



## U.S. Fish & Wildlife Service

### Alpena Fishery Resources Office FY 2007 Station Activities

## Workforce Management

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The Fisheries Program relies on a broad range of professionals to accomplish its mission: biologists, managers, administrators, clerks, animal caretakers, and maintenance workers. Without their skills and dedication, the Fisheries Program cannot succeed. Employees must be trained, equipped and supported in order to perform their jobs safely, often under demanding environmental conditions, and to keep current with the constantly expanding science of fish and aquatic resource management and conservation. The Alpena Fishery Resources Office in Alpena, Michigan is actively involved in workforce management. The following accomplishments are a list of examples of workforce management that the office provided in Fiscal Year 2007 (October 2006-September 2007).

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### Biologist Completes Detail

*Submitted by Aaron Woldt  
Fishery Biologist*

From October 2 to 20, 2006 Fishery Biologist Aaron Woldt of the Alpena FRO served as Acting Project Leader at the Ashland FRO in Ashland, Wisconsin. The Ashland FRO has been without a permanent Project Leader since Mark Dryer retired in June 2006. Woldt was happy to detail to the Ashland office, shoulder some of the workload, learn some new skills, and help station staff fulfill office objectives and the Service mission.

Continued educational opportunities are consistent with the Service's goal of providing employees with opportunities to maintain competencies and improve opportunities for professional achievement under the "Workforce Management" priority of the Fisheries Program Vision for the Future.

### Biologist Attends Leadership Training

*Submitted by Aaron Woldt  
Fishery Biologist*

From October 23 to November 3, 2006 Fishery Biologist Aaron Woldt of the Alpena FRO attended Stepping Up to Leadership training at the National Conservation Training Center. The primary objectives of this training are to help attendees articulate a personal vision of leadership, integrate

Service leadership competencies into their personal development and career plans, and exhibit leadership behaviors that support the Service's mission. Topics covered included effective communication, giving and receiving feedback, team communications, group dynamics, power and influence, and the life of a Service leader. Students must complete several interim projects over the next 6 months and return to NCTC for a closeout session in March 2007.

Continued educational opportunities are consistent with the Service's goal of providing employees with opportunities to maintain competencies and improve opportunities for professional achievement under the "Workforce Management" priority of the Fisheries Program Vision for the Future.

## **James Boase Serves as Acting Project Leader for Ashland FRO during January and February**

*Submitted by James Boase  
Fishery Biologist*

Since Project Leader Mark Dryer's retirement back in June 2006, the Ashland field office has had a number of individuals step up to fill the vacancy until newly hired Project Leader Mark Brouder arrives in late February 2007. For most of the period the vacancy has been filled internally by Henry Quinlan and Ted Koehler, two biologists on staff here at Ashland. Three biologists from other offices have stepped up to fill the role as well starting with Wyatt Doyle from Columbia FRO, then Aaron Woldt from the Alpena FRO, and finally James Boase, also from Alpena FRO.

Boase filled in for the last four weeks before Brouder's arrival and was sent to Ashland to "assist in a smooth transition with the arrival of the new Project Leader." Most work during the period was to assist with a number of staffing changes and the day to day demands of an FRO Project Leader. Administrative Technician Joan Bratley retired during the period and a portion of the transition was to help acclimatize the Ashland staff to the new demands they would face without Joan's assistance, a situation the Alpena FRO faced two years ago.

Having an opportunity to temporarily fill these types of leadership vacancies allows for important interactions between the regional office and those individuals that are prospective upcoming leaders. Perhaps as important is that these longer term interactions also allow for the exchange of information and ideas which ultimately helps not only each respective office but also the Service to function more efficiently. This activity is consistent with and supportive of the Service's Fisheries Program Vision for the Future priority of "Workforce Management".

## Alpena FRO Biologist Serves on Region 3 Project Leaders Meeting Planning Committee

*Submitted by Aaron Woldt  
Fishery Biologist*

Fishery Biologist Aaron Woldt of the Alpena FRO served on the planning committee for the Region 3 Project Leaders Meeting which was held in Indianapolis, Indiana February 5-9, 2007. The planning committee was comprised of representatives from the Regional Office, Fisheries, External Affairs, Refuges, Ecological Services, Law Enforcement, and Migratory Birds and was charged with working with Director Thorson to plan and execute the meeting.

Woldt's duties included participating in planning committee conference calls, collecting electronic images from Region 3 fisheries offices for use in a state themed slide show, organizing and implementing the evening poster session, and moderating the Tuesday morning common session. Overall, the meeting was well received by attendees and provided a valuable forum for information sharing, networking, and continued learning.

Participation in continued educational opportunities is consistent with the Service's goal of providing employees with opportunities to maintain competencies and improve opportunities for professional achievement under the "Workforce Management" priority of the Fisheries Program Vision for the Future.

## GIS Training for Conservation Professionals

*Submitted by Anjanette Bowen  
Fishery Biologist*

Biologists Rawlings and Bowen traveled to NCTC with Steve DuShane (Detroit River IWR) and Jim Dastyck (Shiawassee NWR) to attend the GIS Introduction for Conservation Professionals training that was offered from February 21-23, 2007. The training provided hands-on instruction in the use of ArcGIS software. ArcGIS application will enhance the Alpena FRO Partners for Fish and Wildlife and Aquatic Invasive Species programs by improving land use planning and efforts to target invasive species populations. Employee training is a priority addressed under the "Workforce Management" component of the Service's Fisheries Program Vision for the Future.



## Washington Fish and Wildlife Management Assistance Detail

*Submitted by Susan Wells  
Fishery Biologist*

From January 10 to March 15, 2007, Biologist Wells completed a detail in the Service's Washington Office, Branch of Fish and Wildlife Management Assistance. The experience provided exposure to many facets of the Service on a national scale, primarily with the National Fish Passage Program (NFPP), and the National Fish Habitat Action Plan (NFHAP). While on detail, there were numerous budget and information requests from the Office of Management and Budget (OMB) and other Departments for congressional inquiries and the development of the FY 08 President's budget request. During the detail, Wells had the opportunity to accompany FHC staff to meet with Congressionals at briefings to discuss issues related to NFHAP, NFPP, viral hemorrhagic septicemia (VHS) and other topics of national interest which provided an excellent experience.

Having the opportunity to perform this detail provided a mutually beneficial interaction between the Washington Office and field office staff. In addition, it allowed for an exchange of ideas and views related to how programs are implemented and what is needed from both offices to achieve success. One of the more important aspects of the detail is the interaction and exchange of information and ideas, not just within the Service, but more importantly with partners across the nation. Meetings with the NFHAP Board, American Rivers, Trout Unlimited, and USGS provided excellent opportunities for networking.

Work details of this nature are excellent training opportunities for employees and help them better understand the Service as an agency. This activity is consistent with and supportive of the Service's Fisheries Program Vision for the Future priority for "Workforce Management".

## Biologist Completes Leadership Training

*Submitted by Aaron Woldt  
Fishery Biologist*

On March 30, 2007, Fishery Biologist Aaron Woldt of the Alpena FRO graduated from Stepping Up to Leadership (SUTL) training at the National Conservation Training Center (NCTC). SUTL is a six month long leadership development course consisting of two classroom portions at NCTC and an interim project phase. The interim project phase includes both group and individual projects. The primary objectives of this training are to help attendees articulate a personal vision of leadership, integrate Service leadership competencies into their personal development and career plans, and exhibit leadership behaviors that support the Service's mission. Topics covered included effective communication, giving and receiving feedback, team communications, group dynamics, power and influence, and the life of a Service leader.

Continued educational opportunities are consistent with the Service's goal of providing employees with opportunities to maintain competencies and improve opportunities for professional

achievement under the “Workforce Management” priority of the Fisheries Program Vision for the Future.

## 2007 Motorboat Operation Certification Course held in Marquette, Michigan

*Submitted by Jim McFee  
Fishery Biologist*

During the week of April 23, 2007, Service Biologist Jim McFee attended the Motorboat Operation Certification Course (MOCC). The MOCC was offered at the Biological Station in Marquette, Michigan. This training was a three day course covering boat operation and skills, both on and in the water. Classroom topics included rules of the road, aids to navigation, emergency procedures, fire suppression, and techniques for overall handling. On water training consisted of backing and unloading a trailer, docking in a slip, learning the avoidance move, and completing the star maneuverability course. The water training also provided the chance to swim while wearing a lifejacket, practice overboard retrieval techniques, and learn how to throw a life ring and line.

McFee passed all portions of the course and has had a chance to use his recently learned skills on the Detroit River. Not only was this a good training opportunity, but also gave McFee a chance to meet several Fish and Wildlife Service employees from another station.



This effort provided a unique opportunity to create new partnerships with both governmental and non-governmental agencies to achieve common Great Lakes management objectives. Maintaining these collaborative relationships allows for the most efficient use of limited human and fiscal resources. This project is consistent with the “Workforce Management” and “Partnerships and Accountability” priorities of the Fisheries Program’s Vision for the Future.

## Biologist Co-instructs MOICC Course

*Submitted by Aaron Woldt  
Fishery Biologist*

Fishery Biologist Aaron Woldt of the Alpena FRO co-instructed a Department of Interior (DOI) Motorboat Operator Instructor Certification Course (MOICC) at the LaCrosse Fishery Resources Office from May 7 to 11, 2007. Stewart Cogswell served as lead instructor, and other co-instructors included Anne Sittauer, Dave Wedan, Bob Clevenstine, and Tim Peiffer. The primary goal of this course was to train new MOCC instructors to teach other Service



employees to safely operate motorboats in the work environment. DOI Policy 485 DM 22 requires operators of all department watercraft to successfully complete MOCC training and complete refresher MOCC training every 5 years thereafter.

Cogswell, Sittauer, Wedan, Clevenstine, Peiffer, and Woldt staged an informative, well organized course that included classroom, pool, and on-water instruction. Instructors lectured on topics ranging from proper instructional techniques, DOI boating policy, MOCC course planning and logistics, on-water course set-up, boat orientation, state boating regulations, boat and trailer maintenance, emergency procedures, rules of the road, aids to navigation, towing, anchoring and beaching, slow and at-speed maneuvers, marlinspike, fire suppression, and weather. Students also delivered lectures on pre-assigned topics for class critique. Fourteen students received training and successfully earned MOICC certification.

MOICC and MOCC training are valuable curricula designed to make Service personnel competent and safe boaters. Teaching MOICC and MOCC courses is consistent with the Service's goal of providing employees with opportunities to maintain competencies, improve opportunities for professional achievement, and safely perform their jobs under the "Workforce Management" priority of the Fisheries Program Vision for the Future.

## Ludington MOCC

*Submitted by Adam Kowalski  
Fish and Wildlife Biologist*

Motorboat Operator Certification Course (MOCC) instructors Adam Kowalski (Alpena FRO), Stewart Cogswell (Green Bay FRO), and Kevin Butterfield (Sea Lamprey Control) put on a three day MOCC course in Ludington, Michigan from June 19 to 21, 2007. MOCC is designed to provide training to DOI employees before they are allowed to operate DOI watercraft.

The following is a list of topics covered during the course: surviving in the water, using flotation devices correctly, anchoring correctly, required and recommended equipment for DOI vessels, changing a propeller, how to properly connect a boat trailer to a vehicle, how to tow a trailer with a vehicle, rules of the road, navigational aides, and proper boat handling.

Overall this course was a success, and all 6 students successfully completed the training. Students reported that they learned a great deal and felt that this course was a great starting point for learning to operate vessels.

MOCC training is a valuable course designed to make Service personnel competent and safe boaters. Teaching MOCC courses is consistent with the Service's Fisheries Program Vision for the



Future priority of “Workforce Management” to maintain and support an adequately-sized, strategically positioned workforce with state-of-art training, equipment, and technologies in their career fields.

## **New Staff Member at the Alpena National Fish and Wildlife Conservation Office**

***Submitted by Anjanette Bowen  
Fishery Biologist***

Fishery Biologist Andrea Ania joined the staff of the Alpena National Fish and Wildlife Conservation Office (formerly Alpena FRO) in early September 2007. She recently graduated from Michigan State University in East Lansing, Michigan with a Master of Science from the Department of Fisheries and Wildlife. She has a Bachelor of Science in Biology from Montana State University in Bozeman, Montana.

Andrea worked as a Student Career Experience Program (SCEP) enrollee at the Alpena office for the past three summers gaining job experience while enrolled at Michigan State University. She has also worked for a number of Service offices including the Wyoming Ecological Services Field Office in Cheyenne, Wyoming; Ludington Biological Station in Ludington, Michigan; Bozeman Fish Technology Center in Bozeman, Montana; and has volunteered at the Carson National Fish Hatchery in Carson, Washington. She has also worked at the Sarett Nature Center in Benton Harbor, Michigan.

Andrea is training with Fish Passage Coordinator Susan Wells on the Fish Passage and National Fish Habitat Action Plan programs. Biologist Wells recently accepted a position in the Washington Office (WO) with Fish and Wildlife Management Assistance. Andrea will assume Susan’s responsibilities as the station Fish Passage Coordinator following Susan’s move to the WO in late November.

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For more information about Alpena FRO programs and activities contact us at:

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