

FISHERIES FOR THE FUTURE

4 TROUT



2 LARGE STURGEON



1 PADDLEFISH



MONTANA SOCIAL DISTANCING

1 FISHING ROD



FAC

MARCH FROM THE ASSISTANT REGIONAL DIRECTOR

ARD'S CORNER

Hello All:

Life as we know it has radically changed in the course of a month. I'm thinking of you all each day and hoping that you, your family, friends and co-workers are staying healthy and safe. Teleworking is the name of the game now for everyone and the slew of COVID-19 data requests has been close to overwhelming. I really appreciate your attention and responsiveness to the changing social situations, requests to fill out yet another form(s), all of which has helped our Interior Regions 5 & 7 leadership response to remain effective.

The Regional Directorate Team meets on a call every morning. We started that a couple of weeks ago. This allows us to guide communication across programs and hopefully maintain consistency. There are a number of sub assignments from these calls that take up a good portion of time. Fortunately, just like everyone in the field, our RO staff have really stepped up to help manage the increased work load due to the COVID-19 situation. We've been pleased to hear the number of adaptive leadership and management strategies that our field staff are implementing to accomplish critical mission related work while adhering to a myriad of local and state orders that change sometimes daily. Thank you all!

Trying to fit in an opportunity to decompress during times like these is really important. Take care of yourself and your family first. I try to fit in a walk down to the local park with a small lake each day around lunch time to get some fresh air while carrying my camera in case there are photo opportunities. The dog photo is of one of the Jack Russel Terriers we dog-sit for some friends. She came by for a couple of days and this photo is after I've been on my 4th conference call for the day so she gave up trying to get attention.

Take care, stay safe, Thanks!

-Greg

Sorry I wasn't
listening.....I was
thinking about
FISHING



AQUATIC INVASIVE SPECIES

JOANNE GRADY

A BASKETBALL BREAK

The Branch of Aquatic Invasive Species annual workplan meeting was scheduled for this week in Texas. Several of our guest speakers will be delivering their presentations to us remotely. Two primary objectives we're already working on for this year include developing stepdown plans for a national early detection effort and rapid response strike teams for AIS. Our regional dive team's effort to dive for invasive mussels are already a stellar example of rapid response work!

Congress has been very supportive of aquatic invasive efforts in this year's budget. For the first time our region has received \$350K in Asian carp funding for work in the Missouri River Basin. Thanks much to Steve Krentz, Dan James, Lacey Hopper, Jeff Powell and Nate Wiese for the numerous phone calls and planning efforts we're working through. Hoping these efforts lead to additional future funds to support our stations. \$1.1M in grants funds is available to Missouri River Basin team states, I am working with the review team for these dollars and will be helping to get grants out the door to our state partners.

I helped Dee Emmons in Visitor Services with an interview panel for a graphics specialist position. Was fascinating to sit on a panel for a non-biologist position as interview process included a two hour turnaround graphics project. While we in FAC use their shop a bit less than the refuges program does, it'll be good for all of our outreach brochures and signs to get some more capacity in there.

AIS Partner Highlight: Where do those AIS grant funds go? Invasive Species Action Network in Livingston, MT has been a longterm FWS partner and runs the Don't Let it Loose pet store initiative. Small 'mom and pop' pet stores receive training, fish bags, posters and stickers to participate in the outreach program. Some of these stores serve as 'take back centers' willing to accept people's returned pets. More information can be found on their website: www.dontletitloose.com

GrantSolutions trainings are less than fun. Videos are a bit blurry on a a laptop screen. Test questions on DOI Talent don't all make sense. I'm sure it will all be worth it when our whole system of grants is transparent and accountable.

-Joanne



HOME OFFICE DECOR

FISH PASSAGE & HABITAT



THAILAND FISH PASSAGE WORK

Was mainly involved with a week long Value Study with Bureau of Reclamation on the Isleta Dam in New Mexico for the Silvery Minnow on the Rio Grande. Good options discussed and many green chili meals in Albuquerque before all travel was shut down.

Since the grants desk has been opened until April 3, working with folks to get a few agreements into the hopper for fish passage. Also conducted in depth technical review/design of the following:

- A 1500 foot fish passage/stream restoration north of Boulder, CO
- Guided scoping and field assessment/hydrologic analysis of a fish passage rocky ramp and stream restoration on Little Creek with TNC and the Columbia FWCO in Missouri
- Reviewed concept designs for fish passage through a culvert at lake outlet at Elmendorf AFB, Anchorage, AK for our Anchorage fish passage engineer
- Reviewed and approved for ITAP Thai inspection results for fish passage project in Thailand - no one could visit the site with travel shut down so we told them the measurements we needed to see with description and pictures
- Created a scope of work and sent contract templates to Zion NP to get a consultant on board for 4 fish passage designs in coordination with Mark Fuller.

- Bill



PRE-COVID - CAPTIVE NEW MEXICO
BOR AUDIENCE



POST COVID - UNIMPRESSED
HOUSE CAT AUDIENCE



THAILAND FISH PASSAGE WORK

FISHERIES INFORMATION SYSTEM

URGENT! FOR STURGEON!

GREAT PLAINS FWCO

This is the time of year when we try to fix all the problems plaguing users during Accomplishment Reporting and Work Planning. SO nothing exciting. However, I did sit in on a webinar describing ECOSphere which is the cloud based platform towards which ECOS is heading. Right now it is being developed and Beta tested by ES so we have not been involved other than to receive updates.

One question I receive throughout the year from Project Leaders is how the data in FIS is being used. Recent examples are:

- FY18 and FY19 Distribution Data to the HQ Economist, Jim Caudill. He turned this around in one day to give me an economic analysis of impacts on the economy by state and number of angler days by state.
- Distribution data used to complete spreadsheets for COE FY19 stockings and FY20 projections.
- Currently working with Nate and Kevin to mine data from FIS to update Congressional Fact sheets for each State. These are used by External Affairs to inform Congressional staff when applicable questions arise, and especially for Congressional visits to the field. This includes, but not limited to: Dollars spent on Activities, Volunteer hours, Visitation, Miles of stream/rivers enhanced, Fish produced, economic benefit and Angler Days. These will be shared with you when complete.
- Public requests for stocking information.

-Connie



**PALLID STURGEON
WITH THE GREAT
PLAINS FWCO FIELD
CREW**



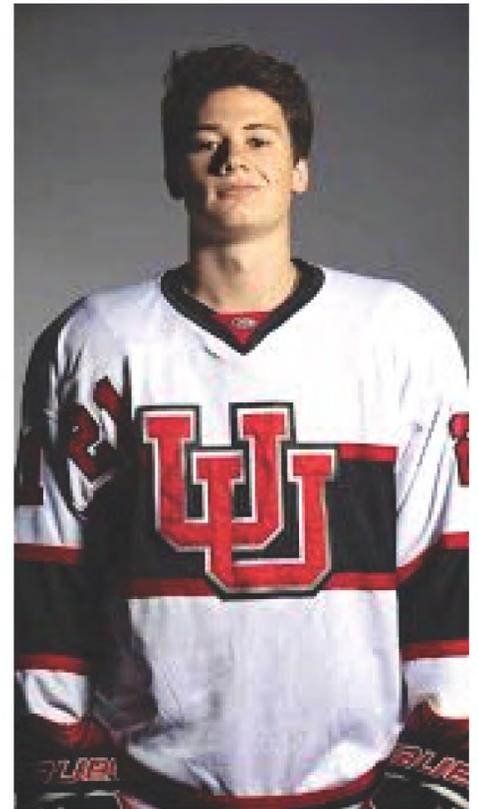
AN EARLY MORNING OF SAMPLING WITH JENNIFER JOHNSON AND JASON KRAL - GREAT PLAINS FWCO

GREAT NORTHERN LCC

SAM STUKEL - FLICKR

- Attended the Pallid Sturgeon Upper Basin Recovery Workgroup meeting in Billings MT.
- Attended the Missouri River Recovery Program Science and Adaptive Management Spring Workshop and presented on the Pallid Sturgeon Conservation Propagation and Stocking.
- Completing the 2019 Annual CPSP report. This is the first range-wide report for the CPSP and should lay out a framework for annual CPSP reporting in FAC.
- Continued Pallid Sturgeon workforce planning and needs for Legacy Region 6 and 3.
- Initiated a Pallid Sturgeon recovery data management call to outline Pallid Sturgeon Data Guidelines.
- Secured LR6 Science Applications funding for Dr. Ed Heist to lead a population structuring genetics assessment of Sturgeon and Sicklefin Chub
- Continued to serve on the Grassland Initiative workgroup for Science Apps and FAC. Proposed projects include Pallid Sturgeon science related to fin curl, linking population modeling to recovery criteria, and Topeka Shiner recovery.
- Facilitated 1-hr webinars coordinated with ND/SD and MT ES office leads for State partners to talk about FWS response and work on the Sturgeon and Sicklefin Chub petitions.
- My son Jovial playing hockey at University of Utah earned his first game ejection for fighting in a rival game against Minot State. A right of passage. <https://www.youtube.com/watch?v=50kG00thGrM> (1:32:00)

-Yvette



**JOVIAL WITH HIS
FIRST EJECTION
AGAINST RIVAL
MINOT STATE**



JOVIAL MILICH PLAYING FOR UNIVERSITY OF UTAH

FAC EXTERNAL AFFAIRS

RICKEY JONES - FACEBOOK

I continued reaching out to FAC staff across Interior Regions 5 and 7 to discuss future storytelling opportunities, such as blogs posts, social media posts, videos, podcasts, and media pitches. I am continually inspired by the amazing work and breadth of conservation projects happening across the FAC program! Throughout March, I spoke with FAC staff about habitat restoration and fish passage work, and partnerships with the Department of Defense, National Wildlife Refuge System, Ecological Services, and private landowners. I'm currently developing a storytelling calendar to highlight newsworthy FAC stories throughout the year. External Affairs is always looking for photos and videos to share on the Service's regional and national social media accounts, which have hundreds of thousands of followers. The best way to have your hatchery, projects, and focal species featured is to upload high-resolution photos onto the regional [Flickr account](#). If you ever have story ideas, images, videos, or upcoming projects to share, contact me directly at michael_dagostino@fws.gov.



FAC In The News

[Project to improve Hotchkiss Hatchery](#) - Grand Junction Daily Sentinel (April 1, 2020)

FAC - IR 5/7 Social Media

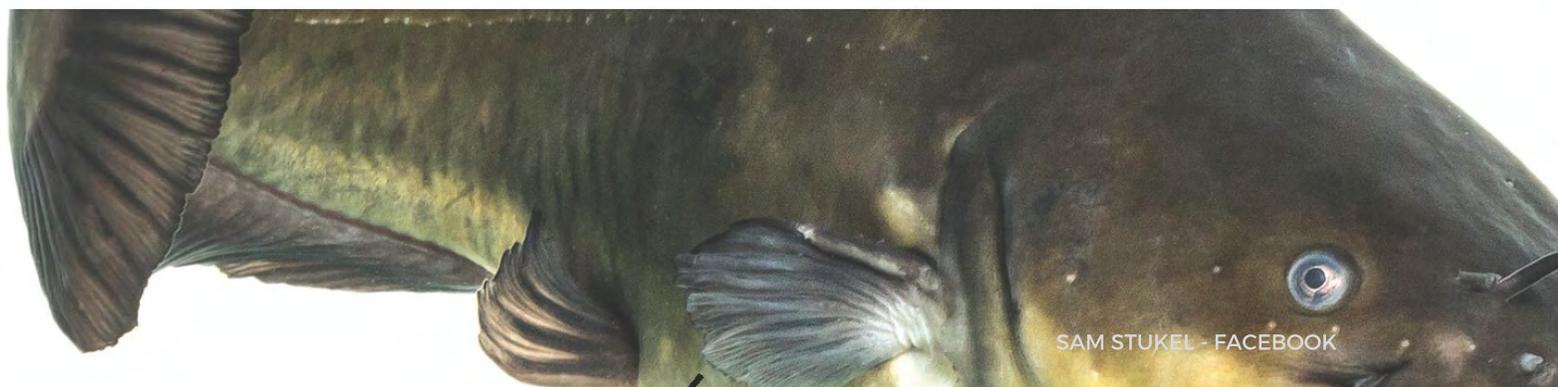
Twitter: [Bobcat in Pueblo, Colorado](#) | [Facebook post](#)

Twitter: [Shovelnose Sturgeon in the Missouri River in SD](#) | [Facebook post](#)

Twitter: [Razorback sucker GPS tracking](#) | [Facebook post](#)

Twitter: [Black bullhead catfish](#) - interesting facts! (also here) | [Facebook](#)

-Michael



SAM STUKEL - FACEBOOK

REGIONAL OFFICE STAFF



Welcome Kristen Grohs to the Regional Office!

Kristen has stepped up from the Great Plains FWCO to fill in behind the vacant Budget Analyst position. Thanks Kristen! An update from this month:

Work and school are now at home, our new normal, for now anyways. We are getting situated in our new normal and it takes great communication and teamwork to make sure everyone and everything gets taken care of. While this has taken some getting used to, for everyone involved, it is a blessing to have the extra time with my family. Thankfully we've been able to take advantage of the nice days, whether it's shooting hoops, tossing the football around, or getting out to explore nature at a GPA, we manage to get some fresh air and enjoy all the beauty nature has to offer. Work-wise, I've been busy submitting PPR's in FBMS for FAC before all the processes change with the upcoming launches of My Support and Grant Solutions. - Kristen



Remainder of your RO Team:

- Greg Gerlich - Assistant Regional Director
- Ellen Szczesny - Program Analyst
- Kristen Grohs - Budget Analyst
- Kris Johnson - Facility Maintenance Coordinator
- Joanne Grady - Aquatic Invasive Species Coordinator
- Bill Rice - Fish Passage Coordinator
- Connie Young-Dubovsky - FIS/Outreach Coordinator
- Yvette Converse - Northern LLC Coordinator
- Michael D'Agostino - FAC External Affairs
- Kevin Johnson - Southern Geographical Supervisor
- Nate Wiese - Northern Geographical Supervisor
- Vacant - Program Analyst (VICE Kelly Baldini)

BUDGET ANALYST.....

**SOMEONE WHO COMPLETES
PRECISION GUESSWORK WITH
UNRELIABLE DATA FROM
THOSE WITH QUESTIONABLE
KNOWLEDGE**



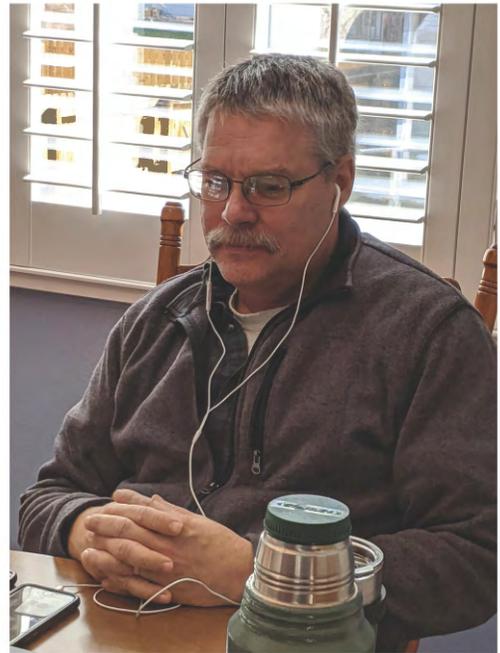
SUPERVISOR CORNER

BEARSTIN THE WINDOW

Telework Time!

Thank all of you that are keeping our hatchery fish healthy and happy. To the rest of you learning the nuances of teleworking - here's some tips to make the most of it. - Nate & Kevin

1. Separate work life from home life
2. Get "ready" for work
3. Establish "office" hours
4. Divide up your day
5. Set up the proper environment
6. Keep the lines of communication open
7. Don't constantly monitor your cellphone.
8. Get out of the house
9. Skip work when you're not productive
10. Reward yourself
11. Get a headset/earphones for your computer/phone....
the rest of your home-bound peeps will thank you!



**PROBABLY BEST TO FOLLOW
KEVIN'S EXAMPLE - DON'T
TELEWORK IN SILLY HATS!**

**YOU NEVER KNOW WHEN
STEVE KRENTZ WILL CALL YOU
ON MICROSOFT TEAMS!**



SAM STUKEL