

# **Columbia River Fish and Wildlife Conservation Office Station Profile**

**December 9, 2019**

## **CRFWCO Overview**

The Columbia River Fish and Wildlife Conservation Office (CRFWCO) coordinates, facilitates, and implements management actions to conserve and restore fish and aquatic species in the Columbia River Basin, including anadromous salmonids, threatened and endangered resident species, and their associated habitats. Our main conservation and restoration activities include: harvest management, endangered species review and assessment, Federal hatchery evaluation, fish passage improvement, tagging and marking of anadromous salmonids, aquatic invasive species monitoring, and various technical assistance programs. We work through collaboration and partnership with other Federal agencies, stakeholder groups, State and Tribal governments, non-governmental organizations, and the public.

Our geographic focus includes the Columbia River and tributaries downstream from McNary Dam to the Pacific Ocean, and the rest of Oregon (except for the Klamath Basin). Providing technical assessment, interagency coordination, and representation on technical and policy level workgroups, committees, councils, and commissions for hydrosystem, hatchery, harvest, and habitat management are the key tasks for the CRFWCO. The CRFWCO work is guided by, and consistent with, the Pacific Region Fisheries Strategic Plan, USFWS National Fisheries Strategic Plan, and Department of Interior Secretarial priorities.

## **CRFWCO Organizational Structure**

The CRFWCO is organized into Teams (Figure 1) based the expertise and skills of current employees, funding sources, mandatory projects, prioritized discretionary work, overall administration of the office, and general broad alignment with other FWCO's in the Region and across the country.

### **Office Teams:**

- Executive
- Passage and Habitat
- GIS / Data
- Natural Population Assessment
- Hatchery Assessment
- Hatchery Marking and Tagging
- Fisheries Management
- Administration
- Outreach

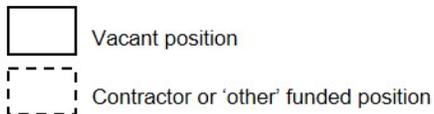
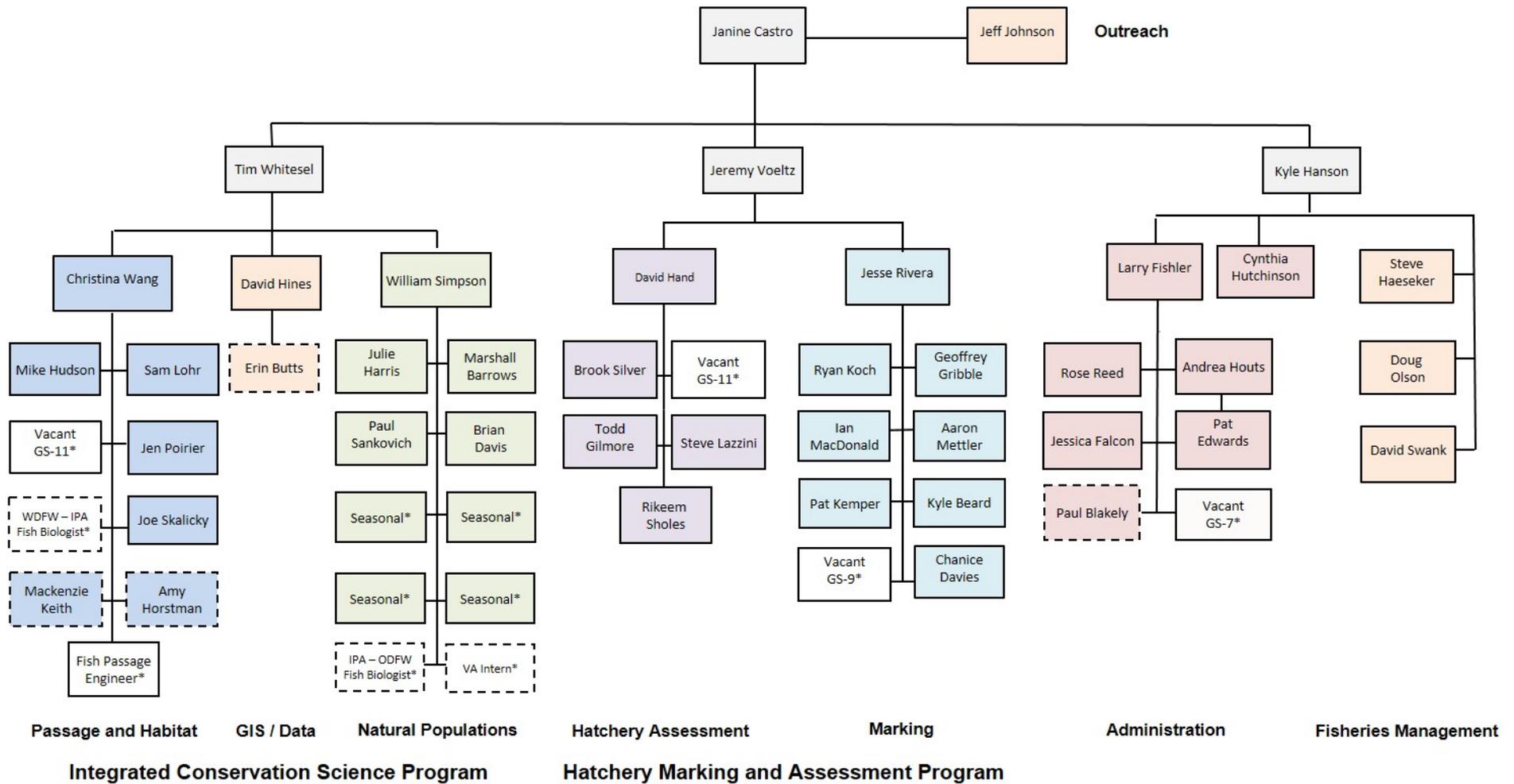


Figure 1. CRFWCO Simplified Organizational Chart showing filled positions, program/team structure, and high priority vacancies. Note: due to fluidity of seasonal appointments, vacancies, and special assignments (i.e., details), those positions shown with an (\*) are not further described in this station profile

## **Executive Team**

The Project Leader, Deputy Project Leader, two Program Leads, and Administrative Officer oversee office functions as an Executive Team, including project prioritization, Team budget allocations, leadership, and staff supervision/mentoring. In addition, the Executive Team are active USFWS representatives on a number of policy and technical level councils, committees, and work groups.

### ***Staff Biography and Areas of Expertise***

#### **Janine Castro:** GS-0401-14, Project Leader

As the Project Leader, Janine provides leadership to a highly diverse technical staff that address a wide variety of fisheries issues. Janine delivers national and international training on stream restoration, river science, and public speaking for scientists. She has worked for the USFWS for 19 years and spent the preceding 10 years working for the Natural Resources Conservation Service. Janine is co-founder of Science Talk, one of the five founding members of River Restoration Northwest, adjunct faculty in the Environmental Sciences and Management Department at Portland State University, and the Technical Director for the PSU River Restoration Professional Certificate Program.

#### **Kyle Hanson:** GS-0482-13, Deputy Project Leader

Kyle serves as the Deputy Project Leader at CRFWCO and oversees the Administration and Fisheries Management Teams. He is also a member of the Climate Change Planning Team for the Pacific Region with the primary responsibility for modeling the effects of climate change on National Fish Hatcheries. Prior to starting at CRFWCO, Kyle was the Regional Physiologist for the USFWS Pacific Region and managed a research group focused on investigating the impacts of feeds on hatchery salmon, measuring the physiological differences between hatchery and wild steelhead, developing surgical techniques for implanting telemetry tags, and developing aquaculture practices for threatened and endangered species.

#### **Jeremy Voeltz:** GS-0482-13, Supervisory Fish Biologist

Jeremy joined the CRFWCO in 2017 and oversees the Hatchery Marking and Assessment Program. He is the FAC Pacific Region representative of the national FWCO Work Group, and a certified instructor for Civil Treatment® courses. Prior to joining CRFWCO, Jeremy spent 10+ years in the Southwest Region at the Arizona FWCO working on management of threatened and endangered fish, and working with Tribes in Arizona on recreational fisheries and native fish conservation projects on Tribal lands in Arizona.

#### **Tim Whitesel:** GS-0401-13, Supervisory Biometrician

Tim joined the USFWS in 2001, and currently oversees the Integrated Conservation Science Program at CRFWCO, which includes the Habitat and Passage, Natural Population Evaluation and Data Management Teams. Tim also represents FAC on the Regional Bull Trout Advisory Group, helped initiate the Regional Science Of The Service annual event and serves on the current planning team, is a member of the national FAC Training & Employee Development Work Group, acts as an Associate Editor for Northwest Science, and is an Affiliate Professor at Portland State University. Prior to joining the FWS, Tim spent 10 years with the Oregon

Department of Fish & Wildlife leading or participating in research, monitoring and evaluation projects associated with imperiled, threatened or endangered salmonids.

## **Passage and Habitat**

The Passage and Habitat Team represents CRFWCO in various management forums and provides assessments to inform key management decisions needed to determine the status of imperiled natural stocks, to evaluate management measures for recovery and assist in the recovery of these stocks, and to prevent future listings. Such forums and management activities include fish passage and habitat programs; recovery and conservation planning and implementation; subbasin recovery planning, Strategic Habitat Conservation; Refuge Comprehensive Conservation Plans and Inventory and Monitoring Plans; Aquatic Invasive Species (AIS); Regional and National Climate Teams; Pacific Lamprey Conservation Initiative; Bull Trout recovery; National Fish Habitat Action Plan and partnership program; mainstem Columbia River fish passage; Fish and Wildlife Conservation Act; Endangered Species Act (ESA) Section 7 consultation; and Section 10 permitting.

### ***Staff Biography and Areas of Expertise***

#### **Christina Wang:** GS-0482-12, Fish Biologist

Christina serves as the supervisor and member of the Passage and Habitat Team. Her primary focus is conservation planning for native lamprey species. Christina works on the multi-region Pacific Lamprey Conservation Initiative serving as the co-chair of the Pacific Lamprey Conservation Team, the coordinator of the Pacific Lamprey Fish Habitat Partnership, the chair of the Lamprey Technical Workgroup, and the coordinator of the USFWS Lamprey Team.

#### **Sam Lohr:** GS-0482-12, Fish Biologist

Sam's responsibilities pertain to Strategic Habitat Conservation (SHC), Fish and Aquatic Conservation collaboration with National Wildlife Refuges, and habitat restoration. Sam applies the SHC framework for fish and aquatic habitats; acting as a fisheries liaison to National Wildlife Refuges for fish and aquatic habitat issues; implementation of the National Fish Habitat Partnership (NFHP); and technical advisory committee for the Lower Columbia Fish Recovery Board.

#### **Mike Hudson:** GS-0482-11, Fish Biologist

Mike provides technical expertise on Bull Trout, Pacific Lamprey, and other trust species and fish passage issues associated with large hydropower projects to co-managers and partners in the Willamette River Basin through the Willamette Action Team for Ecosystem Restoration technical teams (Research, Monitoring and Evaluation Team; Willamette Fish Facility Design Workgroup; Willamette Fish Passage Operation and Maintenance). Mike coordinates implementation of Bull Trout reintroduction, monitoring and feasibility assessments throughout the Columbia Basin. Mike also serves as the Regional Climate Change Coordinator (USFWS-Region 1) coordinating Regional Climate Workgroup activities; representing the Region and the Science Applications Program in regional and national forums.

**Jen Poirier:** GS-0482-11, Fish Biologist

Jen works with the Pacific Lamprey Conservation Initiative and Aquatic Invasive Species (AIS) prevention. She coordinates and works collaboratively with Pacific Lamprey Conservation Initiative partners (i.e., States, Tribes, and Federal agencies) to develop Regional Implementation Plans and identify funding sources for priority conservation measures, providing technical assistance and completing products that address critical information needs for lamprey. Jen is the USFWS Oregon State Coordinator for AIS. She leads AIS surveys and disseminates invasive species policy and technical information to National Fish Hatcheries, USFWS biologists and other partners.

**Joe Skalicky:** GS-0482-11, Fish Biologist

Joe designs and implements field-based conservation and research projects for lamprey and other native species. He leads the lamprey mainstem deepwater research project and is a FWS representative on the Beneficial Use of Dredge Materials project. Joe leads the lamprey drawdown assessment project and the lamprey passage assessment and remediation project at hatchery fishways and barrier dams in the Lower Columbia River. Joe works with many USFWS, Federal and State partners in Washington, Oregon, California, Alaska and Idaho to reduce threats and conserve lamprey species.

**Amy Hortsman:** GS-0401-12, Fish and Wildlife Biologist

Amy has worked as a fish and wildlife biologist for USFWS in the Pacific Northwest since 2000. She works on habitat restoration in the USFWS's National Fish Passage, Coastal, and Partners for Fish and Wildlife Programs and has been coordinating the Oregon Fish Passage Restoration program in a position co-located at the Columbia River Fish and Wildlife Conservation Office (supervised by the Oregon Fish and Wildlife Office) since 2009. Restoration work occurs with a variety of partners, including private landowners, local municipalities, watershed councils, counties, industrial landowners and Federal agencies.

**Mackenzie Keith:** GS-1315-11, Hydrologist

Mackenzie is a hydrologist working for the U.S. Geological Survey (since 2009) geomorphology team in Portland, and is currently on contract with the USFWS to provide part-time geomorphology support to the USFWS, primarily on restoration projects requiring review as part of the Restoration Review Team under the PROJECTS Biological Opinion (like channel reconstruction and dam removal) throughout Washington, Oregon, and Idaho. Mackenzie also helps out on other projects, such as the Corps of Engineers Dredge Material Maintenance Program.

Work Activities (Funding Source)

- Pacific Lamprey Conservation Initiative (USFWS, NFHP [USFWS], BPA)
- National Wildlife Refuge collaboration (USFWS)
- National Fish Habitat Action Plan (USFWS)
- National Fish Passage Program (USFWS)
- Partners For Fish and Wildlife Program (USFWS)
- Lower Columbia Fish Recovery Board (WA State RCO)
- WATER: Willamette Action Team for Ecosystem Restoration (USFWS)
- Regional and National Climate Teams (USFWS)

- Bull Trout recovery (USFWS)
- Aquatic Invasive Species (USFWS)
- Superfund Site lamprey assessment (Superfund/NRDA)
- Beneficial Use of Dredge Materials (USACE)
- ESA permitting and technical assistance for consultation (USFWS)

## **GIS / Data**

The GIS / Data Team provides training and support for data management best practices. The team uses Geographic Information System (GIS), Global Positioning System, and Database software to collect, store, archive, and assess information collected by team members and other office biologists in support of conservation of aquatic resources. The Team may be called upon to assist with particular high priority field projects as directed by the Program Leader, Deputy Project Leader and Project Leader in order to adapt to the dynamic workload.

### **David Hines:** GS-0150-12, Geographer

David joined CRFWCO as a Geographer in 2005, and most recently has been working to convert the Columbia River Information System (CRiS) database from dBase to Access. He uses Geographic Information Systems (GIS) to make maps of Fisheries related information such as fish habitat, watersheds, barriers, temperature and flow data, sample sites, etc. This includes assisting staff with setting up GPS and field computers for field data collection and surveying equipment. He also teaches GIS and Database classes and is a member of the National GIS Steering Committee and the Region 1 Regional Information Management Strategy Committee.

### **Erin Butts:** Contractor SWCA

Erin has worked as a contracted GIS specialist with the CRFWCO since 2014. She primarily works with Pacific Lamprey data, including maintaining a geodatabase and online maps of Pacific Lamprey distribution. In addition, she creates maps for reports and publications as needed within the CRFWCO. Erin also works in the Regional Office on a Pacific Northwest Coastal Landscape Conservation Design project, which uses an Environmental Evaluation Modeling System and Marxan to model conservation values and efforts in the LCD area.

### Work Activities (Funding Source)

- CRiS database conversion from dBase to Access (USFWS)
- CRiS database programming support (USFWS)
- Bull Trout and Pacific Lamprey story map development and maintenance (USFWS)
- Pacific Lamprey Data Clearinghouse (USFWS)
- National GIS Steering Committee (USFWS)
- Miscellaneous GIS / database / cartography projects (USFWS)

## Natural Population Assessment

The Natural Population Assessment Team is responsible for the monitoring and evaluation of native fish species in the Pacific Northwest. The team works with internal (ES and NWR) and external (local, State, Federal and Tribal) co-managers and listing agencies in a variety of forums to address uncertainties and develop recovery strategies for USFWS trust species that are listed or are species of concern. Team responsibilities include investigating the spatial and temporal distribution of fish populations, their movement and migration patterns, estimating population abundance and trends, and determining how these relate to habitat conditions and anthropogenic changes to habitat. We also monitor invasive fish in an effort to develop strategies that minimize their detrimental effect on native fish and wildlife and their habitat. The Team employs a variety of technical tools in this effort including the active capture and passive detection (PIT, radio and sonic tag detection systems) of fish, and quantitative tools used for study design and population modeling. Focal species currently include Bull Trout (*Salvelinus confluentus*) and Pacific Lamprey (*Entosphenus tridentatus*) with additional projects aimed at controlling nonnative Brook Trout (*Salvelinus fontinalis*) and Common Carp (*Cyprinus carpio*).

### *Staff Biography and Areas of Expertise*

#### **Will Simpson:** GS-0482-12, Fish Biologist

Will supervises the Natural Population Assessment Team. Will has experience examining fish passage, entrainment, and survival associated with Columbia Basin hydropower and irrigation projects. Currently Will monitors the entrainment and screening of lamprey and steelhead at irrigation canals in eastern Oregon. He also represents USFWS on the PIT Tag Steering Committee, providing guidance on tag detection and data management for internal and external partners. Will has also partnered with Malheur NWR to evaluate the harmful effects of invasive Common Carp on refuge habitat, and the evaluation of potential tools to mitigate these effects.

#### **Julie Harris:** GS-1530-12, Aquatic Statistician

Julie's main responsibilities are to conduct and support study design, data analysis, demographic modeling, and writing for studies completed at CRFWCO to support conservation and management of fish, fisheries, and aquatic habitats in the Columbia River Basin. Julie also provides statistical support to other fisheries professionals and to the National Wildlife Refuges Program. Julie is involved in information exchange and conservation of Pacific Lamprey. In addition, Julie is the coordinator of the CRFWCO monthly seminar series.

#### **Marshall Barrows:** GS-0482-11, Fish Biologist

Marshall is the lead biologist for our monitoring activities associated with the Clackamas River Bull Trout Reintroduction Project and for our project monitoring the Bull Trout spawning population in Cougar Creek, a tributary to the North Fork Lewis River, WA. Marshall also leads our office's North Santiam Bull Trout Reintroduction Feasibility Assessment effort. Marshall contributes to Bull Trout working groups in these basins and provides support to Bull Trout concerns in the mainstem Columbia River associated with the Federal hydrosystem. Marshall is proficient in a wide variety of field activities (e.g., PIT detection, electrofishing, video weirs, trapping, angling, radio and acoustic telemetry, tagging, etc.) as well as data management and reporting that support these efforts. Marshall is also the CRFWCO Warehouse Manager.

**Paul Sankovich:** GS-0482-11, Fish Biologist

Paul is responsible for planning and implementing studies evaluating the occupancy and distribution of Bull Trout and Pacific Lamprey in northeast Oregon streams, participating in working groups for Bull Trout core areas in Eastern Oregon, and participating in working groups evaluating Bull Trout passage at weirs in the Imnaha and Tucannon rivers. Paul also conducts Bull Trout population monitoring in streams in northeast Oregon and participates in a study evaluating the upper thermal tolerance of Pacific Lamprey.

**Brian Davis:** GS-0482-9, Fish Biologist

Brian is co-leading efforts to evaluate the use of YY male fish to extirpate Brook Trout from the water supply at Carson National Fish Hatchery. He is adept at using passive integrated transponder (PIT) technology to monitor the abundance, migration and survival of endangered and threatened fish, and as a result serves as the USFWS representative on the Instream PIT Tag Detection System Committee. Brian is also an avid R (programming language) user and is currently providing analytical support for the interagency-driven Oregon Bull Trout Strategy in the form of a decision support tool.

Work Activities (Funding Source)

- Columbia River Basin PIT Tag Coordination (USFWS)
- Bull Trout Occupancy in Eastern Oregon (USFWS)
- Bull Trout Movement in the Walla Walla River (USFWS)
- Quantifying Bull Trout Spawning in Cougar Creek (PacifiCorp)
- North Santiam Bull Trout Reintroduction Feasibility Assessment (USFWS)
- Bull Trout Clackamas (USFWS)
- Pacific Lamprey Occupancy in Eastern Oregon (USFWS)
- Decision Support Tool for Oregon Bull Trout Strategy (USFWS)
- Lamprey Entrainment at Umatilla River Irrigation Canals (Bureau of Reclamation)
- Brook Trout Distribution in the Walla Walla River (USFWS)
- Feasibility of using YY Males to Eradicate Brook Trout at a National Fish Hatchery (USFWS R1 AIS Funding)
- Effect of Carp Biomass on Aquatic Vegetation (USFWS National Wildlife Refuges)
- Analytical Support for National Wildlife Refuge System (USFWS National Wildlife Refuges)

## **Hatchery Assessment**

The Hatchery Assessment Team conducts monitoring and evaluation programs for Columbia River Gorge Complex National Fish Hatcheries (NFHs). Monitoring is designed to: a) assess hatchery production and performance in relation to program objectives, b) assess impacts to wild and ESA listed populations, and c) provide managers with the information they need to effectively manage their programs. As part of this monitoring, the Team manages and contributes information to region-wide databases including the Columbia River Information System (CRiS), Fish Inventory System (FINS), the Regional Mark Information System (RMIS), and PIT Tag Information System (PTAGIS). The team works closely with the Hatchery Marking and Tagging Team and hatchery managers to develop annual coded-wire tagging, fin-clipping,

and PIT tagging plans for each hatchery release. The team annually monitors hatchery juvenile release migration timing and survival through the Columbia River system, as well as providing pre-season and in-season adult return forecasts.

The Hatchery Assessment Team also designs and implements specific evaluations in response to requests from managers, funders, or ESA compliance agencies. Working with geneticists, fish health specialists, hatchery staff, Tribal biologists, and State biologists, the team helps to identify information needs and designs studies to fill data gaps that help our National Fish Hatcheries operate using the best available information to meet program goals. Examples of specific evaluations include assessments of alternative juvenile release procedures, assessing the impact of increased hatchery production on ESA listed species, and monitoring on-hatchery and off-hatchery performance of different stocks reared at a single location.

### ***Staff Biography and Areas of Expertise***

#### **David Hand:** GS-0482-12, Supervisory Fish Biologist

David supervises the Hatchery Assessment Team. David develops pre-season run forecasts for hatchery stocks and monitors juvenile outmigration survival of hatchery releases. He also is part of the USFWS's Decision Analysis community of practice, providing decision analysis support to the Columbia River FWCO, Region 1 FAC, and other USFWS programs.

#### **Brook Silver:** GS-0482-11, Fish Biologist

Brook is responsible for hatchery assessment activities at our Mitchell Act funded facilities as well as at Warm Springs NFH. Brook provides in-season adult return updates for these facilities and is the lead author on the Mitchell Act monitoring program annual report. She is proficient in R code, as well as data management and tracking of our state and federal field sampling permits. Brook is also the lead biologist for our Tryon Creek restoration monitoring project as well as providing support to several refuge monitoring projects.

#### **Todd Gilmore:** GS-0482-11, Fish Biologist

Todd is responsible for managing our office's National Fish Hatchery data in the CRiS system as well as future contributions to the FINS database. Todd is the point of contact for hatchery staff when submitting hatchery release data and adult return data to the CRFWCO. Todd also is responsible for compiling age composition, coded-wire tag release and recovery, and run summary information for each of our hatchery programs. Todd participates in USFWS and Regional forums related to hatchery data management, such as FINS transition groups and Regional Mark Committee meetings. Todd is also the Collateral Duty Safety Officer for the Columbia River FWCO.

#### **Steve Lazzini:** GS-0482-09, Fish Biologist

Steve joined the CRFWCO in 2010 as a member of the Marking and Tagging Team. He transitioned to the Hatchery Assessment Team in 2019. One of his primary responsibilities is to sample a portion of all returning adult fish at the Columbia River Gorge Complex Hatcheries. Steve also developed and maintains the field hatchery marking, tagging and biosample databases that is currently in use by the CRFWCO.

**Rikeem Sholes:** GS-0482-9, Fish Biologist

Rikeem is responsible for overseeing specific hatchery evaluation activities such as video monitoring of the Lamprey Passage System at Warm Springs NFH. Rikeem also monitors and maintains PIT antennas at the adult ladders of our National Fish Hatcheries. Rikeem is a certified drone pilot and provides drone technology support to the Columbia River FWCO.

Work Activities (Funding Source)

- Mitchell Act program monitoring and evaluation activities (NOAA)
- John Day-The Dalles Dam mitigation program monitoring and evaluation activities (Army COE)
- Warm Springs NFH monitoring and evaluation activities (USFWS)
- Mass Marking monitoring and evaluation activities (USFWS Mass Marking funds)
- Hatchery Evaluation Team activities (USFWS)

## **Hatchery Marking and Tagging**

The Hatchery Marking and Tagging Program conducts the suite of activities related to mandated mass marking of hatchery fish including marking and tagging of juvenile fish, bio sampling of returning adult fish, providing assistance with recording and summarizing data, and associated reporting. The group is responsible for aiding in studies evaluating the effects of the various marking techniques on condition, growth, behavior, and survival of fish to various life stages. These evaluations may also concentrate on topics associated with operations, efficiencies, and effectiveness of automated marking trailers.

### *Staff Biography and Areas of Expertise*

**Jesse Rivera:** GS-0482-12, Supervisory Fish Biologist

Jesse has been with the CRFWCO in 2003, where he now oversees and supervises the Hatchery Marking and Tagging team. Jesse coordinates with hatchery managers, Mid-Columbia FWCO, Western Washington FWCO, Dworshak NFH Complex, Columbia River Gorge NFH Complex, Tribes and State agencies to develop, schedule, and implement marking and tagging projects and implement adult return biosampling and tag recovery at Columbia River Gorge NFH complex hatcheries. He works with the Hatchery Evaluation Teams to design and implement hatchery marking/tagging evaluations and is a member of the Production Advisory Committee.

**Ryan Koch:** GS-0482-11, Fish Biologist

Ryan started his second stint at CRFWCO in 2019 and works with the Hatchery Marking and Tagging team. Ryan is involved in the marking and tagging of salmonids at several hatcheries in the region and the recovery of adult return information. Ryan originally began working in the CRFWCO in 2005 where he worked on research and recovery of Bull Trout. Research involved investigating all aspects of Bull Trout ecology and interactions with hydropower projects on the Columbia and Snake Rivers. Data collected is used to assist Ecological Services and help guide recovery efforts. In 2017, he left the service and managed a research hatchery for the Department of Fisheries and Wildlife at Oregon State University where he raised and conducted research on Willamette River Basin spring Chinook salmon and winter Steelhead.

**Geoff Gribble:** GS-0482-09, Fish Biologist

Geoff joined the USFWS in January of 2008. He is currently a member of the Hatchery Marking and Tagging team where his responsibilities include supervising automated mass marking trailers at various hatcheries throughout the Pacific Northwest and the biosampling of adult salmon during spawning operations. In addition, Geoff is the lead biologist for CRFWCO hatchery PIT tagging operations.

**Ian McDonald:** GS-0482-09, Fish Biologist

Ian currently works as a Fish Biologist for the CRFWCO's Hatchery Marking and Tagging team. He operates automated mass marking trailers at Columbia River Gorge hatcheries to adipose fin clip and coded wire tag juvenile hatchery Chinook, Coho, and Steelhead. He also helps to implant PIT-tags into hatchery salmon prior to release. Ian is also the CRFWCO Lab Manager.

**Aaron Mettler:** GS-0482-9, Fish Biologist

Aaron joined the CRFWCO Hatchery Marking and Tagging Team in November of 2019. Prior to this appointment, he worked at the Alpena FWCO in the Midwest Region. Aaron's main responsibilities are operating automated mass marking trailers at Columbia River Gorge NFH complex hatcheries, and implanting PIT-tags into hatchery salmon prior to release. Other responsibilities include database management, report writing, sampling protocol assessments, safety compliance and fleet maintenance.

**Pat Kemper:** GS-0404-08, Biological Science Technician

Pat has been a member of the Hatchery Marking and Tagging Team for 27 years. He is the only member of the Team whose duty station is Spring Creek NFH where marking trailers and peripheral marking equipment is stored. Pat performs the majority of maintenance on the automated fish marking trailers and assists with maintenance of the manual trailers. He operates automated and manual marking trailers to clip adipose and/or ventral fins, insert coded wire tags into snouts and bodies and PIT tag. Pat also bio-samples returning adult salmon at Gorge complex hatcheries and extracts and reads coded wire tags and scales.

**Kyle Beard:** GS-0404-07, Biological Science Technician

Kyle joined the Hatchery Marking team in 2014 as a Pathways Intern and after graduating at WSUV became a full-time permanent employee in 2016. As part of the Marking Team he spends much of the year in travel status operating trailers, be it automated, PIT tag, or hand marking. Kyle also assists with biosampling of fish and recovery of tags at the local Gorge hatcheries. He also reads coded wire tags and ages fish through scales and then enters this information into the CRiS database. Kyle assists with other projects when time permits.

**Chanice Davies:** GS-0404-07, Term Biological Science Technician

Chanice has been a member of the Hatchery Marking Team since April of 2018. Chanice operates automated mass marking trailers to support mass marking projects, assists with PIT tagging, Biosampling, extraction and reading of recovered coded wire tags, and scale reading and aging. Chanice is also a USFWS certified motor boat operator and assists the Passage and Habitat Team with lamprey surveys.

### Work Activities (Funding Source)

- Mass Marking at Columbia River Gorge, Mid-Columbia and Dworshak NFH complex hatcheries (USFWS Mass Marking funds)
- Mass Marking and tagging for fall Chinook salmon at Spring Creek and Little White Salmon NFHs. (John Day The Dalles Mitigation ACOE funding)
- Mass Marking and tagging at Leavenworth NFH complex hatcheries (BOR funding)
- PIT tagging for the Smolt Monitoring Project (BPA)
- PIT tagging for the Comparative Survival Study (BPA)
- Mass Marking and tagging for steelhead at Dworshak NFH (ACOE)
- Mass Marking and tagging for spring Chinook at Dworshak NFH (LSRCP)
- Representative PIT tagging at Columbia River Gorge Complex NFHs (Mitchell Act, NOAA)
- Marking and tagging for the Yakama Indian Nation Mid-Columbia Coho reintroduction project (BPA)

## **Fisheries Management**

The Fisheries Management Team at CRFWCO is comprised of staff that sit on multiple policy and technical advisory panels that inform regional fisheries policy including the Pacific Fishery Management Council, Technical Management Team, US v. Oregon Production Advisory Committee, Pacific Salmon Commission, and the Comparative Survival Study. These panels represent the coordination of State, Tribal, and Federal managers in areas such salmon production, harvest, and hydropower operations within the Columbia River Basin.

### ***Staff Biography and Areas of Expertise***

#### **Steven Haesecker:** GS-0482-12, Biometrician

Steve's professional interests and expertise include fisheries management, stock assessment, population dynamics, modeling, statistics, and decision analysis. He currently serves as a technical expert on a number of regional forums including the Comparative Survival Study, the Pacific Fishery Management Council Salmon Technical Team, and the U.S. v. Oregon Technical Advisory Committee. He provides technical support and analysis for complex hydrosystem research regarding effects on anadromous fish survival as well as forecasting salmon runs for harvest management at sea and within the Columbia River Basin. Steve also provides biometrics support on an array of research projects within the office.

#### **Doug Olson:** GS-0482-12, Fish Biologist

Doug serves as a representative on the U.S. v. Oregon Production Advisory Committee as well as multiple Hatchery Evaluation Teams for the Gorge Complex National Fish Hatcheries. In his role as a PAC member, Doug works with Tribal, State, and Federal representatives to ensure that production of salmon in the Columbia River Basin satisfies mitigation requirements from the U.S. v. Oregon litigation. As a member of HET's, Doug provides oversight and guidance to staff for monitoring, evaluating, and planning at Warm Springs, Eagle Creek, Spring Creek, Little White Salmon, Willard, and Carson National Fish Hatcheries. Doug is also active in planning large conferences (400+ people), most recently the 2020 NW Fish Culture Conference.

**David Swank:** GS-0482-12, Fish Biologist

Dave's primary responsibilities include coordination, facilitation, and implementation of fish and wildlife resource management and restoration activities, focusing primarily on fish passage within the Federal Columbia River System Operations (CRSO), within the Columbia River Basin. Dave serves as the USFWS representative on several multi-agency regional management groups including FPAC, TMT, SCT, AFEP, SRWG, FFDRWG, and FPOM. On these groups, Dave serves as a technical expert and relays the USFWS's position on the impact of various hydropower systems on threatened and endangered species. Dave is also involved in the Fish Passage Facilities Inspection program that assures that fish facilities at thirteen mainstem hydroelectric projects are being operated according to established criteria documented in the Corps of Engineers' (COE) Fish Passage Plan (FPP) for the Fish Operating Plans for the Public Utility District (PUD) projects in the Mid-Columbia.

Work Activities (Funding Source)

- Comparative Survival Study (BPA)
- Various Regional Management Forums (USFWS)
- Hatchery Evaluation Team activities (USFWS)
- Lower Snake River Compensation Plan activities (USFWS LSRCP)

**Administration**

The Administration group provides support services related to budget, procurement, property, human resources, safety, space management and information technology. The budget analyst and administrative officer track expenditures in a variety of project accomplishments throughout the fiscal year and provide regular updates to management. The Administration group helps to develop future spending plans and project specific budget tracking that addresses the priorities for CRFWCO field projects and management programs. Administrative staff coordinate all cooperative and reimbursable agreements engaged in by the CRFWCO. The majority of procurement for the office is done by the CRFWCO administrative section. The CRFWCO office assistants process timesheets, travel vouchers, distribute mail and greet visitors to the office. Lastly, an information technology contractor helps to address CRFWCO IT needs.

*Staff Biography and Areas of Expertise*

**Larry Fishler:** GS-0341-11, Administrative Officer

Larry oversees the administrative section of the Columbia River FWCO. His duties include overseeing the execution of a \$7,000,000 plus budget that is comprised of both resource management and reimbursable funding from multiple sources. He oversees the initiation of all personnel actions for the office, which include recruitments, resignations, retirements and changes in work schedules. In addition, Larry addresses all GSA leased space management issues for the office. He is a member of the Office Safety Committee and is the office property custodial officer. Lastly, he works with the office IT contractor to address the information technology needs of the office.

**Andrea Houts:** GS-0569-09, Supervisory Budget Analyst

In this position, Andrea has direct supervision over the agreements technician and purchasing agent. She provides technical support and guidance relative to agreements and procurement. Andrea works closely with the Administrative Officer (AO) on office budget tracking and reallocates expenditures at the request of the AO.

**Rose Reed:** GS-1101-07, Agreements Technician (Grants)

Rose is responsible for the creation, monitoring, and disposition of all reimbursable and cooperative agreements for the Columbia River FWCO. She works closely with CRFWCO staff, Regional Office personnel, and cooperators as part of this duty. Rose also is responsible for maintaining the accountable inventory for the office.

**Pat Edwards:** GS-1105-06, Purchasing Agent

As the purchasing agent for the Columbia River FWCO, Pat reviews acquisition requests for supplies and materials and determines the proper procurement method. He works with vendors and contracting and general services to complete purchases. Pat maintains procurement files/logs as well as documentation for all government charge cards. In addition, he is responsible for re-allocating charge card purchases in FBMS to the proper accounting code. He works with the supervisory budget analyst in responding to undelivered order report data calls. Lastly, Pat is also the vehicle coordinator for the office.

**Cynthia Hutchinson:** GS-0303-05, Office Assistant

As the only full-time office assistant for the Columbia River FWCO, Cynthia is responsible for processing timesheets in Quicktime and creating travel authorization and travel vouchers in Concur. In addition, she directs incoming phone calls to staff, distributes incoming mail and prepares outgoing mail, files documents and greets visitors to the office.

**Paul Blakely:** Contractor, Information Technology

This is a shared position with the Oregon Fish and Wildlife Office that provides IT support desk services that include software installation, new computer setup, troubleshooting and general IT support.

**Jessica Falcon:** GS-0399-04, Admin. Support (Pathways)

Jessica joined CRFWCO in 2019 in this part-time position that assists the full-time office assistant as necessary in a variety of administrative support functions related to timekeeping, travel, mail distribution, filing and general office support.

## **Outreach**

The Outreach Program has the primary responsibility of coordinating the information and education activities for CRFWCO. These activities include both outreach events with the public as well as maintaining the CRFWCO website and social media presence. External outreach programs currently focus on the Salmon in the Classroom series at multiple Portland Public Schools, the partnership with the Education Center at the Oregon Zoo, and community events throughout the local area. The Outreach Program also provides support to National Fish Hatcheries and National Wildlife Refuges as needed for outreach events at those stations.

## ***Staff Biography and Areas of Expertise***

### **Jeffrey Johnson: GS-0482-11, Fish Biologist**

As the Outreach Lead, Jeff is our social media coordinator and facilitates our Salmon in the Classroom Program, which helps students connect with salmon and their local watersheds. Students engage in hands-on learning about salmon biology and anatomy, and habitat requirements. Jeff is also our Fisheries liaison with the Oregon Zoo, supporting the development of education content and public engagement for native aquatic species. Prior to outreach-focused projects, Jeff started with CRFWCO in 2002 working on Chum Salmon, Bull Trout, and habitat restoration assessment projects in the Columbia River estuary.

### **Work Activities (Funding Source)**

- Salmon in the Classroom (USFWS)
- Education Center partnership with the Oregon Zoo (USFWS)
- Social media and CRFWCO website (USFWS)
- Miscellaneous outreach events (USFWS)