



# Dworshak Fisheries Complex

## Monthly Activity Report



April 2013

U.S. Fish & Wildlife Service, Region 1

Volume 2, Issue 6

### Special points of interest:

- Total Fish/Eggs on station at Dworshak: 5,470,261
- Total Fish/Eggs on station at Kooskia: 680,248
- Read Dworshak's Blog, [The Fish Ladder](#).
- There are 383,995 BY12 Coho salmon in raceways at Dworshak.

### Inside this issue:

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### Manager's Message....

Well I have to say the last 120-days have just breezed by and my detail officially ends on May 26. I just want everyone to know what a rewarding experience this has been for me. Staff at the Complex are some of the most dedicated folks I've worked with during my career. The fish you produce are of huge importance and never underestimate the significance of what you do in the Clearwater Basin. I also want to applaud everyone for the extra effort to assure that the U.S. Fish & Wildlife Service and Nez Perce Tribe joint-management arrangement continues to be a great success. Again your ability to work together serves as a model of how two organizations can join together to achieve a common goal, in this case to bring more fish

back to the Clearwater Basin. It's now my pleasure to introduce the next Acting Complex Manager, Steve Rodgers. Steve is currently the Complex Manager at the Nez Perce Tribal Hatchery Complex and assumes his new role through an Interagency Personnel Act Assignment Agreement with the U.S. Fish & Wildlife Service. Hopefully everything will be in place so Steve can begin his detail on June 1. I asked Steve to tell me a little about himself so I could share that with you. The following will give you an idea of what to expect. I think you'll be in good hands!

Born in Burien, Washington, Steve grew up in Colville, 70 miles north of Spokane. After a year of college at Spokane Falls Community College he joined the U.S. Army

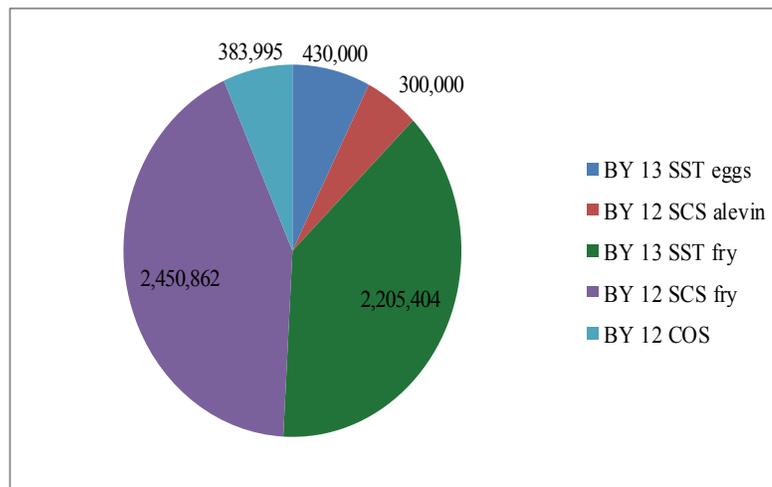


**Acting Complex Manager Speros Doulos**

...serving three years in Germany as a tactical secure communications specialist. During that time he was selected as the Company Commander's driver/aide. I'd certainly quiz him more about that assignment! After his Army service Steve attended the University of Idaho studying wildlife management and held several summer jobs during that time. This included work with IDFG on the N.F. Coeur d'Alene River, and at the Cabinet Gorge Fish Hatchery Granite  
*(Continued on page 9)*

### Production Summary: Dworshak National Fish Hatchery

Figure 1. Total Production—Fish on Station (4/30/13).



**Newly ponded Chinook fry.**

**Credit: Angela Feldmann/USFWS**

SCS=Spring Chinook; CW SCS=Clearwater Hatchery Spring Chinook; SST= Steelhead; COS=Coho





**Chinook smolts ready for release.**

**Credit: Nate Wiese/USFWS**

**“280,000 Steelhead smolts were released into Clear Creek.”**



**Releasing SST smolts into Clear Creek.**

**Credit: Kent Hills/NPT**

## **Hatchery Headlines: Dworshak Spring Chinook Salmon (SCS)**

### ***Bye Bye Brood Year 2011 (BY11)***

All Spring Chinook were direct released into the North fork Clearwater river on April 1-2. There were 1,377,508 SCS averaging 22.6 fpp and 134mm (5.3 inches). The fish were released in the evening to reduce predation and to mimic their natural migration time.

### ***Brood Year 2012 (BY12)***

2,456,795 SCS swim up fry were ponded into twelve raceways during the month of April. By the end of the month there were 2,450,862 fry averaging 1339 fpp and 34 mm (1.36 inches). Total mortality for the month was 5,933 or 0.24%. Water temperature remained cool at 41°F and flows were 250 gpm. Dworshak is raising 1.3 million additional SCS this year as a result of excess eggs collected for Rapid River Hatchery. We are hoping to utilize the system III Burrow's Ponds to rear these fish once a lease agreement is finalized with the ACOE. There were approximately 300,000 alevin remaining in incubation at the end of the month, which will be ponded early May.

## **Hatchery Headlines: Dworshak Summer Steelhead (SST)**

### ***Bye Bye Brood Year 2012 (BY12)***

All Steelhead were released during the month of April. There were 915,571 SST outplanted between April 8-16, 208,761 of which were unclipped NPT fish. 1,245,219 fish were direct released into the Mainstem Clearwater River on April 17. Total fish released was 2,160,790 averaging 7.2 fpp and 187 mm (7.4 inches) total length. There were 1106 (0.05%) mortalities this month. Systems I, II, & III are on river water; average water temperature was 42 °F and average flow was 860 gpm. There were no fish health concerns during the month.

### ***Brood Year 2013 (BY13)***

Dworshak spawned BY 2013 production steelhead April 2 and April 16. During the month 135 females were spawned from takes 9-10. All females were kill spawned. Eggs went into Dworshak Hatchery localized broodstock production. Incubation temperature averaged 52°F for the month. Carcasses from fish anesthetized with carbon dioxide were donated to a local food bank. 962 females were spawned with 702 males to meet 2013 broodstock goals for Dworshak, Clearwater, and Magic Valley Hatcheries. Of the 3795 fish trapped, 1144 fish were donated to the foodbank, 123 were collected for outreach, 163 were taken live for the kelt project, 225 were disposed, and 1789 fish were outplanted.

Takes 7 and 9 were shocked and enumerated in April. A total of 613,300 eyed eggs were enumerated from both takes. Average fecundity was 5932 and percent survival to eye was 80%. Both takes were put into hatching jars in the Nursery. Take 3 went on feed April 15 and takes 4 and 5 went on feed April 17. At the end of April total eggs/fry in the nursery was 2,205,404. Total mortality was 75,880 or 3.33%.

## **Hatchery Headlines: Dworshak Coho Salmon (COS)**

### ***Brood Year 2011 (BY11)***

There were 386,857 Coho fry ponded into two raceways in April. Fry averaged 793 fpp and (1.53 inches). Total monthly mortality was 2862 or .074%. See page 4 for the full Nez Perce Fisheries Report.

## Hatchery Headlines: Kooskia

### *Kooskia NFH Monthly Activity Report*

This activity report is implemented by the Tribal Fish Hatchery manager, Kent Hills. All information in this report was collected and or performed by the hatchery staff during the preceding month.

Under SRBA and the Clearwater Annual Operating Plan, the Tribe, Service, and Idaho Fish & Game have agreed to implement other fish production actions related to KNFH mitigation. Reports will include additional information about other species reared, processed and released in relation to KNFH operations.



**Kooskia NFH is owned by the USFWS and managed by Nez Perce Tribal Fisheries.**

**Credit:USFWS**

### *Kooskia Adult Trap Operations*

77 adult steelhead were removed from the trap on April 1st, four had adipose fins and were released above the weir in Clear Creek to do a natural spawn, four were fish that had been out planted last week and had returned. The 73 remaining adults were transported to the South Fork of the Clearwater River and out planted at the Stites County Park just below Luke's Gulch acclimation site. The trap was closed on April 11. We will send out an update on total adult steelhead trapped at Kooskia when this information has been made available.

Adult Spring Chinook trapping will start May 15, 2013. The Kooskia Hatchery Fish culturists Kenny and Art traveled to DNFH for computer training with Stacy Springer on data entry and we will be collecting and transporting adults in a timely manner get a better idea how adults return to the trap.

### *Kooskia Chinook Brood Year 2012*

There are 680,248 sac fry on station; we have had high mortality due to curly and deformed sac fry. Fish health has inspected the fry and taken some deformed fry for testing. Marilyn the head Pathologist thinks we are looking at a possible Thiamine deficiency in the adults that has been passed down to the offspring. The fish are currently 393 fish per pound. The water temperature was 52 degrees F.

### *Coho Brood Year 2011 Acclimating at Kooskia*

483,671 Coho were released into Clear Creek on April 1.

### **Total Fish on Station: Dworshak, 4/30/2013**

SP	BY	Location	Number	Wt	FPP	L in	L mm
SST	13	eggs/alevin-incubation	430,000		eggs	eggs	eggs
SST	13	Nursery	2,205,404	2,802	787	1.6	41
COS	12	RWs 1-2	383,995	485	792	1.6	41
SCS	12	RWs 3-15	2,450,862	1,831	1,339	1.4	34
SST	12	SST on feed Tot/Avg	2,205,404	2,802	787	1.5	39
<b>Total Fish/Fry on Station EOM</b>			<b>5,470,261</b>	<b>5,118</b>			

**Hatchery Headlines: Nez Perce Tribal Fisheries, Coho**

*Performance for April 2013, BY 12 Coho*

The inventory of Brood year 2012 Coho on May 1st showed 386,857 Clearwater-stock are being reared in two raceways at Dworshak National Fish Hatchery (DNFH) as shown in Table 1 below.

Table 1. Brood year 2012 Coho inventory as of May 1, 2013.

Raceways	Number of fish	Weight (lbs.)	FPP (average)	Length (inch)	Comments
1	194350	251	774.00	1.55	
2	189645	234	811.00	1.52	
<b>Totals</b>	<b>383995</b>	<b>485</b>	<b>792.50</b>	<b>1.53</b>	

***MORTALITY:***

The average percent mortality for Clearwater stock Coho during April was 0.74%.

Total monthly mortality was 2862 collected by staff

***GROWTH:***

Average fish per pound (fpp) is 792.50.

Average length is 1.53 inches

***FEED:***

Coho juveniles were fed Bio-Pro #0 started feed at 1.7% of their body weight.

A total of 132 pounds of Bio-Pro #0 starter was fed for the month. The total cost of feed for the month of April was \$314.16.

***Ponding:***

All BY12 Coho were ponded into Raceways 1 and 2 on April 11th and started on feed the same day.



IFRO staff assembles screw trap  
Credit: USFWS

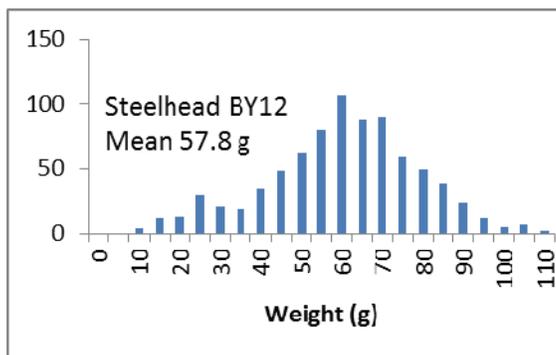
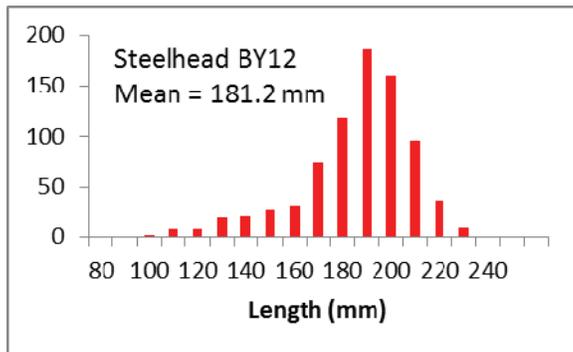
***“So far the SCS run appears smaller than average.”***



John Hook removes fish from the screw trap live box  
Credit: USFWS

## Idaho Fisheries Resources Office

We completed steelhead spawning in April. In total we trapped 3,482 steelhead for the 2013 broodstock; 6% 1-Ocean, 93% 2-Ocean and 1% 3-Ocean ages. 71% were females. Our total catch-per-unit-effort (CPUE) was a little over 4 fish per hour this year as compared to 19 fish per hour last year.



Broodyear 2012 steelhead smolts were released from Dworshak NFH this month. FRO staff assisted with the direct release of fish from the Burrows ponds on 17 April. The week prior to this we made the final length and weight measurements and measured the retention of coded-wire-tags from the marked groups. The fish looked well for the release with relatively tight size frequency distributions except for the late takes which had more smaller sized fish (see left tails in the length and weight distributions in figures to the left).

Because of ongoing changes in the operations and production for Chinook salmon and steelhead at Dworshak NFH, it was decided during conversations with NOAA Fisheries, that we should update the Hatchery Genetics Management Plans (HGMP) for this facility. Ray Jones is currently updating the Chinook salmon HGMP and Chris Peery will be developing the steelhead plan. The revised plans will be submitted to NOAA Fisheries for review.

April 23rd was the first Chinook salmon coordination call. These weekly calls allow managers to coordinate fisheries and broodstock collection. So far the run appears smaller than average and to be running about two weeks late.

On 3 April we installed a screw trap in Clear Creek as part of the Idaho Supplementation Study. The trap will be used to document natural production

for Chinook salmon and steelhead in Clear Creek upstream of the Kooskia NFH weir. The trap is checked daily and juvenile fish collected are PIT tagged to estimate survival to the ocean and as adults returning one to three years from now. The trap was installed at a new location this year that was logistically challenging but so far appears to be working well. We are in the process of hiring a temporary technician who will be primarily responsible for operating the screw trap for the next several months.

Mike Faler attended the 'Critical Conversations' supervisor training workshop in Portland.

Chris Peery was invited to work on the Regional water recirculation analysis and recommendation workgroup. Over the next year this group will develop a regional policy for use and evaluation of water-reuse systems at Federal fish hatcheries. Chris participated in the monthly conference call for the Regional Climate Board and will be working with the Hagerman NFH HET to develop a study plan to evaluate new feed types for their steelhead production. Chris will also be working with USGS and the U.S. Army Corps of Engineers on a project to evaluate passage for juvenile lamprey at Columbia River Dams. He attended a kickoff meeting for this project on 29 April.

Carrie Bretz attended the latest meeting for the FINS database development workgroup in Boise 10 April. Ray Jones attended the Chinook salmon coordination meeting in Lewiston the same day.

Jody Brostrom is working the workgroup that beginning the process to implement the Pacific Lamprey Conservation Initiative. The Initiative is the USFWS's effort to restore and conserve Pacific Lamprey within the Region and has been in development for several years. Meetings are being scheduled for May to organize restoration efforts in the upper Snake River basin. Jody was also a member of the IDFG Salmon Region Wildlife Diversity Funding group, brainstorming ways to boost funding for watchable wildlife (see citation for final report below). Jody participated in a "Restoration Means Jobs in Central Idaho", which was put on

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## Idaho Fisheries Resources Office

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by the Salmon Valley Stewardship. The goal is to promote collaborate management and restoration of natural resources (in many cases stream habitat restoration) and make it possible for the local community to be employed in those activities.

There were three new publications from FRO staff this month;

Keefer, M.L., C.C. Caudill, C.A. Peery, M.L. Moser. 2013. Context-dependent diel behavior of upstream-migrating anadromous fishes. *Environmental Biology of Fishes* 96:691-700.

Rosenberger, S.J., W.P. Connor, C.A. Peery, D.J. Milks, M.L. Schuck, J.A. Hesse and S.G. Smith. 2013. Acclimation enhances postrelease performance of hatchery fall Chinook salmon subyearlings while reducing the potential for interaction with natural fish. *NAJFM* 33:3, 519-528.

Salmon Region Work Group. 2013. Funding Mechanisms for the Wildlife Diversity Program. Final Report.

## Information and Education Corner

### *Dworshak*

Stats: Tours-1, 113 people; Register- 450 visitors from 18 states; Volunteers- 8 Hours-53; Website visitors- 326; Blog Visitors- 692 from 10 countries!

### On Site:

- [The Fish Ladder: Notes from Dworshak Fisheries Complex](#) had only one post this month. More than ever, your contributions are needed and comments are always welcome!
- The Dworshak Fisheries Complex Facebook page finally reached the 100 like milestone. I have been able to increase our posts to at least two daily. If you visit facebook, take a minute to look at the page: Dworshak Fisheries Complex, and like us!
- Angela Feldmann met with Tod Sween for a Kids' Fishing Day planning meeting. Kids' Fishing Day will be on May 18 from 8:00 am to 1:00 pm at Tunnel Pond in Orofino, ID. Children 14 and under will be able to fish for free. Fishing gear, bait, and ice are provided, and there will also be fun activities and crafts.
- Volunteers were contacted for spawning and tours.
- Updated Dworshak web page

### Off-site:

Angela Feldmann assisted with a dissection at Cavendish-Takeena Elementary School

Angela Feldmann lead two Gyotaku activity sessions at Wonderland Preschool.

### *Kooskia*

Visitors to Kooskia National Fish Hatchery have increased with the warmer weather. As counted by staff there were 205 visitors.

The U.S. Department of the Interior, Office of Environmental Policy and Compliance presented Kooskia Hatchery with an Environmental Achievement Award for the egg incubation and water reuse system and chiller system. This award is displayed in the office.



**KNFH received an Environmental Achievement Award from DOI.**

**Credit: Kent Hills/ NPT**

**“Have you ‘liked’ the Dworshak Fisheries Complex Facebook page yet?”**



**John Hook removes fish from the screw trap live box**

**Credit: USFWS**

## Idaho Fish Health Center

### Complex Hatcheries

**Kooskia:** Guppy visited on 4/18 due to reports of increased mortality in one tank of SCS with whirling-type behavior. Samples for bacteriology (kidney and brains) and virus were taken. Guppy returned on 4/22 to take samples for histology. Thiamine bath treatment was discussed.

**Dworshak:** Some tanks in the nursery were showing higher mortality. Samples were taken by Guppy, Liz and Corie from 5 different tanks, but so far no pathogens have been found. Most mortality appeared to be pinheads.

Samples consisting of ovarian fluids and cranial elements were taken at steelhead spawning on 4/2 and 4/16. Additional kidney samples were taken on 4/16 for the Western Fisheries Research Center.

**Nez Perce Tribe:** SCS: one diagnostic case was found to be positive mid-month for *Costia* (*Ichthyobodo*) and fish were treated in the indoor tanks. Last month FCS were treated for *Costia*.

FCS: Liz and Laura performed a pre-release inspection on 4/16 for sub-yearling fish held at Sweetwater facility, destined for Luke's Gulch and Cedar Flats acclimation sites. This was a change in sampling practices after discussions with the Tribe to decrease fish health costs. It was determined this would be the best way to sample fish prior to release, one exam for 2 acclimation sites as fish are only at acclimation sites for approximately 3 weeks.

Pre-release exam was also performed on FCS being acclimated at North Lapwai Valley facility on 4/30.

Subyearling inspection for the Fall Chinook Acclimation Program for import permit into Idaho was performed on 4/3. Pre-release exams for Pittsburgh Landing and Big Canyon Acclimation sites for yearling FCS were performed on 4/10.

Corie conducted monthly monitoring for the Coho salmon. Fish examined were healthy. Side note: In speaking with William Coomer dead SCS smolts had been found in the head boxes of the Coho.

**Virology:** Corie ran a total of 149 samples representing 484 fish from Dworshak NFH, Nez Perce Tribe Fall Chinook Acclimation Program (FCAP), Nez Perce Tribal Hatchery, and Kooskia NFH. Corie ran 399 blind passes representing 775 fish from Dworshak NFH, Idaho Fish and Game Magic Valley Steelhead Hatchery samples, Nez Perce Tribe FCAP, Kootenai Tribe of Idaho, and the Nez Perce Tribal Hatchery.

**Parasitology:** Returning Steelhead adults were found positive for *C. Shasta*.

**Wild Fish Survey:** IDFG has a lake trout reduction program that started in the mid 2000's. In the early years, commercial fishing boats from the Great Lakes were contracted to move boats from there to Idaho in the spring for 3 months, go back and commercial fish in the Great Lakes during the summer months and in the fall return to Idaho for 3 months. This was about the same time VHS was found in the Great Lakes. Since then companies have purchased more boats and the ones used in Idaho have remained in Idaho. However, monitoring for ANS and VHS has been important over the last 6 years. Laura and Liz necropsied 60 Lake Trout from Lake Pend Oreille from the gill netting operation.

IDFG has spring and summer trawling operations in several lakes throughout Idaho monitoring the kokanee populations. With the recent idea to build a pipeline to Dworshak NFH from the Reservoir (considered a clean water source, definitely cleaner than the Clearwater River) showing that fish in the main lake body are pathogen free is important. Laura helped IDFG with the kokanee trawl at Dworshak Reservoir and collected and necropsied 60 kokanee.

Cabinet Gorge Dam (an AVISTA owned dam) in Idaho approximately a mile from the Montana border, currently has no fish passage. IDFG and USFWS are working towards negotiating with AVISTA to build a fish passage facility to accommodate bull trout (BLT) and cutthroat trout trying to return to their natal streams in Montana. There has been several years of genetic testing done by Abernathy FTC to determine genetic parameters indicative of each stream population of BLT. Each BLT caught at the dam is PIT tagged and a genetic sample is sent to AFTC to identify the natal stream. If the natal stream is in MT, they are moved above the dam. Bull trout are slated to begin movement on the 15th of April each year. Montana is concerned about the potential of pathogens being introduced into their state. A pathogen recertification program has occurred every five years since at least 1998 when the Idaho FHC became involved. This includes sampling surrogate salmonid species (mainly RBT and BKT) in tributaries both on the MT and the ID side of the border. There are approx. 30 streams tested. IPN was found in an ID tributary in 1998, and *R. salmoninarum* (BKD) has been detected by ELISA and confirmed by PCR on both sides of the border every year. However, MT considers fish movement above the dam as an importation and by their state regulations has denied movement of fish if the surrogates test positive for pathogens listed in their fish health policy. It has recently been learned that there are several incidental bull trout mortalities occurring in the LKT gill netting operations. Bull trout have been shown in several studies to be refractory to BKD and whirling disease, although they can be carriers of pathogens. Since bull trout are the target for movement and there is mortality, this month there was a strong push

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**Direct release of air spanned steelhead**  
**Credit: Angela Feldmann/USFWS**

**“All Kooskia Chinook were moved outside in April.”**



**A quick pipe join bracket used during SST release at Clear Creek**  
**Credit: Kent Hills/NPT**

## Maintenance & Operations

### *Dworshak*

#### **April maintenance activities included:**

House #2 - Paint Exterior of Garage Door

Main Pumphouse - Install Safety Rail

Cushman Cart 2 - Replace wiper motor

Cushman Cart 3 - Repair parking brake and wiper

Burrow Pond #13 - Replace teeth on 2 part can

Mechanical 1 Restroom - Unplug sink

Womens Restroom Main Hatch Bldg - Patch holes in wall

Dodge Caravan 2003 - Remove winter tires and replace with summer tires

Residence 2 - Replace window in bedroom - Replace window screens

Gator - Replace drivers side window

Hatchery Building Lobby - Install award plaque

Pressure Washer #3 - Replace strainer and gas cap

Pressure Washer Wands - Repair male and female ends on wands- 1 broken nozzle

Hatchery House #2 - Repairs: Replace basement window well and window well drain rock

Hatchery Manager Office - Install HECP Key Lock Box

Feed Building - Install new toilet paper roller  
 Chain link grating over fish counter - Replace - Use solid plate or grating (identified by safety committee)

House #2 - Paint Exterior of House

Fire and Maintenance Pumphouse - Replace 30 Amp Breaker

480V Switchboard and breaker 2A Maintenance Electrical PM

480V Switchboard and breaker 3B Maintenance Electrical PM

HVAC Area Heaters in Mech I – Hatchery Electrical – Semi Annual PM

HVAC Unit Heaters in main Pumphouse – Hatchery Electrical – Semi Annual PM

Spawning Room Space heaters – Hatchery electrical PM

Bridge Crane 5 Ton – Hatchery Electrical – Annual PM

Annual maintenance on shop band saw

Purchase Fire Hose adapters for Hydrants.

### *Kooskia*

April 1: Adult steelhead were taken out of the trap and out planted on the South Fork of the Clearwater River at the Stites County Park just below Luke’s Gulch acclimation site.

BY12 takes 4, 5 (419,494) sac fry were moved to the outside rearing tanks.

April 2: Incubation chiller and well were turned off.

April 6: Kenny and Art handled a low creek water alarm at 0433 hrs. It was determined the screens in the screen chamber at the intake were plugged with debris. The water was lowered, the screens cleaned, and the alarm reset.

April 8: Army Corp of Engineers released steelhead smolts at the Clear Creek Bridge. The pipe used to put the fish in the creek separated because of high water volume and current in the creek. There was no fish loss. Hatchery staff made a bracket to hold the pipes together. This bracket was tested and performed satisfactorily.

## Manager's Message....

*(Continued from page 1)*

Creek weir. He also worked for WDFW performing survey and creel work on the Snake River in southeast Washington. In 1996, poverty and the allure of making some real money was too much and Steve left school to accept a position as a Fish Culturist 1 with WDFW at Lyons Ferry Hatchery. He transitioned to a Fish Culturist 2 at the Chelan Hatchery in 1999, and then to a Fish Culturist 3 at the Goldendale Hatchery in 2001. He then accepted the position of Hatchery Supervisor for Priest Rapids, Naches, Ringold and Meseberg Hatcheries in 2002. Constantly seeking new challenges Steve accepted the Complex Manager position at the WDFW Lyons Ferry Complex in 2004. It was in 2008 that Steve turned directions in what had been predominantly a WDFW career when he accepted a position with the Nez Perce Tribe as the Complex Manager for the Nez Perce Tribal Hatchery Complex. The rest is history....for now!

Steve shared his philosophy when it comes to being a manager and a leader. This speaks much to his ability in that regard and the following is exactly how Steve described it to me:

The people come first, not the fish, or the study, etc. If you take good care of your employees, they will take good care of the product, therefore they are the priority. For example, if you show me a well-funded hatchery with optimal fish rearing conditions, staffed by unhappy employees, I will show you the poorest quality fish that facility can produce. On the flip side, if you have a poorly funded facility with terrible fish rearing conditions, etc., that is staffed with motivated happy employees, I will show you the best fish that facility can produce. The point is our people drive our success, not funding or water or fish or anything else.

Train, delegate and hold accountable. Frequently employees are delegated responsibility but not authority. Give them both, provide them the tools for success, and hold them accountable for meeting reasonable, clearly defined performance goals.

Give the credit to the crew. They earned it.

Bend over backwards to keep your staff happy and challenged. In return, they will be there for you in times of difficulty. Prepare all staff for promotion and bigger responsibility, and let them decide individually what path their careers take. Not everyone wants to be the boss; many are happy doing the real, on-the-ground work. Those team members typically form the foundation of the work group.

Focus on team flexibility and adaptability. Too many managers say "I only want Joe in the incubation room because he's the only one that handles the eggs properly". I don't agree with that management style. Instead, rotate all staff through all work groups and tasks, training along the way, so that all employees are capable of doing all tasks competently. This makes your team adaptable and efficient, and makes each team member a stronger candidate for other job opportunities.

Build partnerships with co-managers, for the good of all. Go for "win-win" instead of "us versus them". Strong, effective communication internally and externally is critical. I'd rather send an email to too many people, and let some of them delete it, rather than leaving someone off the distribution list that needed to know what was said or decided. Maintain discretion but keep everyone in the loop!

Treat your coworkers, regardless of their position, with respect. Give respect, and you will earn respect. Solicit input from everyone on the team. Many of the best ideas come from the crew, since they do the work and are the best experts on where the problems lie and how they might be resolved. It's an arrogant manager that thinks he/she knows all the answers all the time.

Please help me welcome Steve to the Dworshak Fisheries Complex and thanks in advance for making the transition into his new assignment an easy one.



**Crowding SST for direct release**

**Credit: Angela Feldmann/USFWS**



**Direct Release of SST**

**Credit: Angela Feldmann/USFWS**



**Crowding SSt for release**

**Credit: Angela Feldmann/USFWS**

## **Meetings....Training....Travel**

### ***Dworshak***

The hatchery crew conducted direct releases of the Spring Chinook on April 1st and 2nd.

Steelhead hauling for off-site releases was accomplished by the Corps of Engineers and Nez Perce Tribe trucks and drivers with the Dworshak Hatchery staff crowding and loading from April 8th-16th.

The hatchery and Fishery Resources Office crews conducted the on-site steelhead releases on the 17th.

Casey Mitchell and Kim Jefferson joined the Dworshak Hatchery Team on the 15th. Both Casey and Kim are employed by the Nez Perce Tribe as part of the co-management of Dworshak Fish Hatchery.

On the 26th, a retirement dinner and celebration was held to honor Ben Greene and his 30 year plus career. We'll miss Ben and the kind person he is as well as for his knowledge and troubleshooting abilities in keeping the hatchery going all these years. Ben's official last day was April 30th.

### ***Kooskia***

April 15: Hatchery staff met with Susan Vogt of Nortech and Jill Olsen to inspect the Spill Prevention Control Plan for Kooskia NFH.

April 16: Gerry started a welding class at Kamiah High School; this class is an evening class twice a week for two months.

April 16: Kent was a presenter at the America Fishery Society conference in Boise.

April 30: Kent, Kenny & Art attended HDMS training at DWNF.

## **Administrative Activities**

### ***Safety***

none

### ***Personnel Actions***

Ben Greene retired 4/30/13

IFRO's BioAid (temp) vacancy announcement closed 4/26

DNFH's Animal Caretaker (temp. vice Wright) recruiting action still processing through HR

## Idaho Fish Health Center

*(Continued from page 7)*

for the Idaho FHC to sample the bull trout mortality (unfortunately this was found out in April, with about three weeks left of gill netting). 39 adult bull trout mortality were tested for all pathogens using WFS protocols with the exception of *R. sal.* MT allowed a less sensitive method (DFAT) to be used. To bring the number of bull trout tested up to 60, 21 juvenile bull trout were collected from two creeks (Trestle and Johnson) for this certification.

**Other:** Laura covered a 1.5 hour presentation on Wild Fish Survey and Emerging pathogens for Dr. Ken Cain's fish health class as U of I on 4/18. Chelsea also presented a 10 minute pictorial slideshow of the where she has worked and what has learned being in the Pathways program and working with the NWFHS. Guppy presented on IHNV at Dworshak NFH and the NAAHP for this class as well on 4/30.

There have been several requests for Introduction to Fish Health classes since Bozeman FHC and Olympia FHC are no longer providing this course at this time. Staff at the Idaho FHC is putting together plans to provide classes on a weekly or monthly basis for the local area at Dworshak NFH since there has been significant personnel turnover at this hatchery and others.

Region 1 Fish Health conference calls hosted by Andy Goodwin were attended by all staff present on 4/1, 4/15, and 4/29. Guppy attended Region 1 Project Leader call on 4/8 and the Director's webcast on 4/15.

All FHC employees attended all staff meeting with visit from Regional Office on 4/10. Guppy attended Dworshak management team meetings with Mike Carrier, Rich Johnson, and Mark Bagdovitz from the Regional Office on 4/9 and 4/10.

## Staff Service Anniversaries and Birthdays

### *April Birthdays*

Corrie Samson

Terry Weeks

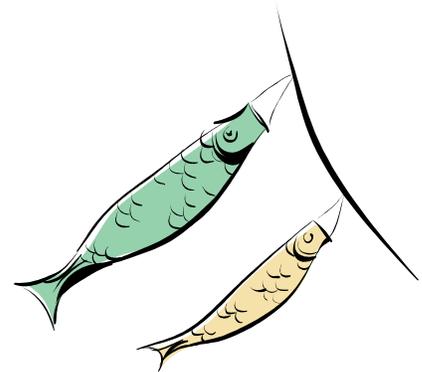
### *Years of Service*

Robbie Keller- 11 years

Penny Hasenoehrl- 10 years

Terry Weeks- 30 years

Adam Izbicki- 21 years



*(Continued from page 8)*

April 11: Steelhead adults were taken from the trap and released in the South Fork of the Clearwater River.

April 15: The two Obermeyer weirs at the intake were put down to allow the creek water to remain in the creek, at this time the hatchery is not using any creek water for its program. This will help move rock and dirt from above the weir and increase the longevity of the holding water pool.

April 16: Received the final release analyses from Fish Health on the SCSBY11, all were healthy at the time of release.

April 22: Fish Health was called and responded to a high mortality issue in outside rearing tank #8; Guppy took samples and didn't detect any issues with the sample fish. We were also having issues with "spinner" fish, fry that failed to mature, after some research Guppy thought this might be a cold water issue, however no cold water was detected in her sample fish. After further research, she thought it might be a shortage of Thiamine, which is a protein. It was determined by hatchery staff that the issue of "spinner" fish was declining and would be gone by the time we ordered and received thiamine to attempt a test.

## Staff List

### Complex Management

Speros Doulos, Acting Complex Manager  
Mark Drobish, Hatchery Manager  
Kent Hills, Acting Nez Perce Tribe Co-Manager  
Nate Wiese, Assistant Hatchery Manager  
Jack Christiansen, Aquatic Engineer

### Dworshak Production Staff

Angela Feldmann, Jill Olson, Rick Allain,  
Rob Bohn, Wayne Hamilton, Tom Tighe

### Nez Perce Tribe Production Program

Mike Bisbee, Tuianna Moliga, Lou Ann Lasswell, Steve Coomer, Jeremy Sommer, Ira Wilson, Carter Lopez, Casey Mitchell, Kim Jefferson

### Administration

Penny Hasenoehrl, Steve Bradbury

### Maintenance

Adam Izbicki, Ben Greene, Terry Weeks,  
Rick King, Rob Kellar, James Oatman,  
Scott Koehler, Melissa Billups

### Idaho Fish Health Center

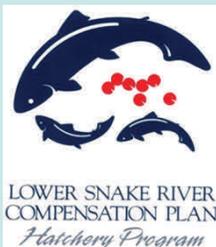
Dr. Marilyn Blair, Liz Steiner, Laura Sprague,  
Corie Samson, Rick Cordes

### Idaho Fishery Resource Office

Mike Faler, Dr. William Conner, Ray Jones,  
Aaron Garcia, Carrie Bretz, Frank Mullins,  
Dr. Chris Peery, Jody Brostrom, Randy Bowen,  
Ken Bugler, John Hook

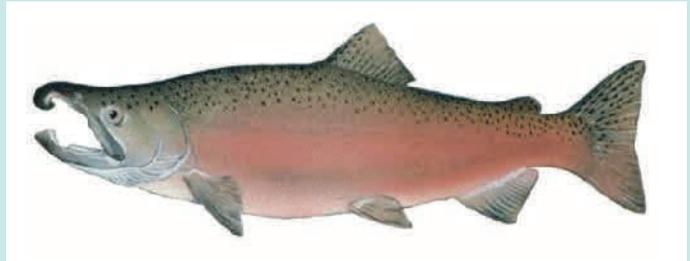
### Kooskia National Fish Hatchery

Kent Hills, Art Broncheau, Kenny Simpson,  
Gerry Fogelman



Nez Perce Tribe and Dworshak NFH Production, Maintenance, and Administrative staff.

*Credit: Mark Drobish/USFWS*



## Parting Shot



Adam Izbicki presents Ben Greene with a Certificate of Service Award. We wish Ben all the best in his retirement!

*Credit: Penny Hasenoehrl/USFWS*