Discussion paper						
Marine Mammal issues	Discussion paper		LOF for 2008				
Seabird Bycatch			201 101 2000	review propose	ed rule		
FMP Consultation	SSLMC meeting	SSLMC meeting	discussion paper	TOTIEN PROPOSE			SSLMC report
	SOLING MEETING	SOLIVIC MEETING	discussion paper				
Diana Evans, NEPA Specialist	Initial Davison (T)		Einel Action (T)				
EAM and AI FEP	Initial Review (T)		Final Action (T)				
NEPA assistance							
Cathy Coon, Fishery Analyst							
AI EFH adjustment	Final Action (T)						
Being Sea EFH (lead)	Initial Review (T)		Final Action (T)				
licole Kimball, Fishery Analyst							
CDQ Projects (lead)	Discussion paper		Initial/Final Action (Τ)			
Observer Program (lead)	Report						
Halibut Charter (community)	Final Action (T)						
GOA community issues							

Groundfish Workplan - priority actions revised in February 2007

General Priority (in no particular		Specific priority actions	Related to management objective:	Status (updated 3-20-07)							300			2009			
order)						Jun	Oct	Dec	Feb	Apr	Jun (oct De	c Fe	Apr	Jun	Oct De	
Prevent Overfishing		continue to develop management strategies that ensure sustainable yields of target species and minimize impacts on populations of incidentally-caught species	5	'other species' breakout analysis for BSAI and GOA initiated													
	b.	evaluate effectiveness of setting ABC levels using Tier 5 and 6 approaches, for rockfish and other species	4	AFSC responding to CIE review of rockfish harvest strategy													
	c.	continue to develop a systematic approach to lumping and splitting that takes into account both biological and management considerations	5														
Preserve Food Web	a.	encourage and participate in development of key ecosystem indicators	10	ecosystem SAFE presented annually; AI FEP to identify ecosystem indicators for the Aleutians													
	b.	Reconcile procedures to account for uncertainty and ecosystem considerations in establishing harvest limits, for rockfish and other species	11	on hold pending National Standard 1 guideline revisions													
	c.	develop pilot Fishery Ecosystem Plan for the Al	13	Initial review Apr 07			#		1_	\downarrow		_	_	_		\vdash	
Manage Incidental	a.	explore incentive-based bycatch reduction programs in GOA and BSAI fisheries	15	partially addressed by BSAI salmon bycatch analysis		H			1	ļ		.					
Catch and Reduce	b.	explore mortality rate-based approaches to setting PSC limits in GOA and BSAI fisheries	20		<u> </u>		ļ	ļ									
Bycatch and	c.	consider new management strategies to reduce incidental rockfish bycatch and discards	17	revised ranking system for species of concern			-							_	-		
Waste	d.	estimating bycatch in line with national initiatives	14, 19	National Bycatch Report update in Mar/Apr 07						_			_				
	e.	encourage research programs to evaluate population estimates for non-target species	16			<u> </u>				<u> </u>			_	_	-		
	f.	develop incentive-based and appropriate biomass- based trigger limits and area closures for BSAI salmon bycatch reduction, as information becomes available	14, 15, 20	revise alternatives for regulatory closure areas for Jun 07													
	g.	assess impact of management measures on regulatory discards and consider measures to reduce where practicable	17	partially addressed by GOA arrowtooth MRA discussion paper													

Groundfish Workplan - priority actions revised in February 2007

General Priority (in no particular		Specific priority actions	Related to management objective:	Status (updated 3-20-07)		7					800				09	
order) Reduce and Avoid Impacts to Seabirds	a.	continue to participate in development of mitigation measures to protect SSL through the MSA process including participation in the FMP-level consultation under the ESA	23	SSL committee recommendations on proposals for revised mitigation measures (Oct 07); NMFS is preparing a Biological Opinion, revising SSL recovery plan		Jun	Oct	Dec	Feb	Apr	Jun O	ot Dec	Feb	Apr J	υπ O	oct Dec
and Marine Mammals	b.	recommend to NOAA Fisheries and participate in reconsideration of SSL critical habitat	23	opinion, totaling control of									-			
	C.	monitor fur seal status and management issues, and convene committee as appropriate	24, 25		_							-				_
		adaptively manage seabird avoidance measures program	22		L											
Reduce and Avoid Impacts		evaluate effectiveness of existing closures	26	partially addressed by salmon bycatch analysis	-											
to Habitat	b.	consider Bering Sea EFH mitigation measures	27	Initial review scheduled for Apr 07												
lo Habitat	c.	consider call for HAPC proposals on 3-year cycle	27	discussion in Apr 07 (currently next HAPC process scheduled for 2009)												-
	d.	request NMFS to develop and implement a research design on the effects of trawling in previously untrawled areas	27													
Promote Equitable and Efficient Use	a.	explore eliminating latent licenses in BSAI and GOA	32	initial review of BSAI and GOA trawl latency in Apr/Jun 07; discussion paper on GOA latent licenses in Apr 07												
of Fishery Resources	b.	consider sector allocations in GOA fisheries	32, 34	discussion paper on sector allocations for GOA Pacific cod in Apr 07												
Increase Alaska Native	a.	Develop a protocol or strategy for improving the Alaska Native and community consultation process	37													
and Community Consultation	b.	Develop a method for systematic documentation of Alaska Native and community participation in the development of management actions	37													
Improve Data Quality,	a.	expand or modify observer coverage and sampling methods based on scientific data and compliance	38, 39	discussion in Apr 07												
Monitoring and	b.	explore development programs for economic data collection that aggregate data	40	socioeconomic data collection workgroup report Apr 07; partially addressed in BSAI Amd 80												
Enforcement	c.	modify VMS to incorporate new technology and system providers	41													

A

2008-2009 Federal Subsistence Fishery Proposal (Attach additional pages as needed)

Submission deadline: 5 p.m. Friday March 23, 2007

Names:

Franklin H. James, Sr.

Organization: ANB Camp 14 and sit on KIC Subsistence Committee

P.O. Box 8324 Ketchikan, AK 99901

Address: Phone:

(907) 247-6560

Fax: (907) 247-6560

E-mail:

fhjames40@kpunet.net

Date:

February 22, 2007

This proposal suggests a change to (check all that apply):

X Harvest season

X Methods and means of harvest

X Harvest limit

RECEIVED NAR - 2007 X Customary and traditional use determination

- 1. What regulation do you wish to change? Include fishing district, area, species, and the current regulation if possible.
 - Amount of hooks used on a subsistence halibut skate
 - (Include fishing district, area) Change fishing regulation boundaries around Ketchikan area
 - (Species) Halibut
 - (and the current regulation if possible) right now you are only allowed 30 hooks on a subsistence halibut skate; the boundaries are closed 1 mile off Bold Island, and 1 mile off Revillagigedo Island heading South and South Behm Canal are closed; 1 mile off Pt Mc Cartey, 1 mile off Gravina, 1 mile off Guard Island to the point on Cleveland 'Peninsula, and all areas inside those boundaries are closed
- 2. How should the new regulation read? Write the regulation the way you would like to see it written.
 - Halibut subsistence users fishing with a halibut skate in the Ketchikan area with 2 or more people aboard are allowed to use 90 halibut hooks on there subsistence skate between the months of September to April.
 - All areas around Ketchikan will be opened for halibut for subsistence users using 90 hooks halibut skate between September to April.

В

3. Why should this regulation change be made?

- During the fall and winter months, the weather conditions are very poor and dangerous which could at times put our subsistence users in harms way.
- Our days are short, and we have to travel too far, and we are limited where we could fish.
- Legal area you can fish off of Bold Island is very limited; most all that area is deep water and is impossible to haul your gear by hand.
- Legal area right off Pt Mc Carty is very limited where you could set your subsistence skate.
- Traveling to grounds off West side of Annette Island is to far that time of the year.
- There is really no place to fish 1 mile off Garvina, it is too deep.
- There is really no place to fish 1 mile off Guard Island, to travel outside off Cammano Pt is too far in the fall and winter months.
- During the winter months, most halibut move into the deep waters, and in our small boats we can not fish in those deep waters. During the winter months we are lucky if we catch 1 or 2 halibut when we go out, most of the time we don't catch at all.
- It is hard to fish with only 30 hooks, and catch any halibut in the fall and winter months.
- Just to get some fishing time on our short fishing days, we have to travel at least two half hours before daylight and travel back to town in the dark for at least two half hours, and that is very dangerous for our small boats.

4. What impact will this change have on fish populations?

- There has never been an impact in the past on halibut; right now I see it being no different then our halibut commercial derby days.
- In the past we have always fished in all areas, we never hurt the halibut population.
- In the past the only impact I have seen that depleted halibut where boats that were dragging.
- The only other impacts I see are the outside sports fishermen.
- Again I will reiterate, most of the halibut go to deep waters, and our small boats can not fish in deep waters.

5. How will this change affect subsistence uses?

- If anything it would help subsistence users; we that are on fixed retirement income can not afford to travel to far to fish and get skunked
- We that are used to having that food for our diet, it will help us getting food that is badly needed, and in no way will it affect subsistence use.

Frankli H. James, Sh.

C

6. How will this change affect other uses, such as sport/recreational and commercial uses?

- Between September and April we do not have any outside sports fishermen in Ketchikan area.
- Most local sport fishermen that fish for halibut never used halibut skates, and I
 foresee no problems.
- Most commercial halibut fishermen already have there quota, and I strongly believe it will not harm them in anyway.
- I have been a commercial fisherman since 1949 and I have been a commercial skipper for over 45 years trolling, seining, black coding and for halibut; when we halibut fished, we never fished in the shallows around Ketchikan, we always fished in the deep water; as a subsistence fisherman, we fish in the shallows.

7. Which communities have used this resource?

- Saxman, Ketchikan, Metlakatla, and at times people from Hydaburg, Craig and Klawock; mostly people from Saxman and Ketchikan would use this resource.
- 8. Where has this resource been harvested? Indicate specific areas if possible.
 - All the areas I have stated under "what regulation do you wish to change?"
 - About 95% of the areas that are now set are too deep for our small boats to fish when we are pulling by hand.
 - If you look at your marine charts, you will see that we are very limited where we can fish.

9. In what months has this resource been harvested?

• 12 months out of the year, it always depending on the weather.

These are some of the people that would like these laws changed:

Franklin H. James, Sr. – Ketchikan

Kevin R. Callahan, Jr. - Ketchikan

Troy Anderson - Ketchikan

Melvin J. Charles, Sr. - Saxman

Virginia Fox - Saxman IRA

Marvin L. Charles, Sr. - Saxman

Daryle D. James - Saxman

Stewart Peterson - Ketchikan

Charles M. James, Sr. - Saxman

William Kushnick, Jr. - Saxman

p.5

FACIMAIL LETTER

DATE:

February 28, 2007

FAX FROM:

Franklin H. James, Sr.

TELEPHONE:

(907) 247-6560

E-MAIL ADDRESS:

fhjames40@kpunet.net

FAX LETTER TO:

Alaska Board of Fisheries

All Board Members

FAX NUMBER:

(907) 465-6094

E-MAIL ADDRESS:

When available; I would like your address

NUMBER OF PAGES NOT INCLUDING COVER PAGE: 7

Proposal made to Alaska Board of Fisheries by Steve Vanek RE:

MESSAGE: You don't have to read all the laws; most of those laws are important to study, it surely would help you and your people when they make their decisions. I and many others think Mr. Vanek proposal is <u>ludicrous</u>, and that is the most worthless proposal I seen or heard of.

Franklin H. James, Sr.

Cc:

Thomas E. Luebben Esq. - Albuquerque, New Mexico Dolph Barnhouse - Esq. -Albuquerque, New Mexico

Thomas Harris - Anchorage

Lazaro "George" Quinto - Anchorage

Robert Skulka - Anchorage

Robert J. Henrichs - Native village of Eyak

Carolyn Kelly - Kodiak

Kevin Kristovich - Ketchikan

Richard Jackson - Ketchikan - KIC President

Thomas Skulka - Ketchikan

Franklin H. James, Sr. P.O. Box 8324 Ketchikan, Alaska 99901 Tel: (907) 247-6560 E-mail: fhjames40@kpunet.net

February 28, 2007

Boards Support Section Alaska Department of Fish and Game PO Box 115526 Juneau, AK 99811 Fax: (907) 465-6094

To Whom It May Concern:

Proposal made by Steve Vanek; the Alaska Department of Fish and Game will take up the matter in March. The proposal calls for an end to quasi-subsistence limits for Alaskans who scoop salmon - mostly sockeye - using hoop nets on long handles.

"Tell me what people are going to do with 100 fish, or even 50 of those big Kenai River reds," Vaneck said.

FHJ Comments:

- 1. In 2006 my family put up 84 sockeyes for home use, and we only have enough left to last us for another 2 months.
- 2. In 2006 our family put up 32 king salmon weighing on the average of 32 lbs each; we used up our entire king salmon.
- 3. In 2006 our family put up 28 silver salmon weighing on the average of 7 lbs each; we used up our entire silvers.
- 4. In 2006 our family put up 52 pink salmon weighing on the average of 4 lbs each; we used up our entire pinks.
- 5. Most of our salmon are canned; we smoke and kipper sockeyes, kings and silvers; and we vacuum salmon steaks.
- 6. I have not added to my fish list, halibut, ling cod, true cod, rock fish and red snapper, out diet consists of fish.

I know Mr. Vanek is talking the Kenai area; I just want to let you know, if that takes affect it will not stop there, I am requesting you people to use you brains when you make a decisions; in the following page, I will quote you some laws and also the "The Imminent Theft of Alaska."

p.7

The Northwest Ordinance of 1787:

(1 Stat.50) Article 3 assured the "The utmost good faith shall always be observed towards the Indians; their lands and property shall never be taken without their consent; and, in their property, rights and liberty, they shall never be invaded or disturbed, unless in just and lawful wars authorized by Congress; but laws founded in justice and humanity, shall from time to time be made for preventing wrongs being done to them, and for preserving peace and friendship with them."

President George Washington:

Shortly following the passage of the NW Ordinance, President Washington explained to obligation of the United States for protection of tribal lands from alienation in a speech to Indian tribal leaders. Part of the text follows:

(The United States) "...will never consent to your being defrauded, but it will protect you in all your just rights...

United States Constitution, Article I, Section 8, Powers of Congress Commerce Clause "To regulate commerce with foreign nations, and among the several States, and with the Indian tribes."

This portion of the United States Constitution specifically places the Indigenous Native American Nations and their peoples in the category of foreign nations. A Government-to-Government Relationship exists between the Indigenous Nations and the United States government. The Constitution, the supreme law of the land, protects the status and Sovereignty of Natives. Thos was reaffirmed by House and Senate Joint Resolution 76.

No Lands or Resources or Rights of Indigenous Americans can legally be taken without the consent of the Indigenous Peoples involved.

The Alaska Statehood Act - Disclaimer Clauses:

Public Law 85-503, Act of July 1958 (72 Stat. 339), As Amended, Section 4:

"As a compact with the United States said State and its people do agree and declare that they forever disclaim all right and title to any lands or other property not granted or confirmed to the State or its political subdivisions by or under the authority of this Act, the right or title to which is held by the United States or is subject to disposition by the United States, and to any lands or other property, (including fishing rights), the right or title to which may be held by any Indians, Eskimos, or Aleuts (hereinafter called natives) or is held by the United States in trust for said natives.

Superfund Amendments and reauthorization Acts of 1986 (SARA)

(PL 99-499) The SARA Amendments to the Clean Water Act - recognize the Indian Tribes as Co-trustees of the environment and identify broad powers for chronicling and reporting water resource emergencies; furthermore, testimony from Tribes carries the weight of rebut table presumption when determining losses and restorations. The amendments define "Indian tribe" as any Indian tribe, band, nation or other organized group or community, including any Alaskan Native Village, but not including any Alaskan Native regional or village corporation...-Page 5172.

Ada E. Deer, Assistant Secretary, Indian Affairs, U.S. Department of the Interior:

June 23, 1994 memorandum: "Tribes, as sovereigns, are not subject to State jurisdiction, are not subordinate to State Governments, and should not be dealt with through Federal/State processes and arrangements designed to serve the interests of the general public..."

Indian General Allotment Act of 1887, as amended (R.S. Chap. 119; Stat. 389; U.S.C. 334)

Provides for the allotment of lands to individual Indians for the purpose of settlement and subsistence through pastoral pursuits. Similar provisions were made for Alaska natives in a 1906 Act (P.L.59-171; 34Stat. 197; 48 U.S.C.3570.

I have included the following chronology of the laws, acts and other significant events which have had a profound effect on the lives of Alaska's Indigenous Peoples since the beginning of United States occupation.

- 1867 Treaty of Cession
- 1871 U.S.A. Ending of Treaty Making with Indigenous Nations
- 1884 Alaska was divided up by the "Missionary Christian Churches" (see Eskimo Administration by Diamond Jennings)
- 1884 District Organic Act
- 1906 Native Allotment Act
- 1924 Indian Citizenship Act
- 1936 Indian Re-organization Act was extended to Alaska (IRA)
- United States signed United Nations Charter (Art. 73)
- 1953 Public Law 280
- 1958 Alaska Statehood Act sec.4
- 1959 Alaska become the 49th State of the United States
- 1968 Indian Civil Rights Act amending PL 280 (ICRA)
- 1968 Oil discovered on the North Slope at Prudoe Bay
- 1970 State of Alaska removed the English speaking Perquisite to vote in Alaska
- 1971 Alaska Native Claims Settlement Act (ANCSA)
- 1975 Indian Self-Determination and Educational Assistance Act
- 1976 Federal Land Policy and management Act (FLPMA)
- 1978 Indian Child Welfare Act (ICWA)
- 1980 Alaska National Interest Lands Conservation Act (ANILCA)
- 1982 Indian Tribal Governmental Tax Status Act (ITGTSA)
- Alaska Railroad Transfer Act
- 1984 Indian Tribal Governmental Tax Status Act (amendments)
- 1986 Recodification (recognition/recognizance) of United States Code title 25 "Indians"
- 1988 ANCSA "1991 amendments"
- 1988 Genocide Act (Proxmire Act) ratified by U.S. Congress

Published by Sierra Club Books: The Imminent Theft of Alaska (by) Thomas R. Berger Village Journey: The report of The Alaska Native Review Commission:

Comments: It has been stated by Thomas R. Berger that the 1971 Settlement Act was illegal. He stated that the Natives owned 100% of everything; people that were appointed to represent the Natives were done by the U.S. Government. They were never appointed by the Natives from any of the villages, and that makes it illegal.

It stated in his book, the Native/Indians should always have top priority on all hunting and fishing rights.

When Russian tried to sell Alaska to United States, The U.S. Officials made this statement, they asked Russia; how can you try and sell something you never owned? So how could the U.S. Say they bought Alaska from Russia when they knew that Russia never owned Alaska?

Signed March 13, 1867: Article III

The inhabitants of the Territory, according to their choice, reserving their natural allegiance, may return to Russian within three years, but if they should prefer to remain in the Territory, they, with the exception of uncivilized native Tribes, shall be admitted to the enjoyment of all the rights Signed by; William H. Seward and (I might misspelled his name) Edouard De Stoeckl.

 Russian has stated to the U.S., the uncivilized tribes should always enjoy their freedom, their life-style, and the U.S. should never interfere with the uncivilized tribes. They called the Thling-gits uncivilized, for they could never control them.

Inalienable Rights: (What are the Russians saying?)

Rights which are not capable of being surrendered or transferred without the
consent of the one possessing such rights; freedom of speech or religion, due
process, and equal protection of the laws.

What is Subsistence?

- Who made that word up, when the Natives always had the freedom to put up all the food's they needed for their household; they never wasted.
- Natives never knew what was welfare was, that was forced on the Natives by the U.S. government.
- Subsistence is a made up white-man word they made for the Indians; please remember, made for the Indians in the later part of the 1800's.

Subsistence:

 Support. Means of support, provisions, or that which procures provisions or livelihood.

Support:

To maintain; to provide for; to enable to continue; to carry on. To provide a
means of livelihood. To vindicate, to maintain, to defend, to uphold with aid or
countenance.

Support:

That which furnishes a livelihood; a source or means of live; subsistence, sustenance, maintenance, or living. In a broad sense the term includes all such means of living as would enable one to live in the degree of comfort suitable and becoming to his station of life.

Con game:

 A swindle or any arrangement in which a person is deliberately defrauded because of his trust in the one who is swindling.

Confidence game:

- The elements of the crime of "confidence game" are:
 - 1. an intentional false representation to the victims as to some resent act,
 - 2. knowing it to be false,
 - 3. with intent that the victims rely on the representation,
 - 4. the representation being made to obtain the victims confidence and thereafter money property, subsistence rights,
 - 5. Which confidence is then abused?

Comment:

- Not only did the United States defraud the Natives of their land, which they
 owned 100%, before they forced the 1971 Settlement Act on Alaskan Natives,
 they also used trickery in appointing people to represent Alaskan Natives during
 the negotiations.
- Alaskan Natives also had rights to go our and fish anytime without interference from the fish & game, and that was taken away from the Native "read Justice Thomas Berger report."

Necessaries:

- An article which a party actually needs. State v. Earnest, Mo.App., 162 S.W.2d 338,341. Things indispensable, or things proper and useful, for the sustenance of human life.
- Necessaries consist of food; however, liability for necessaries is not limited to
 articles required to sustain life; it extends to articles which would ordinarily be
 necessary and suitable, in view of the rank, position, fortune, earning capacity,
 and mode of living of the individual involved.

Comment:

- Not only have the Natives been defrauded of their land, they have been defrauded of their use of their subsistence way of making a living.
- The Natives have lost their fishing markets, and now it is taken over by the non-natives; by losing their fishing markets, and now we can not provide fish to our people who can not go out and get their fish.

p.11

Necessitous circumstances:

Needing the necessaries of life, which cover not only primitive physical needs, things absolutely indispensable to human existence and decency, but those things, also, which are in fact necessary to the particular person left without support?

Comment:

When they made all our fisheries come under the unlimited entry program, our Native people lost their support. They not only lost their support for supporting themselves, but also the help of supporting the Natives that we helped in the past.

Sovereignty:

The international independence of a state, combined with the right and power of regulating its internal affairs without foreign dictations.

Comment:

- The natives of Alaska always said the United States was foreign to us, and they agreed never to dictate how we should live. Read what they signed when they bought 400 acres of land from Russia and Russia's trading rights.
- If the U.S. only bought 400 acres of land, what gave them right to all the land and water and resources in Alaska???

Grandfather clause:

 Provision in a new law or regulation exempting those already in or a part of the existing system which is being regulated. An exception to a restriction that allows all those already doing something to continue doing it even if they would be stopped by the new restriction. One of the original purposes of the "grandfather" clause of the Motor Carrier Act was to permit the continued operation of carrier businesses already established prior to passage of the Act. Transamerican Freight Lines v. United States, D.C.Del., 51 F.Supp. 404,409.

Comment:

The White-man courts honor the rights of Transamerican Freight Lines, the U.S. should honor Alaskan Native rights; how long was Transamerican in business before the Motor Carrier Act went into Law? The Alaskan Natives had their subsistence way of making a living for over 6,000 years; don't you think the Alaskan Natives have any rights?

Impunity:

Exemption or protection from penalty or punishment

Comment:

• When the U.S. purchased Russia's trading rights in Alaska, the U.S. was supposed to protect our Native rights; yet the fish & game look for any excuse to arrest a Native; when they are fishing for salmon/halibut/cod for home use, they are always checking to see if they have more then their limit.

Page 6 of 7

- You ask the fish & game to check out the sport fishermen, they say they can't for they need probable cause; they do not need probable cause to check the Natives.
- We should be exempt from any kind of punishment that is what the U.S. agreed on when they purchase the trading rights from Russia.

My Conclusions

Again I will reiterate; the U.S. should look at what they signed, and honor it, they honored the White-man in courts under the Grandfather clause. A non-native needs only to live in Alaska for one year and he almost has more rights then the Alaskan Natives that lived here for over 6,000 years.

Our Natives in Alaska, no matter where he lives, in a rural or non-rural area should have the right to fish for subsistence. If we grew up in a small village of 30 people and lived on our native food's, and we left that small village and moved to a city with over 1 million people, I would have to say, my taste buds will not change, no matter what, I will still crave my native food's; no native in Alaska should be denied his rights to his native food's, and no limit should be put on a native household.

Once you open the door for Mr. Vanek that could move throughout Alaska; and if that door is opened, I could see a legal issue that would be greater then the "Alaska native Claims Settelment Act."

If any more restrictions are put on our natives in Alaska, I would like to turn something like this over to "Indian Claims Commission" the Indian Claims Commission hears and determines claims against the United States on behalf of any Indian tribe, band, or other identifiable group of American Indians residing within the United States.

When evaluating Mr. Vanek proposal, I request you think about taking it away from the non-natives and leave the traditional natives alone.

Franklin H. James, Sr.

Shakan Kwaan First Chair Holder/Tribal Spokesman

Alaska Native Brotherhood Member; sit on subsistence committee

KIC Tribal Member; sit on subsistence committee

Representative for Indigenous People in North and South American

In Puerto Rico

VII Encuentro Indigena De Las Americas

7-6

BS/AI CRAB RATIONALIZATION IFQ REALLOCATION FOR SKIPPER/CREWMEN COOPERATIVE AMENDMENT PROPOSAL

D-6 STAFE TASKING
RE: C-4 CRAB MANAGEMENT
North Pacific Fishery Management Council

3

Name of sponsor: Shawn C. Dochtermann

Date: April 1, 2007

Address:

P.O. Box 3886

Kodiak, AK 99615

Telephone: 907-486-8777

Email: drdrmann@hotmail.com

Brief Statement of Proposal:

1. Reallocation of a percentage of Individual Fish Quota (IFQs) harvest privilege shares of "CR Crab" - Bering Sea/Aleutian Islands king crab, opilio, and tanner crab fisheries – to active crab crewmembers; and

- 2. Provision for a single Crewmember's Cooperative for all "CR Crab".
- 3. Retain Open Market for All Crewmember Shares.

Objectives of the Proposal (What is the Problem?):

The problem is an inequitable distribution of CR Crab fishing privileges that resulted in excessive shares being assigned to vessel owners, and granted them inordinate control over fishermen on decks and in the wheelhouses, who are engaged in active fish harvesting.

This was an unbalanced, direct and deliberate distribution of the opportunity to fish to a discrete user group or set of individuals that excluded long-term participants (boots-on-deck fishermen) without any justification in terms of the objectives of the Crab Rationalization FMP.

This failed to preserve the status quo of economic distributions in the crab fisheries, ignored the dependence of present participants (crew) and coastal communities, and failed to fully consider the social and economic consequences (harms) of the scheme (rationalization).

1. Correct Inequitable Distribution of Harvester Shares under CR Crab FMP; and Restore Historical Crewmembers Compensation Levels.

Skipper shares of 3%, combined with a complete failure to recognize deckhands as members of a vessel crew (by allocating 0% to them), fall drastically short of the historical earnings of crewmembers who actually harvest crab. A germane legal argument is that an inequitable 'takings' occurred as vessel owners confiscated upwards of 70% of ex-vessel fish ticket earnings as quota rents once the CR Crab FMP went into effect.

Reallocation of crab quotas would provide the crewmen with fair and equitable quotas with which they, as small businesses that were needlessly harmed (even foreclosed) by

inequitable allocations under Crab Rationalization to date, can retain future employment opportunities in these crab fisheries.

2. Crewmember Representation in Binding Arbitration & Price Negotiation.

Add crewmember representatives to the binding arbitration tables to protect the financial interests of the skippers and crewmembers.

3. Assure Experienced Crews are Available and Rewarded in CR Crab Fisheries.

Assure crewmember jobs in the future have earnings that are commensurate to their personal investments and the dangers of participation in CR Crab fisheries.

Needs and Justifications for Council Action (Why can't the problem be solved through other channels?):

The drastic reduction of jobs and pay with the massive consolidation of the rationalized crab fisheries forces this issue to be dealt with forthwith. There was no provision for crewmen to actually receive allocated quota initially in BS/AI crab rationalization, which violates:

Section 600.325 National Standard #4 Allocations.

Conservation and management measures shall not discriminate between residents of different states. If it becomes necessary to allocate or assign fishing privileges among various U.S. fishermen, such allocations shall be:

- (1) Fair and equitable to all such fishermen.
- (2) Reasonably calculated to promote conservation.
- (3) Carried out in such a manner that no particular individual, corporation, or other entity acquires an excessive share of such privileges.

<u>Discussion</u>: In determining the allocations under CR Crab regime(s), the privileges were not rationally connected to the achievement of Optimum Yield – especially considering that it is through the crewmembers earnings that maximum net economic benefits flow widely to communities. The motives for making particular allocations were not justified in terms of objectives – i.e. to increase safety and reduce overcapacity – and disadvantaged crewmembers as individuals and a user group, without cause. Nor did the FMP properly contain income shifts from crewmembers to rent-seeking owners, nor deter acquisition of excessive shares. This resulted in obvious inequities that need to be corrected, not the least of which are up to 70% quota lease rents.

There are two ways to correct this:

- 1) Council action to correct the inequities and re-establish crewmembers quota share (ownership) rights; or
- 2) Judicial Review i.e. a lawsuit.

This proposal gives the Council the opportunity to correct program flaws and avoid such litigation.

Foreseeable Impacts of the Proposal (Who wins, who loses?):

Who Wins: By having quota rights Crewmembers (deckhands, engineers and skippers) gain ability for substantial employment opportunities and are more likely to achieve fair earnings. This enhances the interests of new entrants, as well. Crew will benefit from increased bargaining power for ex vessel compensation with both cooperatives and processors. Fishery dependent communities will benefit from increased (restored) crew incomes. Federal and state taxes will likely be higher, in total, as crewmembers invariably pay taxes whereas corporations shelter them.

Are there alternative solutions? If so, what are they? And why do you consider your proposal the best way of solving the problem?:

Yes, an alternative would be to overturn crab rationalization and return to Open Access with a 100 pot limit for king crab and 250 for opilio. This is the option that would best have modified Status Quo, which when coupled with buyback would have helped maintain crew jobs and avoid excessive consolidation onto fewer boats.

A second alternative is to cap rents for vessel owners to a much reduced percentage, more like 35%, rather than the current exorbitant rates of between 70%-50% being taken by boatowners/IFQ holders. This would be coupled with giving the crewmembers their historical 35% - 40% of total fish value.

Reallocation to fair and equitable historical participation levels through Council action is far better than facing inevitable and costly litigation.

Supportive Data and Other Information (What data are available and where can they be found?):

Previous to IFQ shares being allocated to all entities, vessel owners, or corporations they were all required to submit 3 years (2002-04) of crab data to NMFS in order to receive crab quota shares. NMFS and/or related agencies could release this data in summary to substantiate the overall participation levels (i.e. to establish the estimated 35% to 40% historical crew rights).

The present BS/AI crab rationalization requires that all quota shares holders furnish NMFS with extensive crew and other data. Gunnar Knapp of ISER conducted a study for the City of Kodiak and it contained preliminary analysis that puts job losses in the BSAI crab industry at 892 persons who held jobs prior to rationalization. (An estimated 1,500 persons previously held crab jobs before rationalization.)

Additional Notes

Inherent in this proposal is a request that the Council begin a Discussion Paper and provide data for the allocation of the historical crewmembers' share of Bering Sea/Aleutian Islands "CR Crab" IFQs to be assigned to a Crewmembers Cooperative.

Signature:

North Pacific Fishery Management Council

604 West 4th Avenue Suite #306 Anchorage, Alaska 99501

181th Plenary Session – March 26- April 3, 2007

Hilton Hotel - Anchorage, Alaska Testimony: Crewmen's Association

Public Comment re: C-4 BSAI Crab Management

By: Mr. Shawn C. Dochtermann Kodiak, Alaska Tel: (907)486-8777

Mr. Secretary, Madame Chair, Council members, and Honorable Citizens of the United States:

The Crewman's Association based in Kodiak represents hundreds of commercial fishermen in the state of Alaska and other West Coast states. We would like to propose that the NPFMC reallocate a percentage of the Bering Sea/Aleutian Individual Fish Quotas (IFQs) of king and tanner crab for the formation of a crewmen's cooperative. It is clear that between 800-1,000 crewmen were disenfranchised from the crab fleet with the consolidation of the crab fleet as a result of improper measures during Crab Rationalization. To ensure that there is a future for crewmen, plus fair earnings paid, the crewmen will depend on a co-op that will be a single shareholder of crab quotas.

The proposal is to reallocate crab quotas to a crewmen's co-op that would be a held as a single IFQ proportion of the TAC for all crewmen that are members of the co-op and who fish in a calendar year. No actual person will ever hold IFQs, as the IFQ holder would be the Bering Sea Crab Crewmen's Cooperative (BSCCC). The BSCCC would be formed from the total numbers of crew positions that are actually available in the present BS/AI crab fishery plus 5 or 10 %, as to provide for injury, family emergencies, and other unavoidable situations that may arise while the crab fleet is prosecuting a fishery.

The BSCCC would give haven to all BS/AI crab crewmen from being exploited by crab and co-op owners paying low wages for some of the most dangerous work in the world. There should be minimum pay percentages for all crewmen, engineers, and captains of BS crab fleet. Once the BSCCC had a fair allocation this would give the crewmen leverage for fair and equitable pay percentages.

The proposed reallocation of BS/AI crab IFQ shares to crewmen would be formulated on the basis of past historical compensation of the crews and skippers, as an average of the years of 2002-4.

It is clear that National Standard #4 was never applied in the preferred alternative that was recommended to the U.S. Congress in August 5, 2002 by chairman David Benton. Therefore, we request that the NPFMC follow this standard:

Sec. 600 .325 National Standard #4 Allocations If it becomes necessary to allocate or assign fishing privileges among various U.S fishermen, such allocations shall be:

- (1) Fair and equitable to all such fishermen
- (2) Reasonably calculated to promote conservation
- (3) Carried out in such a manner that no particular individual, corporation, or other entity acquire an excessive share of such privileges

The crewmen are actually small businesses that were needlessly harmed (even foreclosed) by inequitable allocation distribution under the Crab Rationalization. There are two ways to correct this:

- 1) Council action to correct the inequities and reestablish crewmembers quota share (ownership) rights; or
- 2) Judicial Review- i.e. a lawsuit

This proposal gives the Council the opportunity to correct program flaws and avoid such litigation.

Another correction for the CR crab program is one of binding arbitration. Crewmen as I have stated previously are small businesses that privately contract for their services. Therefore, a crewmembers' representative needs to be added at the binding arbitration table to protect the financial interests of the skippers and crewmembers.

The Crewman's Association requests that the Council begin a Discussion Paper on provide data for the reallocation of the historical Bering Sea/Aleutian crab Individual Fish Quotas as a crewmembers cooperative.

Respectfully,

Shawn C. Dochtermann Secretary-Crewman's Association Kodiak, AK 99615

NPFMC
April 3, '07

RE: Request for CoP/sopp

re Problem Statements

(Development Protocol)

Mr. Denby Lloyd, Commissioner & Member of the NPFMC Alaska Department of Fish & Game PO Box 115526 Juneau, Alaska 99811-5526 commissioner@fishgame.state.ak.us

Phone: (907) 465-4100 FAX: (907) 465-2332

March 24, 2007

> From: Ludger Dochtermann, Kodiak AK F/V North Point, Stormbird

RE: NPFMC PROTOCOL NEEDED FOR 'PROBLEM STATEMENTS'

Dear Denby:

At the Portland NPFMC meeting in February, we began the discussion of Problem Statements (PS), and the need for them to be based on facts, properly designed, justifiable and warranted before the Council is allowed to proceed on staff tasking and policy development. We have too often seen Problem Statements get revised, and re-revised, as participants in the policy making run into roadblocks and feel the need to make fickle, self-serving changes.

A primary example of this was for GOA Rationalization, which we can cover at some point. But let's work instead toward a solution through a Council Operation Procedure (COP) which I'd like to ask you to introduce.

It may be possible to find other regional fishery councils who already have such a COP on this matter. It goes without saying that as a new council member, you may also be able to find out from NOAA General Counsel if any relevant COP or protocols or known practices already exist for the NPFMC.

This PS issue is central to ensuring that any LAPP or RFA or similar program, amendment, or policy making under the revised MSA Fisheries Acts proceeds with full public input and opportunity to participate in actual design of Problem Statements. This will ensure that we don't have a repeat of discovering a meaningless or improper PS, as we just did for Cod Splits. Thank you again for your assistance on that matter in Portland.

Here are my first thoughts and an outline:

There is a central need for a Council Operating Procedure, i.e. for the development of an official protocol that ensures Problem Statements are developed in conjunction with economic analysis and scientific justification. And that they are publicly reviewed prior to acceptance as a Problem Statement, and only after that may the Council decide during Staff Tasking when and where to insert the item on the Agendas.

The a priori requirement is that any proposed Problem Statements must either the result of problems noted by actual fisheries participants, or resultant from regulatory language inconsistencies or similar needs noted by legal counsel or the States. The subsequent requirement is that no one group of industry participants may specify a problem and draft its statement to the exclusion or without the combined input of other sectors and species groups in the affected region or fishery, and rush it forward into policy making without general public awareness. That is, better use of the Council website is highly recommended.

<u>The basic elements of the protocol for Problems Statements</u> should be 1) submission, 2) proposal contents, 3) review and approval. Here are my basic ideas for each:

- Submission: In order to submit a Problem Statement there must be sufficient information for the Council to determine if the alleged problem actually exists, if it is something that warrants Council action, and recite adequate justification, and it must have been reviewed by the chair of the SSC and/or NOAA GC regarding basic scientific reasoning and/or legal reasoning. Once submitted, it must be posted on the Council website under current issues for public notice.
- 2) <u>Proposal Contents</u>: The Problem Statement must be typed on an official Counsel Problem Statement form with all sections filled in, as well as contain:
 - a. sufficient information to outline all affected fisheries and disclosure of the interrelationship of a proposed policy between gear groups and among species or within a multispecies complex;
 - b. consider each of the National Standards, and outline relevant legal aspects of their application or how the standards would apply in the policy making, as well as outline potential litigation factors;
 - c. examine biological, social, and economic aspects and include each in the Problem Statement outline; and specifically include projected areas of effect on the Optimum Yield (including economic wealth maximization); and where appropriate, outline effects regarding the State of Alaska constitutional requirement to maximize net economic benefits from common use resources;
 - d. provide essential scientific facts that form the baselines, and prove the problem exists, and cover the rationale for developing the statement and policy at this time; and
 - e. include identification of the individuals who are proponents of the proposal and letters of their intentions and recommendations.
- 3) Review and Approval: each Problem Statement has to be scheduled for public consideration at the SSC and AP levels and reviewed in full transparency before it can be accepted by the Council, and when the Council reviews it for acceptance, public comment must be allowed. The Problem Statement must be approved in

public session, before agenda-setting and staff tasking may proceed. However, it may be that the chair of the SSC or NOAA GC requests initial staff assistance to summons up the basic preliminary data and analysis to justify their positions before submitting the PS to the Council, in the first place.

Denby, I will not be at the March/April meeting in Anchorage. But I would certainly appreciate you discussing this with members such as Bill Tweit of Washington State, and then immediately moving forward by requesting a PS-COP be developed. I will be sending Stephen Taufen to the Anchorage meeting to communicate on my behalf on these matters, as well.

Thank you again for your consideration and appropriate action at the Portland meeting. It felt like a long devastating tide that has been pushing against our communities and fleets has finally started to roll out to sea again. We are pleased that Governor Palin has placed you at the helm to set a new course for the State of Alaska at the NPFMC.

Best regards,

ruly toll mana

Ludger Dochtermann

P.O. Box 714

Kodiak, Alaska 99615 Cell: 206-245-5415

Home: 907-486-5450

Uniform Council Motion to Establish Council Coordination Committee

There shall be established a Council Coordination Committee consisting of the Chairs, Vice Chairs, and Executive Directors of each of the eight regional fishery management councils, other council members, and staff. The Chairs, Vice Chairs, and Executive Directors shall be voting members. The six NOAA Fisheries Regional Administrators or their designees, other council members, and staff shall be non-voting members. The Council Coordinating Committee shall meet from time to time as appropriate to discuss issues of relevance to all councils. The Council Coordinating Committee may establish such subcommittees as it deems appropriate.

DRAFT NPFMC THREE-MEETING OUTLOOK - updated 4/3/07

June 4, 2007 Sitka, Alaska		October 1, 2007 Anchorage, Alaska	December 3, 2007 Anchorage, Alaska
SOPPS: Review and action as necessary (T) Draft MMPA LOF for 2008: SSC review		Revised NEPA process: Comment	<u> </u>
SSLMC Report on proposal review: <i>Action as necessary (T)</i>		Draft MMPA LOF for 2008: Action as necessary (T)	
SSL Recovery Plan: Review progress and		SSL Recovery Plan and BiOp Update: Action as necessary	SSL BiOp Review: Action as necessary
related ESA discussion paper	1 140	• • • • • • • • • • • • • • • • • • • •	·
		GOA sector split: Preliminary Review	GOA sector split: Initial Review
		GOA sideboards: Discussion paper; action as necessary	
		GOA latent licenses: Discussion Paper, action as necessary	GOA latent licenses: Initial Review (T)
DOM O 1 IDIO Btt		WGOA pollock trip limit: Initial Review	WGOA pollock trip limit: Final Action
BSAI Crab 'B' Shares: Discussion paper		Crab 'C' Shares: <i>Initial Review</i>	Crab 'C' Shares: Final Action
BSAI Crab 'Active Participation': <i>Discussion paper</i> BSAI Crab Custom Processing: <i>Discussion paper</i>	5 i - 13	BSAI Crab custom processing: Initial Review (T)	BSAI Crab custom processing: Final Action (T)
BSAI Crab Post-delivery Transfers: Discussion paper		Crab Advisory Committee: Report and Action as necessary	Dorn Grab Gastom processing. I mai Asiam (1)
BOAT CIAD I OSI-delivery Transicis. Discussion puper		orab , tarroon, commission report and necessary	
Charter Halibut Allocation/Compensation: Committee report and	1.0	Charter Halibut Allocation/Compensation: Initial Review (T)	Charter Halibut Allocation/Compensation: Final Action (T)
action as necessary	S 154		
Charter Halibut Discard Mortality: Discussion paper (T)			Charter Halibut Longterm: Discuss
Charter Halibut 2C GHL Measures: Final action	4. 36	Charter Halibut 3A GHL Measures: Initial Review	Charter Halibut 3A GHL Measures: Final Action
		D. J. D. J. D. J. D. H. H. J. D. H. J. J.	
Halibut Subsistence Rural Definition: Discussion paper		Comprehensive Socioecon. Data Collection: Report	
Observer Program: Cttee Report, Disc paper; action as necessar	l V	Observer Program Reg. Package: Initial Review (T)	Observer Program Reg. Package: Final Action (T)
	1		
Trawl LLP Recency: Review information to date		Trawl LLP Recency: Initial Review (T)	Trawl LLP Recency: Final Action (T)
	JE 4		L
Salmon Bycatch (B-1): Workgroup report/refine alternatives		BSAI Salmon Bycatch (B-1): Initial Review (T)	BSAI Salmon Bycatch (B-1): Final Action (T)
OOA		GOA arrowtooth MRA: Final action (T)	
GOA arrowtooth MRA: Initial Review (T)		GOA arrowidour wika. Final action (1)	
CDQ Am. 71/22: Discussion paper on Alternatives and legal opinion (T)		CDQ Program: Action as necessary	
CDQ regulation of harvest: Initial Review/Final Action (T)	1	Oba i regium Planen de necessary	
Arctic management: Review discussion paper	in the same		
BS Habitat Conservation: Final Action			
HAPC Priorities and Timing: Review/Action as necessary			
•	4.0	Seabird avoidance measures in 4E: Action as necessary	
Research Priorities: Review and Approve			
		Other Species: Committee Report	
PSEIS Priorities: Review	ľ.		0
		•	Groundfish specifications and SAFE: Final Action
Guidelines for External Review: Review/Approve		BSAI Crab SAFE	
AI FEP: Review and Approve			
BSAI Crab Overfishing Definition: Initial Review		BSAI Crab Overfishing Definition: Final Action	
TAC - Total Allowable Catch		AI - Aleutian Islands	Future Meeting Dates and Locations

BSAI - Bering Sea and Aleutian Islands

IFQ - Individual Fishing Quota

GHL - Guideline Harvest Level

HAPC - Habitat Areas of Particular Concern

LLP - License Limitation Program

SAFE - Stock Assessement and Fishery Evaluation

PSC - Prohibited Species Catch

Al - Aleutian Islands GOA - Gulf of Alaska SSL - Steller Sea Lion **BOF** - Board of Fisheries FEP - Fishery Ecosystem Plan CDQ - Community Development Quota

December 3 - 11, 2007 in Anchorage February 4 - , 2008 in Seattle ESA - Endangered Species Act March 31 - , 2008 in Anchorage (T) Tentatively scheduled

June 4 - 12, 2007 in Sitka

October 1 - 9, 2007 in Anchorage

* August meeting to comment on SSL recovery plan (T)

North Pacific Fishery Management Council

Stephanie Madsen, Chair Chris Oliver, Executive Director

Telephone (907) 271-2809



605 W. 4th Avenue, Suite 306 Anchorage, AK 99501-2252

Fax (907) 271-2817

Visit our website: http://www.fakr.noaa.gov/npfmc

MEMORANDUM

To:

Council members

From:

Chris Oliver

Executive Director

Date:

April 2, 2007

Subject:

Bob Mace Award

You recall at the 30th anniversary celebration last December the Council staff, collectively, were the honored recipients of the Council's first Bob Mace Distinguished Service Award. The Council has not discussed how it wants to handle this award, though I might suggest that it makes sense to consider awarding it annually, or alternatively, award it on an 'as appropriate' basis, but no more than once per year. I believe you will all agree that this award merits a particularly special status.

I suggest that the purview of this award remain fully within the Council, and that it be based on nomination by a Council member (or members jointly) and approved by the Council each year in Executive Session. Perhaps December of each year would be an appropriate normal cycle for determining this award, but you may want to make allowances for approving a recipient at any time, based on circumstances as you deem appropriate.

The Council could develop specific criteria for such an award; however, it may be that, due to the very nature of this award (the words "Distinguished Service" in the title probably say it all), that specific criteria are unnecessary, and the Council can leave that open and adopt a 'we'll know it when we see it' approach.

Generally, it seems the award should be based on an outstanding professional commitment, or particular exemplary performance, relative to the management of fisheries in the North Pacific.



UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.

I realize that our inability to fully-staff the FMA Division directly impacts the operations of our certified observer service providers and we will continue to do our best to minimize any impacts. Through this planned reorganization we expect to improve the efficiency and effectiveness of debriefing and other observer support services. As I mentioned in an earlier memo, we are also working to establish a contractual arrangement which will allow us to contract with suitably-qualified individuals during peak periods.





Please feel free to contact me directly if you have questions or concerns regarding these organizational changes.

cc:
Sue Salveson
Doug DeMaster
Jim Coe
Chris Oliver
Joe Kyle



UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic... NATIONAL MARINE FISHERIES SERVICE

Alaska Fisheries Science Center
Fisheries Monitoring and Analysis Division
7800 Sand Point Way Northeast
Seattle, Washington 98115-0070
March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCI
National Oceanic and Atmospheric Administratic..

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7800 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERC! National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE
Alaska Fisheries Science Center
Fisheries Monitoring and Analysis Division
7600 Sand Point Way Northeast
Seattle, Washington 98115-0070
March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp – Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic..

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7800 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERC! National Oceanic and Atmospheric Administratic..

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCINAtional Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seatle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERC! National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic..

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERC! National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCINAtional Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.



9.1



UNITED STATES DEPARTMENT OF COMMERCINAtional Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7800 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.



Dellem



UNITED STATES DEPARTMENT OF COMMERC! National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic..

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic..

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic..

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERC! National Oceanic and Atmospheric Administratic..

NATIONAL MARINE FISHERIES SERVICE
Alaska Fisheries Science Center
Fisheries Monitoring and Analysis Division
7800 Sand Point Way Northeast
Seattle, Washington 98115-0070
March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.



AGENDA C-5 Supplemental APRIL 2007



UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic..

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.



AGENDA C-5 Supplemental APRIL 2007



UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic..

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.



AGENDA C-5 Supplemental APRIL 2007



UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7800 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.



S.W.



UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE
Alaska Fisheries Science Center
Fisheries Monitoring and Analysis Division
7800 Sand Point Way Northeast
Seattle, Washington 98115-0070
March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7800 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.



AGENDA C-5 Supplemental APRIL 2007



UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.



AGENDA C-5 Supplemental APRIL 2007



UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic..

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7800 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic..

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic..

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.



AGENDA C-5 Supplemental APRIL 2007



UNITED STATES DEPARTMENT OF COMMERCINATION NATIONAL OCCURRENCE ADMINISTRATION.

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7800 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.



AGENDA C-5 Supplemental APRIL 2007



UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.



AGENDA C-5 Supplemental APRIL 2007



UNITED STATES DEPARTMENT OF COMMERCI National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE
Alaska Fisheries Science Center
Fisheries Monitoring and Analysis Division
7800 Sand Point Way Northeast
Seattle, Washington 98115-0070
March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.





UNITED STATES DEPARTMENT OF COMMERC! National Oceanic and Atmospheric Administratic...

NATIONAL MARINE FISHERIES SERVICE Alaska Fisheries Science Center Fisheries Monitoring and Analysis Division 7600 Sand Point Way Northeast Seattle, Washington 98115-0070 March 20, 2007

To: North Pacific Groundfish Observer Providers

From: Bill Karp - Director, Fisheries Management and Analysis Division

Subject: Organizational Changes

I would like to let you know about some planned changes in the organizational structure of the Fisheries Monitoring and Analysis (FMA) Division.

As you are aware, we have suffered significant staff attrition in recent years. We have been able to backfill some critical vacancies but we do not expect to receive sufficient appropriated funds to fully staff the North Pacific Groundfish Observer Program in the foreseeable future. Furthermore, new positions (and associated funds) requested to support new management programs such as the GOA Rockfish Pilot Project and the new groundfish retention requirements have not been provided. Therefore, we have decided to eliminate the Observer Cadre as a separately-managed activity within the Division. To the extent that resources are available, some of the functions previously carried out by the Cadre will be carried out within a reorganized debriefing group. We will maintain a small (2-4 person) office in Anchorage which will be staffed by members of the debriefing group. We will be hiring a new manager to supervise all debriefing staff and coordinate all debriefing activities and we also plan to hire at least two debriefers in Seattle and one in Anchorage to fill some of our current vacancies.

Once we have hired the new manager, the FMA management team will consist of: Bill Karp (Division Director), Martin Loefflad (Deputy Director), Jennifer Ferdinand (Manager of training and associated support services), Doug Turnbull (IT manager), and the new Manager of debriefing services.

