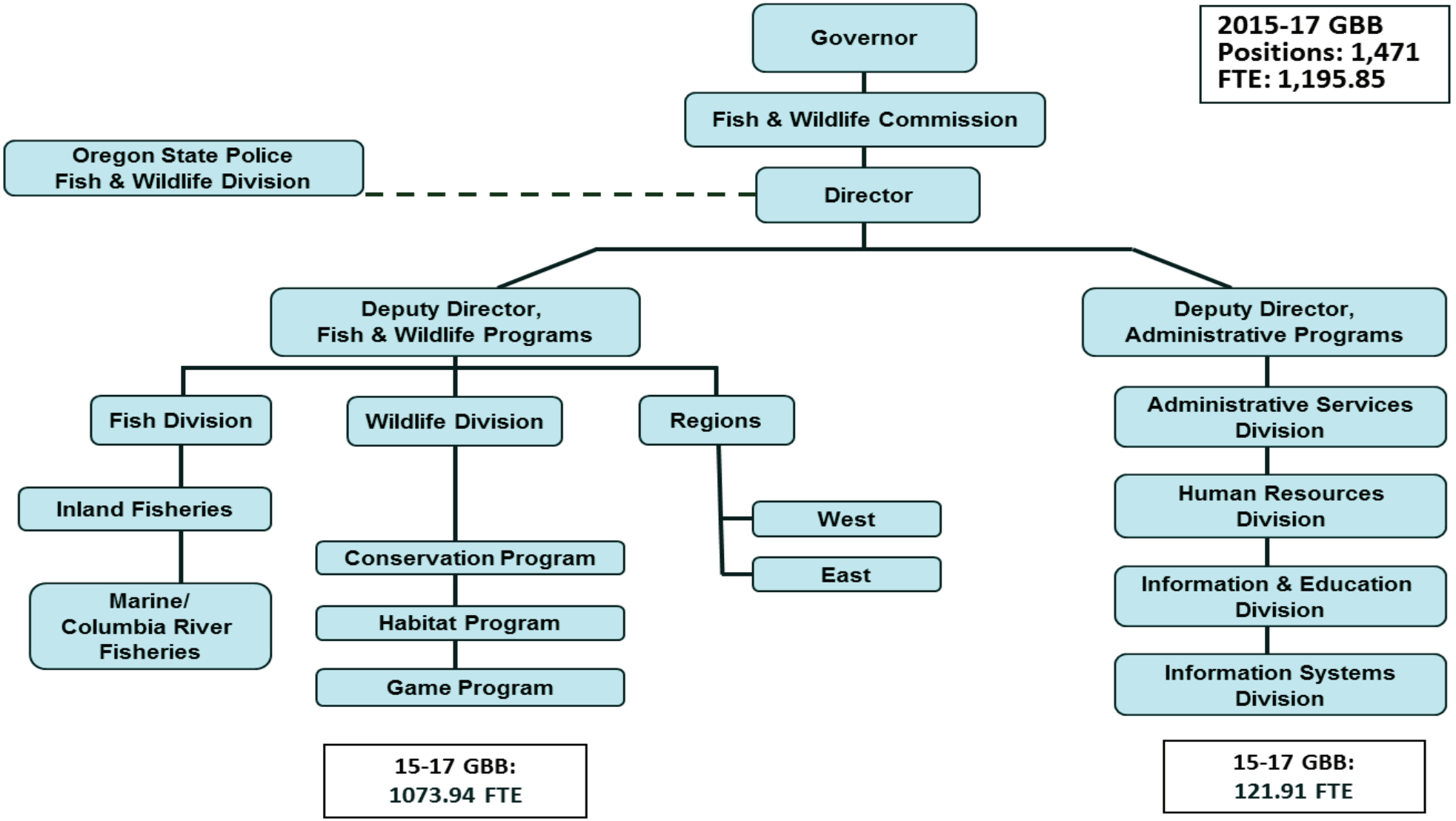
2015-17 ORGANIZATION CHART



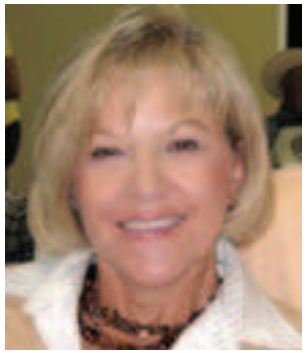
OREGON FISH AND WILDLIFE COMMISSIONERS

Michael Finley – Chair
Western Oregon
Appointment Effective: June 30, 2011, Term Expires: June 30, 2015

Michael Finley is President of the Turner Foundation, a private grant-making foundation that supports hundreds of grassroots, national and international organizations. Before joining the Turner Foundation, he spent 32 years with the National Park Service. During his career, Finley was Superintendent of Yellowstone National Park for 6.5 years and also served as Superintendent of Yosemite and Everglades National Parks and Assateague Island National Seashore. He directly managed hunting and fishing activities on National Park Service lands and waters in Alaska, Florida, Maryland, Virginia, California, Montana and Wyoming. He was also a commissioned law enforcement ranger and investigator for 10 years. Finley hunts and fishes, and is passionate about public recreation.

Holly Akenson
Eastern Oregon
Appointment Effective: Jun 30, 2011, Term Expires: June 30, 2015

Holly Akenson has been a wildlife biologist and educator, primarily working in rural areas of Eastern Oregon and Idaho. She received her M.S. in Wildlife Resources from University of Idaho and B.S. in Biology and B.S. in Education from Eastern Oregon University. Most recently she worked for Wallowa Resources, providing education and field experiences for youth, university students and the community on stewardship of the natural resources of Wallowa County. Prior to that Holly taught field programs for University of Idaho students and conducted research and monitoring on wolves, cougars, bighorn sheep, bald eagles, and Oregon's nongame Conservation Strategy Species for ODFW, IDF&G, and the Forest Service. She is a certified Wildlife Biologist. Holly currently works as a wildlife consultant and with her husband Jim, manages their tree farm. She serves on a local board promoting logging history. Holly is an avid archery and rifle big game hunter, angler, and wildlife photographer. She enjoys riding mules and taking a pack string into the mountains.



Bobby Levy
Congressional District 2
Appointment Effective: Jan 1, 2007, Term Expires: Jan 1, 2015

Born in La Grande, Barbara (Bobby) has lived her entire life in Oregon and currently lives on a working farm near Echo with her family. An educator by profession, Ms. Levy has been an adjunct instructor in the Business Technology Department at Blue Mountain Community College, and continues to stay involved in education by substitute teaching. She received her Masters of Business Administration from Portland State University and a Master's in Teacher Education from Eastern Oregon University. She has served on numerous boards and committees, and is a member of the Hermiston Government Affairs Team, a starting board member of Eastern Oregon Women's Coalition, and a past board member of the Umatilla County Housing Authority. Throughout her life, she and her family have enjoyed hunting, fishing and outdoor activities in Northeast Oregon.

Gregory J. Wolley
Congressional District 3
Appointment Effective: June 1, 2012, Term Expires: June 1, 2016

Gregory Wolley is originally from the San Francisco Bay Area, and has lived in Portland for the past for 24 years. He currently manages small business development programs for the City of Portland. Greg has previously worked as a forest planner and conservation education manager for the US Forest Service, a regional open space planner for Metro Regional Parks and Greenspaces, and a preserve manager for The Nature Conservancy. He received his B.A. degree in behavioral biology from UC Berkeley, and an M.S. Degree in natural resource education from Southern Oregon University. Greg has served on numerous boards and advisory committees, including the Northwest Association of Environmental Professionals, the City of Portland Urban Forestry Commission, and parks and natural areas planning committees for Multnomah and Los Angeles counties. Greg's passion is introducing new audiences to activities and careers in the outdoors. He enjoys many outdoor activities, including fishing, backpacking and kayaking. He lives with his family in the Grant Park neighborhood of Portland.

Bob Weber
Congressional District 4
Appointment Effective: Feb 28, 2010, Term Expires: Feb 28, 2018

Bob Webber grew up in Tigard. He attended Linfield College and Willamette University Law School. Bob, and his wife Suzanne live on the Elk River outside of Port Orford. They have three daughters and five grandchildren. Bob is a partner in the law firm of Black, Chapman, Webber and Stevens in Medford, and works part time on the south coast. For the past 16 years, he has been a board member and past chairman of the 11,000-member Oregon Hunters Association. He is as an avid hunter and angler, and he also volunteers as a special prosecutor handling wildlife-related cases for the Curry County District Attorney's Office.

Laura Anderson
Congressional District 5
Appointment Effective: June 1, 2012, Term Expires: June 1, 2016

Laura Anderson owns and operates Local Ocean Seafoods, a sustainability-focused seafood restaurant and fish market in Newport, Oregon. She also currently serves as the Executive Director of FISHCRED, a coast wide organization that represents commercial fishing business in Marine Spatial Planning. Coming from a commercial fishing family, she spent many summers working on her father's fishing boat before earning a Master's degree in Marine Resource Management from Oregon State University. In her younger years she served as a Peace Corps Volunteer working with artisanal fishers in the Philippines and also spent a year working in international business in Hanoi, Vietnam. Laura still enjoys traveling, particularly where it involves SCUBA diving and experimenting with new cuisines.

AGENCY SUMMARY

Mission Statement

The mission of the Oregon Department of Fish and Wildlife (ODFW) is to protect and enhance Oregon's fish and wildlife and their habitats for use and enjoyment by present and future generations.

Statutory Authority

Statutory authority for the management of fish and wildlife resources in Oregon is found in Chapters 496 through 513 of the Oregon Revised Statutes (ORS). The statutes cover agency authority and responsibility for the administration and enforcement of wildlife and commercial fishing laws; licenses and permits; hunting, angling, commercial fishing and trapping regulations; and wildlife protective measures. The state Food Fish Management Policy and Wildlife Policy are the primary statutes that govern the management of fish and wildlife resources in Oregon.

Food Fish Management Policy - 506.109

It is the policy of the State of Oregon that food fish shall be managed to provide the optimum economic, commercial, recreational and aesthetic benefits for present and future generations of the citizens of this state. In furtherance of this policy, the goals of food fish management are:

1. Maintain all species of food fish at optimum levels in all suitable waters of the state and prevent the extinction of any indigenous species.
2. Develop and manage the lands and waters of this state in a manner that will optimize the production, use and public enjoyment of food fish.
3. Permit an optimum and equitable use of available food fish.
4. Develop and maintain access to the lands and waters of the state and the food fish resources thereon.
5. Regulate food fish populations and the use and public enjoyment of food fish in a manner that is compatible with other uses of the lands and waters of the state and provides optimum commercial and public recreational benefits.
6. Preserve the economic contribution of the recreational and commercial fishing industries in a manner consistent with sound food fish management practices.
7. Develop and implement programs for optimizing the return of food fish for Oregon's recreational and commercial fisheries.

Wildlife Policy - 496.012

It is the policy of the State of Oregon that wildlife shall be managed to prevent serious depletion of any indigenous species and to provide the optimum recreational and aesthetic benefits for present and future generations of the citizens of this state. In furtherance of this policy, the Oregon Fish and Wildlife Commission (Commission) shall implement the following coequal goals of wildlife management:

1. Maintain all species of wildlife at optimum levels.
2. Develop and manage the lands and waters of this state in a manner that will enhance the production and public enjoyment of wildlife.
3. Permit an orderly and equitable use of available wildlife.
4. Develop and maintain public access to the lands and waters of the state and the wildlife resources thereon.
5. Regulate the wildlife populations and the public enjoyment of wildlife in a manner that is compatible with primary uses of the lands and waters of the state.
6. Provide optimum recreational benefits.
7. Make decisions that affect wildlife resources of the state for the benefit of the wildlife resources and make decisions that allow for the best social, economic and recreational use of wildlife resources by all user groups.

Agency Strategic Plans

For the 2013-15 biennium, ODFW has identified key principles and priorities. The agency also has strategic plans and efforts such as Columbia River Fisheries Reform, the Oregon Conservation and Nearshore Strategies, Conservation Plans and the Oregon Plan for Salmon and Watersheds, and the 25 Year Angling Plan. Details about each strategic effort are provided below.

Short Term Plan (2013-15)

Priorities

At the start of each biennium, ODFW's leadership team reviews its mission and updates the agency's principles and priorities moving into the new biennium. Priorities are evaluated to see if they continue to mirror the direction of the Commission, the Governor, the Legislature, and constituents. The leadership team also evaluates whether the priorities reflect the agency's responsibility for what's best for Oregon's fish and wildlife resources, along with its commitment to leadership and excellence in the field.

For 2013-15, the core principles of the agency remain the same – however, the leadership team felt it was important to highlight safety as a key principle for how the agency is operated.

With this change, the 2013-15 principles are to:

- Emphasize safety in the workplace
- Develop effective relationships based on trust and confidence
- Provide proactive and solution-based fish and wildlife management based on sound science
- Work as a team to accomplish our mission
- Promote workforce enhancement and inclusion
- Ensure fiscal integrity

ODFW also identified three priorities for 2013-15:

- Address our budget needs for the next six years
- Implement Columbia River fisheries reform
- Effectively engage on energy development

For each of these priorities, the leadership team developed work plans that outlined specific actions, timelines, and staff assignments for ensuring that the priorities were implemented over the course of the biennium. Work plan updates are reviewed at regular management team meetings and posted on ODFW's internal website so staff can track progress in each area during the course of the biennium. Posters displaying ODFW's 2013-15 principles are also displayed in agency offices and field stations.

ODFW will develop priorities for the 2015-17 biennium during the first quarter of the biennium to incorporate Legislative priorities and effectively align available resources.

Long Term Plan (2015-2121)

Principles

ODFW has six guiding principles for the next six years:

Emphasize safety in the workplace

This goal relates to the Oregon Benchmarks on cost of doing business (9). This is a new principle adopted by ODFW in 2013 in an effort to recognize the need for every employee to make safety in the workplace a principle.

Develop effective relationships based on trust and confidence

This goal relates to the Oregon Benchmarks on volunteering (30) and feeling of community (32). ODFW conducts customer service surveys to assess its performance.

Provide proactive and solution-based fish and wildlife management based on sound science

This principle relates to the Oregon Benchmarks on healthy native fish populations (85, 86), healthy animal populations (88, 89) and protected habitats (87). ODFW tracks progress toward this goal through measuring performance in the areas of fish and wildlife population monitoring and wildlife damage complaints.

Work as a team to accomplish our mission

This principle does not directly tie to any of the Oregon Benchmarks. However, for ODFW to successfully carry out its mission and have a positive influence on environmental benchmarks, agency staff must work together as a team to accomplish the agency mission.

Promote workforce enhancement and inclusion

This principle relates to the Oregon Benchmark on Labor Force Training Skills (29). In 2010, ODFW began using the Department of Administrative Services' iLearn System to track training opportunities and training hours. Other areas that relate to workforce enhancement include employment and recruitment, administration and compliance, and workforce management. In 2012, the ODFW Labor Management Committee initiated the first annual employee engagement survey. As of 2014, ODFW has completed three employee engagement surveys. The results from the survey guide improvements in training and career development for employees and other areas.

Ensure fiscal integrity

This principle does not directly tie to any of the Oregon Benchmarks. However, to successfully carry out its mission and have a positive influence on environmental benchmarks, ODFW must clearly demonstrate to the public that it appropriately spends and manages funds.

Columbia River Fisheries Reform Strategies

The Oregon Fish and Wildlife Commission (Commission) adopted policies and administrative rules in June 2013 putting in place a new fisheries management and reform framework for Columbia River recreational and non-tribal commercial fisheries. The objectives of the framework are (1) maintain or enhance the overall economic viability of commercial and recreational fisheries; (2) optimize overall economic benefits to Oregon; (3) promote conservation of native fish; and (4) promote orderly and concurrent fisheries with the State of Washington. In general, the intent of reforms are to, (1) for steelhead, salmon and sturgeon, prioritize recreational fisheries in the mainstem and commercial fisheries in off-channel areas of the lower Columbia River; (2) develop and implement selective-fishing gear and techniques for commercial mainstem fisheries and transition gill net use to off-channel areas; and (3) enhance the economic benefits of off-channel commercial fisheries by providing additional hatchery fish for release in off-channel areas and expanding existing seasons and boundaries in off-channel areas and/or establishing new off-channel areas.

The Oregon Legislature in the summer of 2013 passed legislation (Senate Bill 830) enabling enactment of the fisheries management and reform framework. Specific provisions include repealing prohibitions related to taking food fish by fixed fishing gear or seines (which allows the Commission to authorize use of some previously banned gear for commercial fishing), establishing a Columbia River Fisheries Transition Fund (which provides compensation and financial assistance to commercial fishers who demonstrate economic harm caused by fisheries reforms and/or require assistance in offsetting the costs of new fishing gear), establishes a Columbia River Fisheries Enhancement Fund (to implement measures that enhance fisheries, optimize the economic benefits of fisheries and advance native fish conservation related to fish management and reform) and authorizes the Commission to establish an annual and daily Columbia Basin salmon, steelhead and sturgeon recreational fishing endorsement (to fund certain elements of the fisheries management and reform framework).

Oregon Conservation and Nearshore Strategies

ODFW developed the Oregon Conservation Strategy (Strategy) in the 2005-07 biennium. It identifies six common conservation issues that affect species and habitats across the state. A seventh common conservation issue was added to the Strategy in the 2011-2013 biennium. The Strategy provides a blueprint for voluntary actions that can be taken by landowners to address species and habitats of concern. ODFW meets with interested members of the public and land managers to identify potential projects and monitoring plans to evaluate the outcomes of habitat restoration work.

The Oregon Nearshore Strategy provides a strategic plan for ODFW's management of nearshore marine resources. The nearshore includes all ocean areas from the shoreline to 60 meter water depth and encompasses Oregon's three-mile territorial sea. The Commission adopted the Nearshore Strategy in December 2005. It gives a set of priorities for conservation and management of nearshore marine fish and wildlife and their habitats; an identification of current information gaps; research and monitoring needs for managing nearshore resources; and 16 recommended ODFW actions to address current priority nearshore issues. An examination of progress made implementing the 16 recommended actions and an examination of the potential effects of the seventh key conservation issue was completed in 2012.

Conservation Plans and the Oregon Plan for Salmon and Watersheds

The Oregon Plan for Salmon and Watersheds (OPSW) is the state's plan for restoring and protecting native fish populations and the aquatic systems that support them to achieve productive and sustainable levels of fish populations for environmental, cultural and economic benefits. The plan relies on cooperative efforts between state and federal agencies, tribal nations, local governments, private industry, landowners, interest groups, watershed councils and individual citizens to restore the healthy function of Oregon's natural aquatic systems.

In addition, ODFW implemented the Native Fish Conservation Policy (NFCP) in November 2002. This policy calls for the development of conservation plans for native fish, and aligns fish management with current science and the goals of the OPSW. Conservation plans provide the detailed, focused strategies and actions, and goals against which to assess progress, necessary to conserve specific species and implement the NFCP and OPSW. These plans also act as federal recovery plans if the species are listed as threatened or endangered under the

Endangered Species Act. As required by the NFCP and consistent with the OPSW, ODFW has developed conservation plans for numerous native fish. Conservation plans have been completed already for most native anadromous salmon, steelhead, and trout management units, and the agency is actively working on implementing these plans.

Work to complete and implement conservation plans and the OPSW is done in all areas of the agency related to fish management. As the agency responsible for protecting and enhancing Oregon's fish and wildlife resources and their habitats, ODFW has a number of specific activities it performs in support of conservation plans and the OPSW. These activities include creation of selective fisheries using hatchery fish; monitoring of spawning salmon and steelhead; monitoring of juvenile and adult survival rates; collecting stream habitat data and improving stream habitats; provision of fish passageways; provision of technical assistance for landowners; production of educational materials; and cooperative efforts with other agencies, groups and businesses to improve fish populations and habitats.

25-Year Angling Enhancement Plan

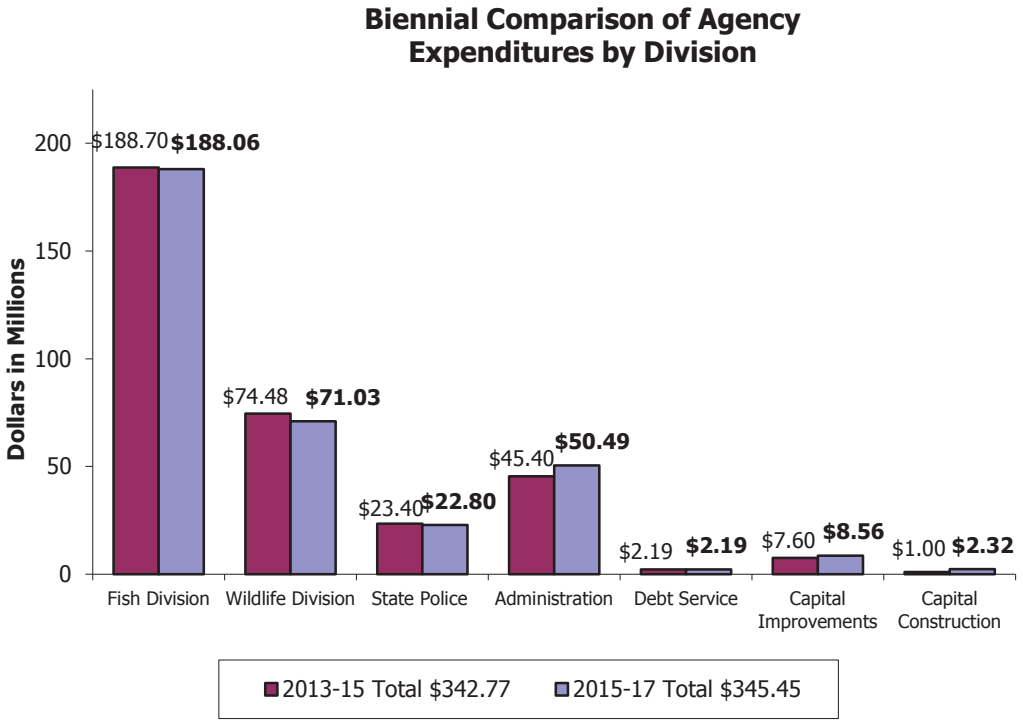
The 25-Year Angling Enhancement Plan was developed in response to a 2007 Legislative budget note and formally adopted by the Commission in 2009. The plan provides a framework, strategies, action and pilot projects that guide agency efforts to enhance recreational fishing opportunities in Oregon over the next 25 years. It is implemented in cooperation with the citizens of Oregon and public and private partners. Funding for the plan is through license dollars and Sportfish Restoration funding from the U.S. Fish and Wildlife Service (USFWS).

Agency and Program Descriptions

Appointed by the Governor, the seven-member Commission hires the agency director, sets policy and adopts administrative rules. The director oversees agency operations and administration. Two deputy directors oversee ODFW's day-to-day activities.

The deputy in charge of fish and wildlife programs oversees activities of the Fish and Wildlife divisions and two regions. The deputy in charge of administration oversees Administrative Services, Human Resources, Information and Education, and Information Services.

In 2013-15, ODFW was comprised of 1,258.99 full-time equivalent employees (FTE) who staffed 25 district and field offices, and operated 33 hatchery facilities, 15 fish-rearing facilities and 16 wildlife areas.

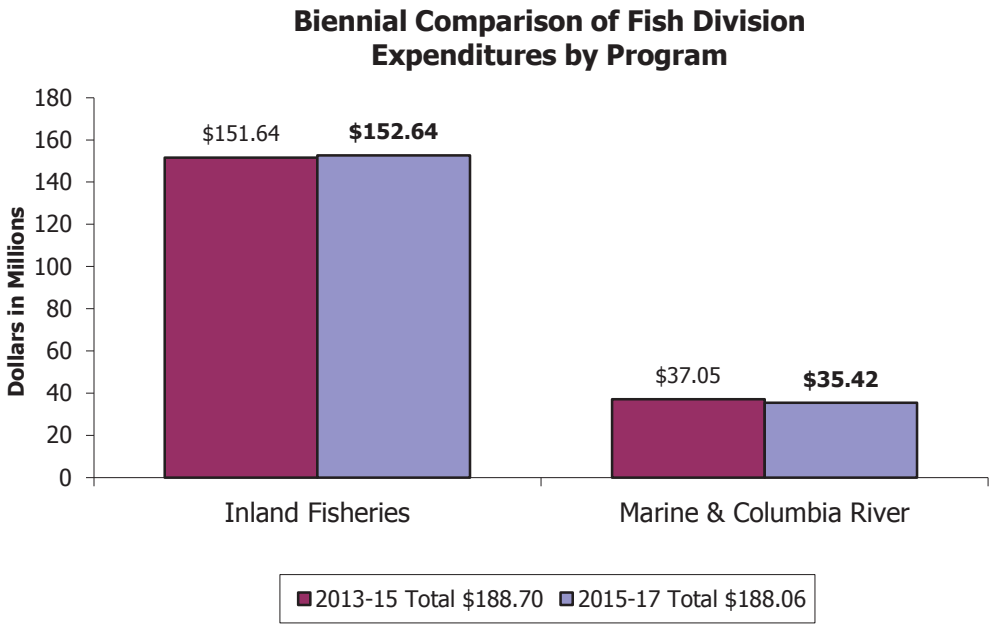


Fish Division

The Fish Division is divided into two program areas: Inland Fisheries and Marine and Columbia River Fisheries. All have responsibility for implementing the Oregon Plan for Salmon and Watersheds. Following are primary program tasks for each area:

Inland Fisheries:

- Implement the rules, statutes, policies and management direction provided by the Commission and Oregon Legislature.
- Develop fish conservation and management plans for fish population recovery.
- Inventory fish populations and their habitats.
- Establish sport and commercial fishing seasons and associated regulations.
- Oversee the Salmon and Trout Enhancement Program (STEP) to promote fisheries, education, fish recovery and habitat restoration through volunteers.
- Administer the Fish Restoration and Enhancement (R&E) Program to help promote and restore Oregon's fish resources.
- Provide fish screening and passage for migratory fish through construction of screens and passageways, and cooperative relationships with landowners and agencies.
- Produce fish at hatchery facilities to augment natural reproduction and provide fish for sport and commercial fisheries.



- Monitor fish health in agency programs, private rearing and research facilities and the natural environment.
- Provide technical support, through hatchery research and evaluation, to private and public organizations throughout the Pacific Northwest.
- Administer licensing of private fish propagation facilities and permitting for importation, transport and release of non-aquaria fish in Oregon.
- Provide engineering support and related construction management services.
- Ensure statewide consistency and application of natural resource protection statutes, policies and scientific criteria for existing and proposed hydropower projects.

Marine and Columbia River Fisheries:

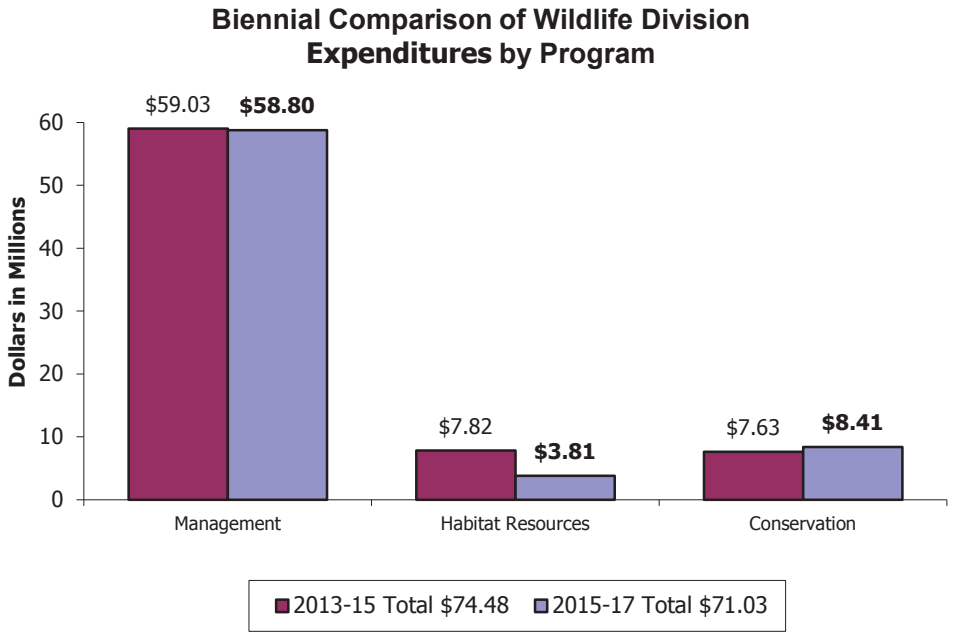
- Implement the rules, statutes, policies and management direction, as provided by the Commission and Oregon Legislature.
- Develop and implement Oregon's Columbia River and marine commercial and recreational fishery management programs.
- Represent Oregon in regional and international fish management councils including Pacific Fisheries Management Council, International Pacific Halibut Commission and the Pacific Salmon Commission.
- Represent Oregon in Columbia Basin fish mitigation and recovery forums. Develop and implement Oregon Nearshore Strategy priorities to ensure sustainability of marine species and their habitats.
- Develop and implement Columbia Basin Fish and Wildlife Program, federal recovery plan and state conservation plan priorities to ensure sustainability of fish species and their habitats in the Columbia Basin.
- Provide policy and technical expertise for the State of Oregon on regulatory actions and policy development.
- Assess the status of fished species through research and fishery monitoring.
- Plan and conduct research, monitoring and evaluation in support of marine and Columbia Basin fish management programs, including alternative fishing gear to reduce bycatch.
- Gather information on marine habitats and the biology of marine organisms.
- Monitor commercial and recreational fish catches and fishing activity in 12 ports along the Oregon coast.
- Develop, maintain and analyze fishery databases, and provide data to fishery management groups.
- Jointly manage Columbia River fisheries with the state of Washington.
- Ensure statewide consistency and application of natural resource protection statutes, policies and scientific criteria for existing and proposed ocean development projects (including ocean energy).
- Protect Oregon's sturgeon and endangered salmonid populations through implementation of pinniped prevention programs.

Wildlife Division

The Wildlife Division is divided into three areas: Wildlife Management, Habitat Resources and Conservation. A list of the primary program tasks for each area is provided below.

Wildlife Management:

- Conduct and use inventories and research to gauge overall health of big game and game bird populations.
- Establish hunting seasons and associated regulations.
- Work with landowners to prevent or reduce wildlife damage to agricultural and timber crops.
- Conduct research on furbearers, game birds, bighorn sheep, pronghorn antelope, elk, black-tailed deer, mule deer, white-tailed deer, bear and cougar.
- Implement species plans for greater sage-grouse, wild turkey, black-tailed deer, mule deer, elk, bear, cougar, Rocky Mountain goat and bighorn sheep.
- Implement a new Hunter Harvest and Effort Survey.
- Represent Oregon on the Pacific Flyway Council.
- Manage ODFW-owned wildlife areas for ecological, hunting and viewing benefits.
- Provide hunting access through cooperative partnerships with private landowners and federal agencies.
- Provide assistance to landowners through various programs to conduct habitat improvement projects.
- Provide oversight of all administrative functions including the Wildlife Division budget, contracts and grants.



Habitat Resources:

- Provide technical advice and assistance to local, state, and federal agencies and private landowners regarding land use activities and proposed developments.
- Provide technical expertise to private landowners and natural resource agencies on removal and fill actions, energy facility siting, mining, transportation, and forest management issues.
- Provide statewide oversight and consistency in applying natural resource protection standards.
- Coordinates the agency's response to hazardous material spill events that affect fish, wildlife or habitat, and obtains compensation for damages under state or federal Natural Resource Damage Assessment statutes.
- Implement multiple portions of the six key conservation issues identified in the Oregon Conservation Strategy that affect species and habitats statewide.

Conservation:

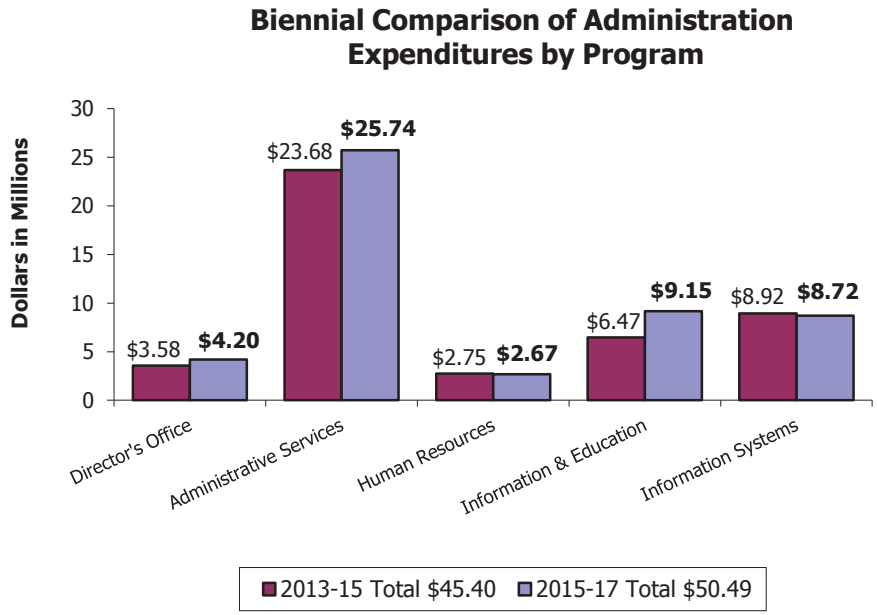
- Integrate the Strategy into agency programs and other natural resource agency initiatives to ensure long-term health and viability of wildlife species and their habitats.
- Implement Wildlife Integrity rules, which govern the importation, possession, sale and transportation of non-native wildlife.
- Ensure compliance with Oregon's Endangered Species Act (ESA) and manage species to avoid new listings.
- Coordinate with USFWS to manage species listed under the federal ESA.
- Implement the Oregon Wolf Conservation and Management Plan.
- Participate in wildlife habitat improvement projects that mitigate the loss of habitat due to construction of hydropower facilities.

Administration

The Administration budget includes the Commission, Director's Office, Commercial Fish Permit Board, Administrative Services Division, Human Resources Division, Information and Education Division, and Information Systems Division. A list of the primary division tasks for each area is provided below.

Director's Office:

The Director's Office consists of the ODFW director and two deputy directors. The agency director oversees agency operations and administration, and provides leadership for fish and wildlife programs. The director represents ODFW on the Governor's Natural Resources Cabinet and before Oregon's legislators and members of the U.S. Congressional delegation. The director also represents ODFW in cooperative efforts with other natural resource agencies within Oregon and throughout the United States, and with federal agencies such as the USFWS, Bonneville Power Administration (BPA) and the National Marine Fisheries Service (NMFS). The Director's Office leads development and allocation of the ODFW biennial budget. Budget oversight includes monitoring federal revenue contracts in coordination with program managers. The Director's Office oversees information security directives and internal audit requirements.



Administrative Services:

- Contract Services: Provide technical support and oversight on contracts, grants, purchases and realty transactions; provide risk management services; manage headquarters building maintenance and security, and manage the agency's fleet.
- Fiscal Services: Process revenue and expenditures for ODFW programs; provide accounts receivable and payable services; process payroll; oversee inventory and fixed assets; and prepare financial reports.
- Licensing: Issue computerized, mail-order and commercial licenses; respond to constituents' questions on rules and license requirements; and provide support to 600 license agents.
- Real Estate: Support land acquisition, exchange, disposal, leasing and other related activities.

Human Resources:

- Direct all human resources; safety and health-related activities; equal employment opportunity; recruitment; position classification; labor relations; affirmative action; and workforce enhancement.

Information and Education:

- Promote hunting, fishing and wildlife viewing opportunities through ODFW website, e-mail, telephone, public events, public information campaigns, brochures, social media, and other electronic and printed materials.
- Respond to media and public inquiries regarding fish and wildlife management, Commission decisions, and fishing and hunting regulations.
- Manage and develop content for ODFW external website receiving more than 4.2-million views annually. Manage internal website.
- Certify more than 6,100 students per year in safe firearms handling and practice, hunter ethics and responsibilities, and wildlife conservation through statewide Hunter Education program.
- Teach basic angling skills, angler ethics and aquatic stewardship to nearly 15,000 youth and families through Family Fishing Events, workshops, clinics and Free Fishing Weekend events.
- Offer hands-on instruction in fishing, hunting, crabbing, clamming and other outdoor activities through the Outdoor Skills program.
- Coordinate more than 1,920 volunteer instructors contributing more than 27,800 hours of service valued at nearly $940,000 annually.
- Introduce more than 27,000 youth to hunting through the Mentored Youth Hunter Program.
- Provide outreach and support for the Oregon Conservation Strategy, the Nearshore Strategy, the Oregon Plan for Salmon and Watersheds, and other natural resource plans and programs.
- Coordinate collaborative efforts with industry, retailers, tourism organizations, sporting groups and others to encourage participation in fishing, hunting and wildlife viewing related recreation, which contribute more than $2.5 billion to Oregon's economy. Provide economic analysis and revenue forecast support for management of agency resources.

Information Systems:

The Information Systems Division develops and supports technology that enables ODFW's business operations and includes the following units:

- Help Desk: provides desktop computer support, Unisys mainframe operations, and other support services to employees.
- Network: provides technical support for enterprise systems including all servers, office network connectivity and security.
- Application Development: designs and develops custom business applications.
- Administration: provides guidance and support within the division and is the key liaison to both fish and wildlife divisions and field operations.

Environmental Factors

Every agency is faced with major challenges and trends that affect its ability to achieve its mission. Some factors affecting ODFW include:

- A declining base of traditional customers as a smaller percentage of the population participates in angling and hunting.
- Instability of federal revenues due to competing Congressional priorities.
- Endangered Species Act listings for a variety of fish populations.
- Variable ocean productivity and impact to important fish species.
- Concerns over possible introduction of animal diseases into the state.
- Increasing wildlife conflict with agricultural producers.
- Concerns over expanding wolf populations.
- Shrinking wildlife habitat due to development.

Agency Initiatives

ODFW has a number of efforts underway driven by the priorities identified for the 2013-15 biennium. Some of the priorities and actions identified for 2013-15 are provided below.

Priority 1: Address Our Budget Needs for the Next Six Years

Background
The 2013-15 biennium is the final biennium under the six year fee adjustment that was effective January 2010. At the time of the last fee adjustment, the department committed to its stakeholders and the Legislature that the revenues would last for six years. The department is on track to fulfill this commitment.

Moving into the next six year horizon, the department forecasts a significant gap between projected expenses and revenues in key areas of its budget. Over a six year horizon, there is a projected shortfall in the commercial fish funded programs. However, the more immediate and significant gap is projected in recreation license funded programs. For the 2015-17 biennium, the projected gap between expenses and revenue for recreational license funded programs is $32 million. This projection is based on several assumptions, including increased costs due to inflation, no additional revenue from license sales or other sources, and fully funding the Oregon State Police Fish and Wildlife Division budget request. Given the size and immediacy of the forecasted gap, license funded programs are the dominant focus for 2015-17 budget development.

Flat Revenues
A major factor affecting the short and long term outlook for the department is hunting and fishing participation trends. While there has been leveling out in recent years, hunting and fishing participation in Oregon is at the lowest levels in the last 30 years. This decline in participation has been observed across the United States. Several national and state surveys have been conducted to determine the reason for the drop in participation. "Not enough time" and "Family or Work" commitments are frequently cited as the reason for not fishing or hunting. Several other factors likely contribute to this response, including longer travel time to hunt or fish due to traffic in urban areas and other commitments, especially for families with children. Other concerns include limited public access, not knowing where or how to fish or hunt, no one to go with, perceived lack of fish or game, and total cost to fish or hunt.

Sales from hunting and fishing licenses and tags represent about one third of the revenues for the department in a typical budget cycle and fund core fish and wildlife management such as field biologists, hatchery production, and enforcement. These revenues are also the working capital of the agency, providing revenues to cover expenses under federal and other grants and contracts until the department is reimbursed.

Increased Costs
Another factor affecting the budget outlook is increasing operating and personnel costs. The cost of fish and wildlife management has increased significantly since license fees were last adjusted in 2010. In 2010, gas cost $2.75 a gallon. Today, it is nearing $4. Electricity rates are higher meaning it is more expensive to pump water at hatcheries to raise 87 different stocks of salmon, steelhead and trout. Everything costs more than when license fees were last adjusted in 2010: helicopter surveys to estimate deer and elk numbers, fish food, vehicle maintenance, supplies, easements on private property to provide public access, monitoring fish runs, and enforcing fish and wildlife laws.

Lower than Expected Reserves/Carryover
Several factors have affected the amount of carryover moving into the next six year planning horizon. The 2010 fee schedule was built on the assumption that the department would draw down existing license budget reserves over the six year period. While this helped reduce the size of the fee increase at that time, it was understood that this would reduce budget reserves going into the next six year budget cycle.

Moving into the next six year horizon, these reserves are even lower than originally planned for a number of reasons:
- Revenues from the 2010 fee increase did not meet projections, especially for nonresident licenses and tags.
- Lower than projected interest on funds due to the economic downturn.
- Reduced federal funding from the Sport Fish Restoration and Boating Trust Fund due to the national economic downturn.
- Legislative action shifting costs for Oregon State Police Fish and Wildlife Enforcement and other programs from General Fund to license funds.
- Unanticipated Department of Administrative (DAS) charges including higher than projected statewide risk assessments, data charges and other fees assessed to state agencies.

These budget reserves must be replenished in the 2015-17 budget in order to provide sufficient operating capital to float the costs associated with federal grants or contracts.

Strategies for Balancing the Budget
The 2015-17 budget proposal brings projected expenditures in line with expected revenues. The department does not expect to cover the gap between projected expenditures and revenues simply by increasing license fees. This would likely drive people to quit hunting or fishing and would result in a greater decline in overall license sales. As a result, the department's budget proposal includes strategies that reduce costs and address revenues in order to bridge the budget gap in its recreational license funded programs. Similar strategies are being pursued for commercial fish funded programs.

Objectives
Addressing the short and long term budget needs of the agency is a priority for 2013-15. A number of objectives and specific actions were identified related to this effort:

- Identify and implement efficiencies resulting in savings over the next six years
- Reduce license expenditures through reductions in program costs or services
- Identify and pursue fee adjustments and restructuring to provide additional revenue over the next six years
- Identify and pursue adjustments in commercial fees to provide additional revenue over the next six years
- Take a hard look at programs that are currently funded by hunting and angling fees that would be more appropriately funded by other revenue sources

Priority 2: Implement Columbia River Fisheries Reform

Background
Senate Bill 830 outlined specific changes in the management of Columbia River recreational and commercial fisheries including the transition of non-tribal commercial gill nets off the mainstem Columbia. The legislation takes effect January 1, 2014 and sets specific deadlines for the transition. The Commission, Governor and our stakeholders place a high priority on and successful implementation of the legislation. Meeting the deadlines and stakeholder expectations is critical to gaining support for the 2015-17 agency budget.

Objectives
A number of objectives and specific actions for each objective were identified to address this priority:

- On schedule implementation of sale of Columbia River endorsement, enhanced hatchery production in off-channel areas, and allocation shifts
- Implement Young's Bay sport closure buffer by February 2014
- Develop and implement Transition Fund Program with counties by December 2014
- Conduct/complete research on alternative commercial gears/techniques by end of transition period
- Conduct/complete research on expanded off-channel commercial fishing by end of transition period
- Design and implement monitoring and evaluation program for fisheries, economics, conservation and enforcement
- Resolve litigation by August 2014
- Regain working relationship and credibility with commercial and sport sectors and legislators to ensure support for 2015-17 agency budget;

Priority 3: Effectively Engage on Energy Development

Background
The State of Oregon's 10-year Energy Plan identifies energy as the single issue with the greatest impact on the state's economy, environment and quality of life in the coming decade. Coupled with the Governor's strong desire to develop renewable energy sources in rural portions of the state to stimulate local economies, the number of proposed energy projects is likely to increase.
This will mean additional demand on the department to review proposed projects for potential impact on fish, wildlife and habitat. The department will need to consider new approaches and resources to ensure appropriate mitigation for any impact on fish, wildlife or habitat.

Objectives
A number of objectives and specific actions for each objective were identified to address this priority:

- Identify and collect the best available science on energy impacts to fish and wildlife resources
- Ensure the Department has a responsive and well trained staff to effectively engage in the regulatory processes associated with energy development
- Review and revise the Department's Mitigation Policy

Criteria for 2015-17 Budget Development

ODFW has actively engaged the public during development of the 2015-17 Agency Request Budget. In March 2014, the department began meeting with its External Budget Advisory Committee (EBAC) to develop its six year budget strategies and refine the 2015-17 budget proposal. EBAC includes conservation groups, local government, sports groups, commercial fishing representatives, and other interested parties. EBAC meetings were held on March 11, March 25, April 8, May 1, and June 10. A subgroup of EBAC met separately to focus on the strategies to balance the Commercial Fish Fund over the next six years. The subgroup met with department staff on March 26 and April 11.

Nine Town Hall meetings are also hosted throughout the state to gather public input on the budget proposal and fees. In addition to press releases and website postings, ODFW Region offices mailed more than 1200 letters to local sport groups, landowners, elected officials, and other contacts inviting them to participate in a Town Hall meeting. Minutes from the Town Hall meetings were provided to the Oregon Fish and Wildlife Commission and posted on the department's website.

There were several other options for the public to submit written comments on the proposed budget besides attending Town Hall meetings. Comments could be submitted by email to ODFW.Comments@state.or.us. Background information on the department's proposed budget, fees, Town Hall meeting schedule and a link to provide public comments was available at www.dfw.state.or.us/agency/budget. ODFW received more than 175 comments on its proposed budget.

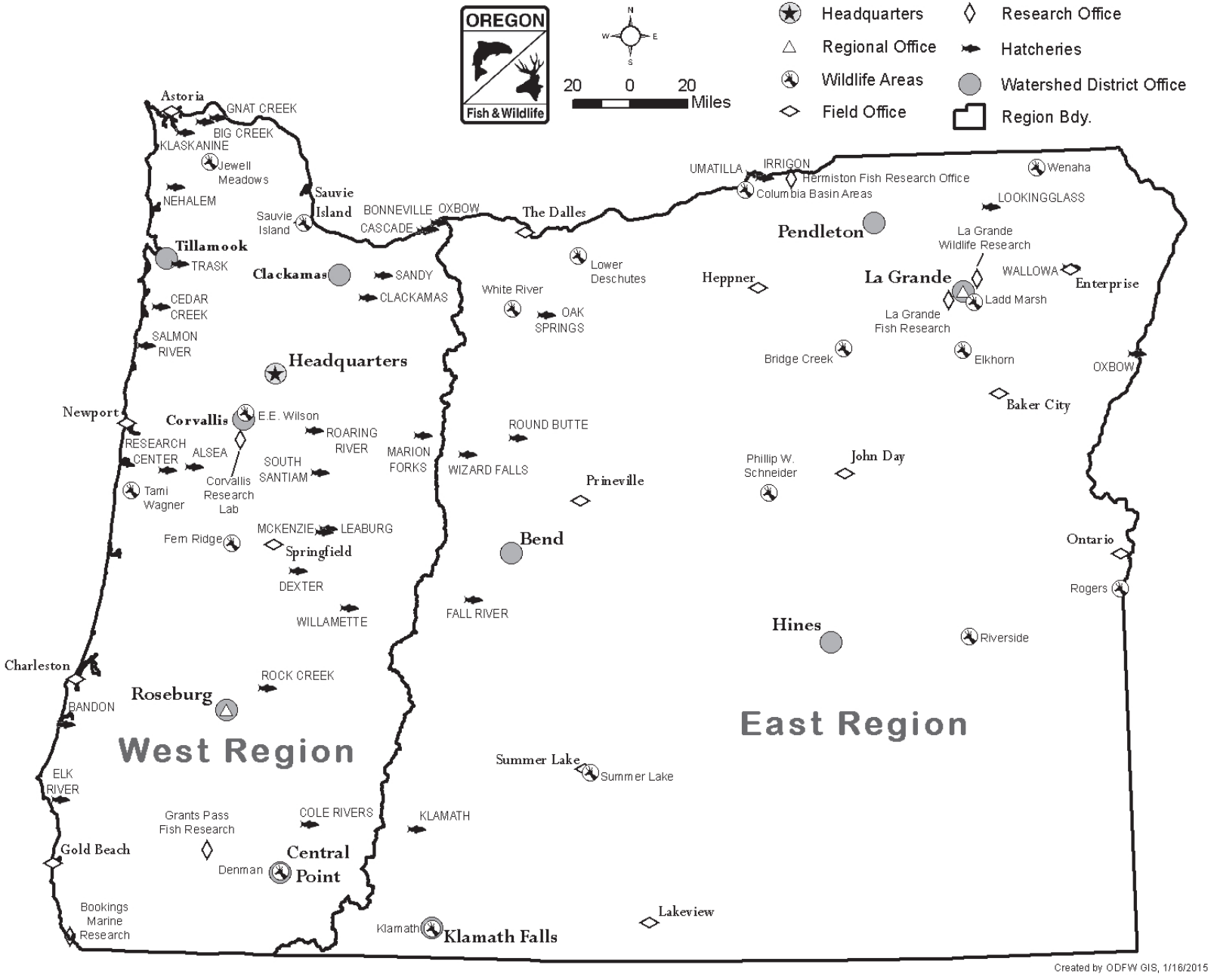
The 2015-17 Agency Request Budget was presented to the Commission on August 1, 2014 for its input and approval.

Other Considerations

Coordination with Oregon State Police Enforcement Programs

The OSP Fish and Wildlife Division is the single enforcement entity designated by law to protect the state's fish and wildlife resources. The Superintendent of State Police and the ODFW Director formed a partnership through Cooperative Enforcement Planning so that enforcement efforts are directed toward ODFW's priorities and management goals. The OSP Fish and Wildlife Division enforces fish, wildlife and commercial fishing laws, and protects natural resources. The members of the OSP Fish and Wildlife Division also enforce traffic, criminal, boating, livestock and environmental protection laws, and respond to emergency situations.

Across all revenue sources, ODFW projects spending $29.4 million during the 2015-17 biennium for OSP Fish and Wildlife Division services, compared to $24.8 million in 2013-15. These spending levels assume: 1) full funding at the level requested by OSP; 2) a portion of these enforcement costs will be shifted to general tax revenues as proposed by ODFW; and 3) that the department's fee proposal is approved by the Legislature.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Headquarters
Regional Office
Wildlife Areas
Field Office
Research Office
Hatcheries
Watershed District Office
Region Bdy.
Astoria
GNAT CREEK
BIG CREEK
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Jewell Meadows
NEHALEM
Sauvie Island
Sauvie Island
BONNEVILLE
CASCADE
OXBOW
The Dalles
Tillamook
TRASK
Clackamas
SANDY
CLACKAMAS
CEDAR CREEK
SALMON RIVER
Headquarters
Newport
Corvallis
E.E. Wilson
RESEARCH CENTER
ALSEA
Corvallis Research Lab
Tami Wagner
ROARING RIVER
SOUTH SANTIAM
MARION FORKS
MCKENZIE
LEABURG
Fern Ridge
Springfield
DEXTER
WILLAMETTE
Charleston
ROCK CREEK
Roseburg
BANDON
West Region
ELK RIVER
Grants Pass Fish Research
COLE RIVERS
KLAMATH
Gold Beach
Denman
Central Point
Bookings Marine Research
Klamath
Klamath Falls
Lower Deschutes
White River
OAK SPRINGS
ROUND BUTTE
WIZARD FALLS
Prineville
Bend
FALL RIVER
Summer Lake
Summer Lake
Lakeview
UMATILLA
IRRIGON
Hermiston Fish Research Office
Columbia Basin Areas
Wenaha
LOOKINGGLASS
Pendleton
Heppner
La Grande
La Grande Wildlife Research
WALLOWA
Enterprise
Ladd Marsh
La Grande Fish Research
Bridge Creek
Elkhorn
OXBOW
Baker City
Phillip W. Schneider
John Day
Ontario
Rogers
Hines
Riverside
East Region
Created by ODFW GIS, 1/16/2015

Summary of 2015 ODFW Legislative Concepts

SB-247 (LC-591)

Concept Subject or Title: This bill increases Fish and Wildlife fees over the next 6 years begin in 2016.

What the Bill does: Incrementally increases or establishes certain fees related to hunting, angling and commercial fishing over six-year period, applicable January 1, 2016, January 1, 2018, and January 1, 2020. It consolidates fee provisions for certain hunting and angling fees into statutory fee schedule. It modifies existing surcharges. Extends landowner preference program. It authorizes State Fish and Wildlife Commission to issue youth license to resident and nonresident persons 12 through 17 years of age.

Statement of the Problem: The Department must increase its hunter and angler fees, commercial fishing fees, and other fees in order to maintain the current services it provides.

Relevant Background: The Department must periodically increase its fees to maintain the services it provides. It has raised these fees once every six year in the past. It proposes raising recreational angling and hunting fees every 2 years for the next six years. Commercial fees are proposed to increased once and remain the same for the next six years.

Proposed Solution: Amend ORS
496.146, 496.232, 496.283, 496.289, 496.303, 496.550, 496.555, 496.562, 496.566, 497.022, 497.032, 497.075, 497.102, 497.112, 497.121, 497.124, 497.132, 497.138, 497.142, 497.151, 497.153, 497.156, 497.158, 497.258, 497.325, 498.166, 498.418, 508.116, 508.285, 508.505, 508.550, 508.760, 508.790, 508.816, 508.901, 508.941 and 508.949 and section 4, chapter 512, Oregon Laws 1989, section 19, chapter 659, Oregon Laws 1993, and section 2, chapter 460, Oregon Laws 1995.

Contact: Curtis E. Melcher, Director, 503-947-6044, curt.melcher@state.or.us

HB-2452 (LC-592)

Concept Subject or Title: This bill abolishes Fish and Wildlife Deferred Maintenance Subaccount.

What the Bill does: This bill abolishes Fish and Wildlife Deferred Maintenance Subaccount. It transfers the unobligated moneys remaining in subaccount after effective date of Act to State Wildlife Fund

Statement of the Problem: The State Wildlife Fund is the Department's main account for funding most expenditures incurred by the Department. The fund balance of this account is barely minimal to pay its expenditures. The Department requests to move the funds in the Deferred Maintenance Subaccount to the State Wildlife Fund to build up its fund balance .

Relevant Background: The Fish and Wildlife Deferred Maintenance Subaccount resides in ORS 496.303(7) and was created as a mechanism to fund deferred maintenance. At the time of its funding, the principal was significant and the interest generated from the principal supported deferred maintenance activities. Through economic cycles and budgetary appropriation processes, the principal is now approximately half what it once was and interest rates do not generate enough to support the continuation of this subaccount. Additionally, today, the Department of Fish and Wildlife is nearly fully supported by license, federal and other funds. This change has brought with it cash flow challenges that support the aggregation of funds, rather than the separation of funds. While cash flow for the agency is improving through efficiencies and new systems, the combination of economics and funding do not support continued maintenance of this account.

Proposed Solution: Eliminate ORS 496.303(7).

Contact: Curtis E. Melcher, Director, 503-947-6044, curt.melcher@state.or.us

UPDATED **OTHER FUNDS ENDING BALANCES FOR THE 2011-13 & 2013-15 BIENNIA**

Agency: 63500 - Oregon Department of Fish and Wildlife
Contact Person (Name & Phone #): Cameron Smith, 503-947-6160

(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)
Other Fund Type	Program Area (SCR)	Treasury Fund #/Name	Category/Description	Constitutional and/or Statutory reference	2011-13 Ending Balance In LAB	2011-13 Ending Balance Revised	2013-15 Ending Balance In CSL	2013-15 Ending Balance Revised	Comments
Limited	020-03-00 Diversity	7222 OF - Non Game Wildlife Fund Non License Dedicated WL Diversity Non Game Check Off	Operations	ORS 496.385(1)	5,011	202,695	177,675	0	Non-license other funds. While these funds are not federally stipulated, this balance is from restricted donations and interest earned.
Limited	Various	0544 - State Wildlife Fund - ROLLUP	Operations	ORS 496.300(1)	15,991,436	14,285,604	(15,880,597)	0	License dollars - restricted by Federal Regulations ("Wildlife and Fisheries," Title 50 code of Federal Regulations, Pt. 80 2008 ed.). Includes some miscellaneous fund sources. At Modified CSL, expenditures are reduced by $9.6 million. At GRB, Revenuues are projected to increase by $17.5 million.
Limited	Various	0978 - Fish and Wildlife Account - ROLLUP	Operations	ORS 496.303	2,652,794	3,440,094	2,611,277	0	License dollars - restricted by Federal Regulations ("Wildlife and Fisheries," Title 50 code of Federal Regulations, Pt. 80 2008 ed.).
Limited	010-02-00 Natural Production	0530 - Oregon Fish and Wildlife Hydroelectric Fund 7724 OF Dedicated - Natural Production Hydro Fund	Operations	ORS 496.835(1)	2,144,426	789,976	339,287	0	The moneys in this fund are continuously appropriated for use by the State Department of Fish and Wildlife in its activities related to hydroelectric projects including payment of necessary administrative expenses.
Limited	010-03-00 Marine and 010-04-00 Interjurisdictional	0626 - Commercial Fish Fund - ROLLUP	Operations	ORS 506.306(1) ORS 508.326(1)	794,612	4,039,735	2,432,485	0	Sale of commercial licenses and permits.
Limited	010-03-00 Marine	1116 - Black/Blue Rockfish/Nearshore Species 7133 OF Dedicated - Marine Black Rockfish, Blue Rockfish and Nearshore Species Research Account	Operations	ORS 508.951(1)	232,010	252,337	290,890	0	25 percent of these revenues shall be expended for general fish management purposes and 75 percent of such moneys shall be expended to pay the expenses of developmental fishery activities pursuant to ORS 506.460.
TOTALS					21,820,289	23,010,441	(10,028,983)	0	

Objective: Provide updated Other Funds ending balance information which reflects the agency's best estimate of changes in economic conditions or budget adjustments due to General Fund allotment

Instructions:

Column (a): Select one of the following: Limited, Nonlimited, Capital Improvement, Capital Construction, Debt Service, or Debt Service Nonlimited.

Column (b): Select the appropriate Summary Cross Reference number and name from those included in the 2013-15 Legislatively Approved Budget. If this changed from previous structures, please note the change in Comments (Column (j)).

Column (c): Select the appropriate, statutorily established Treasury Fund name and account number where fund balance resides. If the official fund or account name is different than the commonly used reference, please include the working title of the fund or account in Column (j).

Column (d): Select one of the following: Operations, Trust Fund, Grant Fund, Investment Pool, Loan Program, or Other. If "Other", please specify. If "Operations", in Comments (Column (j)), specify the number of months the reserve covers, the methodology used to determine the reserve amount, and the minimum need for cash flow purposes.

Column (e): List the Constitutional, Federal, or Statutory references that establishes or limits the use of the funds.

Columns (f) and (h): Use the appropriate, audited amount from the 2013-15 Legislatively Approved Budget and the 2015-17 Current Service Level as of the Agency Request Budget.

Columns (g) and (i): Provide updated ending balances based on revised expenditure patterns or revenue trends. Do not include adjustments for reduction options that have been submitted unless the options have already been implemented as part of the 2013-15 General Fund approved budget or otherwise incorporated in the 2013-15 LAB. The revised column (i) can be used for the balances included in the Governor's budget if available at the time of submittal. Provide a description of revisions in Comments (Column (j)).

Column (j): **Please note any reasons for significant changes in balances previously reported during the 2013 session.**

Additional Materials: If the revised ending balances (Columns (g) or (i)) reflect a variance greater than 5% or $50,000 from the amounts included in the LAB (Columns (f) or (h)), attach supporting memo or spreadsheet to detail the revised forecast.

Additional Materials: If the revised ending balances (Columns (g) or (i)) reflect a variance greater than 5% or $50,000 from the amounts included in the LAB (Columns (f) or (h)), attach supporting memo or spreadsheet to detail the revised forecast.

Summary of 2015-17 ODFW Revenue, Costs and Fees

Background

The 2013-15 biennium is the final biennium under the six year fee adjustment that was effective January 2010. At the time of the last fee adjustment, the department committed to its stakeholders and the Legislature that the revenues would last for six years. The department is on track to fulfill this commitment.

Moving into the next six year horizon, the department forecasts a significant gap between projected expenses and revenues in key areas of its budget. Over a six year horizon, there is a projected shortfall in the commercial fish funded programs. However, the more immediate and significant gap is projected in recreation license funded programs. For the 2015-17 biennium, the projected gap between expenses and revenue for recreational license funded programs is $32 million. Given the size and immediacy of the forecasted gap, license funded programs are the dominant focus for 2015-17 budget development.

Revenue – ODFW is proposing to shift various license funded programs to different revenue sources as outlined in the table below. These shifts allow ODFW to limit program cuts while aligning programs more appropriately with funding sources.

Costs – ODFW has experienced unique cost increases that have affected budget development. Unexpected personnel costs for both ODFW and OSP as well as higher than anticipated DAS service charges were a majority of these costs.

Fees – ODFW is proposing to increase or establish certain fees related to hunting, angling and commercial fishing over a six-year period in order to maintain the current level of services it provides, as part of SB-247. Below is the full fee schedule changes proposed. See i. Legislative Concepts for more information.

Proposed Recreational License Shifts to Other Revenue Sources for 2015-17

Shift Type	Amount
Shift OR State Police to General Fund	$5.1M
Shifts to General Fund	$4.5M
- Field staff	$3.6M
- Water Quality/Quantity	$0.6M
- Habitat & conservation strategy staff	$0.3M
Miscellaneous shifts	$2.2M
- Marine Mammal Research to FF - Pittman-Robertson	$0.3M
- Education/Outreach Staff to FF - Pittman-Robertson	$0.4M
- Field biologists to Hydro Fund	$0.5M
- Licensing, Fish Admin Staff to Commercial Fish Fund	$0.7M
- Fish Admin Staff to Recreational Shellfish Fund	$0.5M
- Columbia River Program staff to Federal Funds	$0.5M

Cost Increases for 2015-2017

	Biennial Rate Increase, 2013-15 to 2015-17
Services and Supplies	3%
Personnel Services	6%
Oregon State Police	16%
State Govt Service Charges	56%

Oregon Department of Fish and Wildlife
Proposed Recreational License Fee Schedule

	Resident				Nonresident			
Prices shown include all vendor fees. New fees take effect on Jan. 1 of 2016, 2018, or 2020.	**Current Fee**	**2016 Fee**	**2018 Fee**	**2020 Fee**	**Current Fee**	**2016 Fee**	**2018 Fee**	**2020 Fee**
YOUTH LICENSES (ages 12-17)								
JUVENILE SPORTS PAC	$55.00	$55.00	$55.00	$55.00	-	-	-	-
YOUTH LICENSE*	Various	$10.00	$10.00	$10.00	Various	$10.00	$10.00	$10.00
YOUTH COMBINED ANGLING TAG	$8.50	$5.00	$5.00	$5.00	$8.50	$5.00	$5.00	$5.00
YOUTH UPLAND BIRD STAMP	$8.50	$4.00	$4.00	$4.00	$38.50	$4.00	$4.00	$4.00
YOUTH WATERFOWL STAMP	$11.50	$4.00	$4.00	$4.00	$38.50	$4.00	$4.00	$4.00
RES. JUVENILE TURKEY TAGS	$10.50	$10.50	$10.50	$10.50	$10.50	$10.50	$10.50	$10.50
*Permits fishing, hunting, & shellfishing and includes Columbia River Basin Endorsement and new Ocean Endorsement. Replaces all other juvenile licenses, resident or nonresident, except for Juvenile SportsPac.								
HUNTING LICENSES								
ANNUAL HUNTER	$29.50	$33.50	$34.00	$34.50	$148.50	$167.00	$169.00	$172.00
RESIDENT SENIOR HUNTER	$13.75	$20.50	$21.50	$22.00	-	-	-	-
3-DAY NR BIRD LICENSE	-	-	-	-	$26.50	$31.50	$32.00	$32.50
HUNTING TAGS/VALIDATIONS								
DEER	$24.50	$27.50	$28.00	$28.50	$383.50	$430.50	$438.00	$443.50
ELK	$42.50	$48.00	$49.00	$49.50	$508.50	$571.00	$580.00	$588.00
SPECIAL ELK (DV/Pioneer)	$22.25	$25.00	$25.50	$26.00	-	-	-	-
BEAR TAG	$14.50	$15.50	$16.00	$16.50	$190.50	$15.50	$16.00	$16.50
TURKEY TAG	$22.50	$25.50	$26.00	$26.50	$77.50	$87.50	$89.00	$90.00
ANTELOPE	$44.50	$50.00	$51.00	$51.50	$341.50	$384.00	$390.00	$395.50
BIGHORN SHEEP	$122.50	$138.00	$140.00	$142.00	$1,308.50	$1,469.50	$1,500.00	$1,513.50
COUGAR	$14.50	$15.50	$16.00	$16.50	$14.50	$15.50	$16.00	$16.50
MTN GOAT	$122.50	$138.00	$140.00	$142.00	$1,308.50	$1,469.50	$1,500.00	$1,513.50
PHEASANT TAG	$17.00	$18.50	$19.00	$19.50	$17.00	$18.50	$19.00	$19.50

Oregon Department of Fish and Wildlife
Proposed Recreational License Fee Schedule

Prices shown include all vendor fees. New fees take effect on Jan. 1 of 2016, 2018, or 2020.	Resident				Nonresident			
	Current Fee	2016 Fee	2018 Fee	2020 Fee	Current Fee	2016 Fee	2018 Fee	2020 Fee
UPLAND BIRD STAMP	$8.50	$9.00	$9.50	$10.00	-	-	-	-
WATERFOWL STAMP	$11.50	$12.50	$13.00	$13.50	-	-	-	-
NR BIRD HUNTER STAMP	-	-	-	-	$38.50	$41.50	$43.00	$44.50
CONTROLLED HUNT APPs	$8.00	$8.00	$8.00	$8.00	$8.00	$8.00	$8.00	$8.00
FISHING LICENSES/TAGS								
ANNUAL ANGLER	$33.00	$38.00	$41.00	$44.00	$106.25	$96.00	$102.00	$109.00
RES SENIOR ANGLER	$15.00	$25.00	$27.00	$29.00	-	-	-	-
PREPAID DAILY	$16.75	$18.50	$21.50	$24.50	$16.75	$18.50	$21.50	$24.50
ONE-DAY	$16.75	$18.50	$21.50	$24.50	$16.75	$18.50	$21.50	$24.50
TWO-DAY	$31.50	$34.50	$38.00	$42.00	$31.50	$34.50	$38.00	$42.00
THREE-DAY	$46.25	$50.50	$54.50	$59.50	$46.25	$50.50	$54.50	$59.50
NR 7-DAY					$59.75	$75.00	$83.00	$92.00
ADULT COMBINED TAG	$26.50	$35.00	$40.50	$46.00	n/a*	$55.00	$66.00	$79.00
HATCHERY HARVEST TAG	$16.50	$25.00	$28.50	$33.00	$16.50	$25.00	$28.50	$33.00
TWO-ROD ANGLER	$17.00	$21.50	$24.50	$28.00	$17.00	$21.50	$24.50	$28.00
COL RIV BASIN ENDORSEMENT^	$9.75	$9.75	$9.75	$9.75	$9.75	$9.75	$9.75	$9.75
*New requirement. Previously purchased Adult Combined Tag at resident rate.								
^When Columbia River Basin Endorsement is purchased separately, its price is $11.75 (includes $2 vendor fee).								
SHELLFISH LICENSES								
RES. ANNUAL SHELLFISH	$7.00	$9.00	$10.00	$10.00	$20.50	$26.00	$28.00	$28.00
PRE-PAID RES SHELLFISH	$7.00	$9.00	$10.00	$10.00	-	-	-	-
NR 3-DAY SHELLFISH	-	-	-	-	$11.50	$17.00	$19.00	$19.00

Oregon Department of Fish and Wildlife
Proposed Recreational License Fee Schedule

Prices shown include all vendor fees. New fees take effect on Jan. 1 of 2016, 2018, or 2020.	Resident				Nonresident			
	Current Fee	2016 Fee	2018 Fee	2020 Fee	Current Fee	2016 Fee	2018 Fee	2020 Fee
COMBINATION LICENSES								
SPORTS PAC	$164.75	$185.00	$191.00	$196.50	-	-	-	-
COMBINATION	$58.00	$65.00	$70.00	$72.00	-	-	-	-
SENIOR COMBINATION	$25.50	$41.50	$44.50	$47.50	-	-	-	-
NEW LICENSE CONCEPTS								
OCEAN ENDORSEMENT	n/a	$10.00	$10.00	$10.00	n/a	$10.00	$10.00	$10.00
PIONEER FEE	n/a	$6.00	$6.00	$6.00	n/a	n/a	n/a	n/a
PREMIER HUNT SERIES - APPs	n/a	$8.00	$8.00	$8.00	n/a	$8.00	$8.00	$8.00
UNIQUE FISH OPPORTUNITY RAFFLE	n/a	$8.00	$8.00	$8.00	n/a	$8.00	$8.00	$8.00
MULTI-YEAR LICENSES								
3-YR ANGLER	n/a	$110.00	$119.00	$128.00	n/a	$284.00	$302.00	$323.00
5-YR ANGLER	n/a	$182.00	$197.00	$212.00	n/a	$472.00	$502.00	$537.00
3-YR HUNTER	n/a	$96.50	$98.00	$99.50	n/a	$481.00	$487.00	$496.00
5-YR HUNTER	n/a	$159.50	$162.00	$164.50	n/a	$795.00	$805.00	$820.00
3-YR COMBINATION	n/a	$191.00	$206.00	$212.00	-	-	-	-
5-YR COMBINATION	n/a	$317.00	$342.00	$352.00	-	-	-	-
3-YR PIONEER	n/a	$15.00	$15.00	$15.00	-	-	-	-
5-YR PIONEER	n/a	$25.00	$25.00	$25.00	-	-	-	-
3-YR SR ANGLER	n/a	$71.00	$77.00	$83.00	-	-	-	-
5-YR SR ANGLER	n/a	$117.00	$127.00	$137.00	-	-	-	-
3-YR SR HUNTER	n/a	$57.50	$60.50	$62.00	-	-	-	-
5-YR SR HUNTER	n/a	$94.50	$99.00	$102.00	-	-	-	-
3-YR SR COMBINATION	n/a	$120.50	$129.50	$138.50	-	-	-	-
5-YR SR COMBINATION	n/a	$199.50	$214.50	$229.50	-	-	-	-

Oregon Department of Fish and Wildlife
Proposed Commercial Fishing Fee Schedule

Ad Valorem Rates

	Current Rate	Proposed for 2016
SALMON	3.15%	3.15%
CRAB	2.25%	2.35%
SHRIMP	2.25%	2.40%
ALBACORE	1.09%	1.09%
SARDINE	2.25%	2.25%
SABLEFISH	2.25%	2.40%
SOLE/FLOUNDER	2.25%	2.25%
GROUNDFISH, MISC	2.25%	2.25%
NEARSHORE SPECIES	5.00%	5.00%
WHITING	2.25%	2.30%
OTHER	2.25%	2.30%

Commercial Fishing License & Permit Fees

	Resident		Nonresident	
	Current Fee	Proposed for 2016	Current Fee	Proposed for 2016
FISHING	$82	$102	$132	$152
CREW	$127	$127	$177	$177
JUVENILE	$32	$32	$32	$32
BAIT FISHING	$102	$127	$102	$177

Commercial Fishing License & Permit Fees

	Resident		Nonresident	
	Current Fee	Proposed for 2016	Current Fee	Proposed for 2016
TUNA LICENSED	$22	$27	$22	$27
TUNA UNLICENSED	$127	$252	$127	$302
BOAT, Vessels < 50 ft	$327	$352	$377	$402
BOAT, Vessels > 50 ft	-	$402	-	$452
SHRIMP	$127	$202	$177	$252
TROLL, SALMON	$102	$127	$152	$177
GILLNET, SALMON	$102	$127	$152	$177
SCALLOP	$127	$127	$177	$177
HERRING	$127	$127	$127	$177
CRAB	$127	$202	$177	$252
URCHIN	$102	$127	$152	$177
BLACK/BLUE	$102	$127	$102	$177
NEARSHORE	$102	$127	$102	$177
CLAM, COASTWIDE	$102	$127	$102	$177
CLAM, SOUTH COAST	$102	$127	$102	$177
SARDINE	$102	$127	$102	$177
SHELLFISH HARVESTER	$42	$127	$42	$177
SINGLE DELIVERY	$127	$127	$127	$177
WHOLESALE DEALER	$452	$502	na	na
FISH CANNER	$452	$502	na	na
SHELLFISH CANNER	$452	$502	na	na
BAIT DEALER	$102	$127	na	na
SELLER LIMITED	$42	$102	$42	$152
BUYER	$252	$277	na	na

Oregon Department of Fish and Wildlife
Proposed Occupational & Miscellaneous License Fee Schedule

Prices shown include all vendor fees. New fees take effect on Jan. 1 of 2016, 2018, or 2020.	Current Fee	2016 Fee	2018 Fee	2020 Fee
DUPLICATE LICENSE/TAG	$17.00	$25.50	$25.50	$25.50
WILDLIFE AREA PKING - DAY	$7.00	$10.00	$10.00	$10.00
WILDLIFE AREA PKING - ANNUAL	$22.00	$30.00	$30.00	$30.00
GUIDE/OUTFITTER CH APPLICATION	$8.00	$30.00	$31.00	$32.00
GUIDE TAGS -- DEER	$497.25	$537.00	$558.00	$575.00
GUIDE TAGS -- ELK	$733.75	$792.00	$824.00	$848.00
RES HUNT/TRAP FURBEARERS	$47.00	$51.00	$53.00	$54.50
NR HUNT/TRAP FURBEARERS	$352.00	$380.00	$395.00	$407.00
JUV HUNT/TRAP FURBEARERS	$17.00	$17.00	$17.00	$17.00
RES HUNT FURBEARERS	$22.00	$24.00	$25.00	$26.00
BOBCAT RECORD CARD	$22.00	$35.00	$36.50	$37.50
OTTER RECORD CARD	$17.00	$35.00	$36.50	$37.50
FURDEALER LIC	$52.00	$104.00	$108.00	$111.00
TAXIDERMIST LIC	$52.00	$104.00	$108.00	$111.00
HIDE/ANTLER DEALER PERMIT	$17.00	$34.00	$35.50	$36.50
CERVID PROP - I	$27.00	$60.00	$62.50	$64.50
CERVID PROP - II	$27.00	$60.00	$62.50	$64.50
WILDLIFE PROPAGATION LICENSE	$27.00	$54.00	$56.00	$58.00
LOP REGISTRATION	$30.00	$32.00	$33.50	$35.00
LOP TAG REDISTRIBUTION	$15.00	$16.00	$16.50	$17.00
PRIVATE HUNTING PRESERVE LICENSE	$202.00	$216.00	$225.00	$232.00
PRIVATE HUNTING PRESERVE - RES	$6.00	$6.00	$6.50	$6.50
PRIVATE HUNTING PRESERVE - NR	$12.00	$13.00	$13.50	$14.00
WILD BIRD SEAL (HUNT PRESERVE)	$15.00	$16.00	$16.50	$17.00
FALCONRY - 3-YR LICENSE	$127.00	$137.00	$142.50	$147.00
FALCONRY - CAPTURE PERMIT	$17.00	$25.00	$26.00	$27.00
COMPETITIVE HUNTING DOG PERMIT	$0.00	$28.00	$29.00	$30.00
GAMEBIRD RELEASE PERMIT	$0.00	$0.00	$0.00	$0.00

Oregon Department of Fish and Wildlife
Proposed Occupational & Miscellaneous License Fee Schedule

Prices shown include all vendor fees. New fees take effect on Jan. 1 of 2016, 2018, or 2020.	Current Fee	2016 Fee	2018 Fee	2020 Fee
OUTDOOR CLUB PERMIT	$100.00	$100.00	$100.00	$100.00
WL SCIENTIFIC TAKE PERMIT - K-12	$17.00	$0.00	$0.00	$0.00
WL SCIENTIFIC TAKE PERMIT - Other	$102.00	$108.00	$114.50	$121.50
WILDLIFE CONTROL PERMIT	$0.00	$60.00	$62.50	$64.50
WILDLIFE HOLDING PERMIT	$17.00	$25.00	$26.00	$27.00
WILDLIFE SITE INSPECTION FEE	-	$150.00	$156.00	$160.00
WILDLIFE REHABILITATION	$0.00	$0.00	$0.00	$0.00
WOLF HOLDING PERMIT	$100.00	$100.00	$104.00	$107.00
FISH PROPAGATION LICENSE	$127.00	$135.00	$143.00	$151.50
STURGEON PROPAGATION PERMIT	$3,000.00	$3,180.00	$3,371.00	$3,573.00
FISH TRANSPORT PERMIT	$12.00	$40.00	$42.50	$45.00
FISH SCIENTIFIC TAKE PERMIT - K-12	$17.00	$0.00	$0.00	$0.00
FISH SCIENTIFIC TAKE PERMIT - Other	$102.00	$108.00	$114.50	$121.50
GAME FISH TOURNAMENT PERMIT	$0.00	$108.00	$114.50	$121.50
GRASS CARP STOCKING PERMIT	$100.00	$335.00	$355.00	$375.00

PROGRAM PRIORITIZATION FOR 2015-17

Agency Name: Oregon Department of Fish and Wildlife

2015-17 Current Service Level **Agency Number: 63500**

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
Priority (ranked with highest priority first) Agency	**Prgm/ Div**	**Agency Initials**	**Program or Activity Initials**	**Program Unit/Activity Description**	**Identify Key Performance Measure(s)**	**Primary Purpose Program-Activity Code**	**GF**	**LF**	**OF**	**NL-OF**	**FF**	**NL-FF**	**TOTAL FUNDS**	**Pos.**	**FTE**	**New or Enhanced Program (Y/N)**	**Included as Reduction Option (Y/N)**	**Legal Req. Code (C, D, FM, FO, S)**	**Legal Citation**	**Explain What is Mandatory (for C, FM, and FO Only)**	**Comments on Proposed Changes to CSL included in Agency Request Budget**
1	1	ODFW	Inland Fisheries and Marine / CRM&OS Fisheries	**Fish Management 010-05-01-15000, 010-06-01-21000, 010-06-02-10000:** These staff provide on the ground fish management and include district fish biologists, assistant district biologists; staff associated with fishfin management (salmon, HMS, CPS, Groundfish, etc.) and Columbia River fisheries management.	2, 4, 7	11	0	181,981	14,669,696		9,967,437		**$ 24,819,114**	135	113.65	Y		S	496.012 506.109		POP 101: Revenue Shortfall - General Fund Request ($1,752,357 GF; -$1,752,357 OF License) (Field Staff Fund Shift) POP 102: Revenue Shortfall - Fee Adjustment ($1,447,276 OF License) POP 103: SB830 Col River Fish Management & Reform ($2,000,000 GF; $1,371,197 OF Columbia Endorsement) POP 104: Klamath Anadromous Fish Reintroduction Plan ($200,000 FF) POP 112: Coastal & Lower Col Status & Trend Monitoring (-$174,232 LF) POP 115: Deschutes Basin Fish Monitoring & Recovery ($1.5 million FF USFWS; $235,000 OF Deschutes Watershed Council/Central Oregon Irrigation District)
2	1	ODFW	Wildlife Management	**Game Management 020-01-01-00000:** This section through both HQ and Field Staff implements the rules, statutes, policies and management direction provided by the Oregon Fish and Wildlife Commission and State Legislature. Responsible for monitoring wildlife diseases, conducting game species surveys, hunter surveys, developing species management plans and annual harvest regulations.	1, 3, 7	11	8,188	0	16,274,380		1,844,964		**$ 18,127,532**	70	68.03	Y		S	496.012		POP 101: Revenue Shortfall - General Fund Request ($2,103,581 GF; -$2,147,102 OF License) (Field Staff Fund Shift) POP 102: Revenue Shortfall - Fee Adjustment ($948,019 OF License) POP 105: Sage-Grouse Initiative ($90,000 OF Pheasants Forever/Intermountain West Joint Venture; $90,000 GF)
3	2	ODFW	Inland Fisheries and Wildlife Management	**Regional Operations 010-05-01-10000, 020-01-05-00000:** This program provides the leadership, planning, management, and direction for field implementation of fish and wildlife programs within the four administrative regions of the state.	1, 2, 3, 7	4	0	0	8,146,718	0	64,142		**$ 8,210,860**	43	40.50			S	496.012		POP 101: Revenue Shortfall - General Fund Request ($545,038 GF; -$545,038 OF License) (Field Staff Fund Shift)
4	1	ODFW	Oregon State Police	**Oregon State Police Fish and Wildlife Division 030-00-00-00000:** This division of OSP enforces fish, wildlife, and commercial fishing laws to protect natural resources. Portions of license and tag fees are used to fund enforcement costs.		5	0	0	27,459,677	0	0		**$ 27,459,677**	0	0.00		Y	S			POP 101: Revenue Shortfall - General Fund Request ($5,180,000 GF; -$5,180,000 OF License) (Enforcement Fund Shift) POP 102: Revenue Shortfall - Fee Adjustment ($2,058,728 OF License)
5	1	ODFW	Hatchery Management	**Hatchery Production:** This program (**010-05-04-30000**) includes both state and federally funded hatcheries throughout the state of Oregon. These facilities are responsible for the rearing and release of both salmon and trout into state waters. The majority of the agencies general fund is used to fund these facilities as well as a large portion of Sport Fish Restoration, Mitchell Act, and Army Corps of Engineers dollars. Program includes Fish Health Section (**010-05-04-20000**) which monitors hatchery fish production for fish pathogens. Monitoring occurs monthly and prior to release. If pathogens are detected, treatments are prescribed. Program also includes Fish Marking & Identification (**010-05-04-10000**) which mass marks fish for selective harvest, coded wire tag (CWT) represent releases groups of fish, maintains statewide marking and release databases, and inputs and exports data in regional databases. Program includes Trout Stocking & Purchase (**010-05-04-50000**) where funds from license sales are used to purchase trout from private facilities for stocking throughout Oregon and for air stocking of high lakes. Program also includes Statewide Hatchery Management (**010-05-04-40000**) which is responsible for providing policy guidance to hatchery operations. Other principal duties of headquarter operations such as summarizing monthly and annually hatchery operations, adult collections, egg collections, feed use, fish inventories and release, and Department of Environmental Quality compliance.	2, 4, 7	11	4,749,200	0	11,522,670	0	36,255,108		**$ 52,526,978**	247	226.86	Y		S FM FO	496.012 506.109	Raising fish for mitigation purposes	POP 102: Revenue Shortfall - Fee Adjustment ($2,599,321 OF License) POP 103: SB830 Col River Fish Management & Reform ($640,000 GF; $486,201 OF-Columbia Endorsement; -$329,365) POP 106: Mitchell Act Fish Marking & Hatchery Reform ($2,171,000 FF NOAA) POP 107: Marion Forks Hatchery Complex ($600,000 FF USACE) POP 108: Idaho Power Company Fall Chinook Production ($360,000 OF Idaho Power Company)
6	2	ODFW	Marine / CRM&OS Fisheries	**Marine Fishery Data Management Program 010-06-01-31000:** This program is responsible for processing, organizing, and storing sport and commercial ocean fishery data collected by fishery sampling programs. Produces data analyses used by fishery managers, responds to data requests, and organizes, formats and uploads data to PacFIN and RecFIN regional fishery data systems.	2, 4	11	0	0	877,702	0	482,497		**$ 1,360,199**	10	7.96			S FM	496.012 506.109	Provides data to Pacific States Marine Fisheries Commission	

PROGRAM PRIORITIZATION FOR 2015-17

Agency Name: Oregon Department of Fish and Wildlife

2015-17 Current Service Level **Agency Number: 63500**

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
Priority (ranked with highest priority first) Agency	**Prgm/ Div**	**Agency Initials**	**Program or Activity Initials**	**Program Unit/Activity Description**	**Identify Key Performance Measure(s)**	**Primary Purpose Program-Activity Code**	**GF**	**LF**	**OF**	**NL-OF**	**FF**	**NL-FF**	**TOTAL FUNDS**	**Pos.**	**FTE**	**New or Enhanced Program (Y/N)**	**Included as Reduction Option (Y/N)**	**Legal Req. Code (C, D, FM, FO, S)**	**Legal Citation**	**Explain What is Mandatory (for C, FM, and FO Only)**	**Comments on Proposed Changes to CSL included in Agency Request Budget**
7	3	ODFW	Wildlife Management	**Dedicated & Obligated Accounts for Game Birds, Fee Pheasant, Bighorn Sheep, Pronghorn, Rocky Mtn Goat 020-01-03-00000:** Funds from these accounts are used for management activities including population surveys, research, reintroduction and relocation efforts, habitat improvement and responding to wildlife damage conflicts. Funds derived from the sale of Fee Pheasant Permits provides pheasant hunting opportunity at several wildlife areas throughout the state.	1, 3	11	0	0	4,369,296	0	140,282		**$ 4,509,578**	17	10.49			S	496.012 496.303		POP 102: Revenue Shortfall - Fee Adjustment ($44,449 OF License)
8	4	ODFW	Wildlife Management and Habitat Resources	**Wildlife Restoration, Management, and Landowner Assistance 020-01-06-0000:** This section is responsible for administering the Pittman-Robertson Act and technical assistance throughout the state. Program staff is responsible for Regional habitat programs statewide and coordinating management of 16 major wildlife management areas.	1, 3, 7	11	0	0	4,329,625	0	8,900,525		**$ 13,230,150**	53	49.39	Y		S FM	(S) 496.012 (FM) USFWS-Pittman-Robertson Act	Restore, conserve, manage and enhance wild birds and mammals and their habitats; provide public use and access to wildlife resources; educate hunters and archers.	POP 109: PR Funding for Wildlife Research & Management ($8,300,000 FF USFWS) POP 110: Coquille Valley Fish & Wildlife Area ($369,000 OF Timber Revenue) POP 111: Coquille Valley Tidegate Replacement ($1,025,000 OF Timber Revenue)
9	5	ODFW	Wildlife Management	**Game Research & Inventories 020-01-07-00000:** The function of the Research Program is to provide wildlife managers with documented information, and to develop techniques on measurements of population status, movements, mortality factors, and habitat use for many wildlife species (deer, elk, bear, cougar, beaver, etc.) to effectively manage wildlife resource of the state. The agency has statutory obligations to regulate wildlife populations and the public enjoyment of wildlife in a manner that is compatible with primary uses of the lands and to provide optimum recreational benefits. Big game census surveys are conducted annually by department staff in each of the 21 Wildlife Districts throughout Oregon. Species surveyed include deer, elk, pronghorn antelope, bighorn sheep, and Rocky Mountain goat. This also includes the Game GIS Program.	1, 7	11	10,626	0	704,199	0	2,033,467		**$ 2,748,292**	12	10.67			S	496.012		
10	2	ODFW	Inland Fisheries	**Fishery Research & Monitoring Program:** Field programs (Corvallis and LaGrande; **010-05-02-21000**, **010-05-02-22000**) responsible for the field monitoring, research, and evaluation of Oregon's native fish. The program data is used to evaluate population trends and ESA impacts to listed species in order to manage both recreational and commercial fisheries within Oregon. A large portion of the funding comes from PCSRF, USACOE, and BPA. Programs include Native Fish Investigations (**010-05-02-24000**) which conducts statewide research on Oregon's non-anadromous native fish. This program provides scientific information on the status, life history, genetics, and habitat needs for Oregon's native fish populations. This information is intended to aid fish managers and landowners in developing appropriate conservation and recovery strategies, and on-going monitoring plans. Such information will also help ODFW implement fish management goals, subbasin plans, the Native Fish Conservation Policy, and the Oregon Plan for Salmon and Watersheds. In addition, data and information provided by the Native Fish Investigations Project is necessary to ensure present and future recreation angling opportunities for native game species.	2, 4	9	4,193,914	1,420,434	3,570,657	0	14,541,589		**$ 23,726,594**	254	160.26	Y	Y	S FM	496.012 506.109	Monitoring and Research required under ESA	POP 112: Coastal & Lower Col Status & Trend Monitoring ($258,830 LF; $2,781,886 OF-PCSRF; -$1,897,134 FF) POP 113: Fish Research, Monitoring & Evaluation-PCSRF ($2,400,000 OF PCSRF) POP 114: Fish Research, Monitoring & Evaluation-Various ($12,475,000 FF Various Agencies; $250,000 OF PGE) POP 116: Coastal Multi-Species Plan Implementation ($410,000 LF)
11	13	ODFW	Inland Fisheries	**Oregon Hatchery Research Center 010-05-02-23000:** The Oregon Hatchery Research Center is a facility specifically designed to support both basic and applied research into the mechanisms that may create differences between wild and hatchery fish, and ways to better manage these differences to meet fishery and conservation objectives. The center is also charged with helping Oregonians understand the role and performance of hatcheries in responsibly using and protecting Oregon's native fishes. Research facilities include four artificial stream channels that simulate actual stream conditions, four concrete raceways, a tank farm comprised of 44 fiberglass tanks, an analytical lab, and a compete wet lab with heated, chilled, filtered and UV-treated water. The facility is currently funded with license dollars and some outside grants.	2, 4, 7	9	0	0	1,244,190	0	0		**$ 1,244,190**	3	3.00	Y		-	496.012		POP 102: Revenue Shortfall - Fee Adjustment ($1,119,828 OF License) POP 117: OHRC Research Proposal ($2 million GF)
12	3	ODFW	Marine / CRM&OS Fisheries	**Marine Commercial Fishery Sampling (groundfish & salmon) 010-06-01-23700:** This program gathers data on ocean commercial fishery landings, including species, catch, and biological parameters. Samplers cover all commercial fishery ports of landing. Samplers also act as liaisons and points of contact for commercial fishermen and processing plants. This program is primarily funded through dedicated Commercial Fish fund (CFF).	4	6	0	0	1,960,953	0	961,418		**$ 2,922,371**	23	15.74			S FM	506.109	Sampling of commercial landings to collect data for federal management	

PROGRAM PRIORITIZATION FOR 2015-17

Agency Name: Oregon Department of Fish and Wildlife

2015-17 Current Service Level **Agency Number: 63500**

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
Priority (ranked with highest priority first) Agency	**Prgm/ Div**	**Agency Initials**	**Program or Activity Initials**	**Program Unit/Activity Description**	**Identify Key Performance Measure(s)**	**Primary Purpose Program-Activity Code**	**GF**	**LF**	**OF**	**NL-OF**	**FF**	**NL-FF**	**TOTAL FUNDS**	**Pos.**	**FTE**	**New or Enhanced Program (Y/N)**	**Included as Reduction Option (Y/N)**	**Legal Req. Code (C, D, FM, FO, S)**	**Legal Citation**	**Explain What is Mandatory (for C, FM, and FO Only)**	**Comments on Proposed Changes to CSL included in Agency Request Budget**
13	6	ODFW	Wildlife Management	**Access & Habitat 020-01-08-00000:** Income provided by a $4 surcharge on Hunting Licenses is used to fund projects providing access for hunting, improve habitat for wildlife, or a combination of Access and Habitat. Projects are reviewed by Regional and State A&H boards and the Oregon Fish and Wildlife Commission.	1, 8	11	0	0	2,969,051	0	0		**$ 2,969,051**	2	1.50	Y		S	496.228 496.232 496.242		POP 118: Voluntary Access & Habitat Incentive Program ($750,000 FF USDA)
14	4 & 3	ODFW	Marine / CRM&OS Fisheries	**Ocean Salmon Management/Policy 010-06-01-23100, 010-06-02-30000:** The Ocean Salmon Management Program monitors ocean commercial and recreational salmon fisheries, and conducts ocean and coastal river's investigations for ODFW. The program uses data from these and other sources to develop management recommendations for the best use of Oregon's salmon resources, and to evaluate proposed ocean salmon fishery regulations.	2, 4	6	0	0	815,308	0	1,392,342		**$ 2,207,650**	7	7.05			S FM	496.012 506.109	Sampling of commercial and recreational landings to collect data for federal management	
15	5	ODFW	Marine / CRM&OS Fisheries	**Marine Recreational Fishery Sampling (groundfish & salmon) 010-06-01-23800:** This program gathers data on ocean sport fishery landings, including species, catch, effort, and biological parameters. Samplers cover all major ocean sport fishing ports. Samplers also act as liaisons and points of contact for sport fishermen and charter boat operators. Funding is primarily through Sport Fish Restoration.	2, 4	11	128,960	0	359,978	0	2,068,556		**$ 2,557,494**	27	17.42			S FM FO	496.012	Collects, processes, and disseminates recreational fishery data for federal management	
16	4	ODFW	Inland Fisheries	**Fish Screens & Passage 010-05-05-20000:** This program works to restore and maintain fish populations by protecting them from entrainment into water diversions and providing adequate passage to habitat areas for all life cycle needs. The program's directive is to share the cost of installing fish screens and providing passage with water users. The cost share includes monetary, construction engineering, and design assistance, as well as a tax credit.	2, 6	9	2,056,566	0	6,568,374	0	5,047,648		**$ 13,672,588**	63	61.86	Y		S FM	496.303	Works to ensure compliance with federal ESA regulations	POP 120: Culvert Fish Passage ($1,975,000 OF ODOT)
17	2	ODFW	Conservation	**Conservation Program: Oregon Conservation Strategy (OCS)** Program (**020-03-03-00000, 020-03-04-00000**) ensures that conservation actions/strategies identified in the OCS are implemented by ODFW staff, state and federal agencies, non-governmental organizations, and publics. This program facilitates conservation by identifying and developing partnerships for implementing the OCS, identifying priority fish and wildlife conservation needs and providing a process for reviewing and updating the OCS. Program. This program includes the Aquatic Invasive Species (AIS) team that conducts watercraft inspections, provides public education and outreach, and implements other related activities to protect Oregon against AIS. This program also includes four staff biologists and two Regional Conservation Biologists (West & East Regions) that assist with implementation of the Oregon Conservation Strategy (OCS) at the regional geographic scale **(020-02-05-00000)** .	3, 5, 7	9	0	1,015,196	1,562,714	0	2,908,729		**$ 5,486,639**	24	18.04	Y	Y	S FM	(S) 496.012, 496.172 (FM) State Wildlife Grants	Developing and implementing programs that benefit wildlife and their habitats, including species not hunted or fished. Funds must be used to address conservation needs and monitoring.	POP 112: Coastal & Lower Col Status & Trend Monitoring (-$36,083 LF; -$54,079 OF; $89,800 FF) POP 122: Oregon Conservation Strategy Implementation ($1 million LF)
18	5	ODFW	Conservation	**Bonneville Power Administration Mitigation 020-03-07-00000:** This program is responsible for development and implementation of long-term wildlife mitigation programs in Oregon associated with habitat losses due to the construction of hydroelectric projects in the Columbia River basin including habitat restoration, enhancement, and acquisition.	7, 8	9	0	2,162	56,717	0	737,874		**$ 796,753**	5	3.91	Y	Y	S FM	Mitchell Act	Mitigate the loss of wildlife habitat from the construction and operation of hydro projects such as federal dams.	POP 112: Coastal & Lower Col Status & Trend Monitoring (-$2,070 LF; -$54,384 OF; $113,721) POP 123: Willamette Wildlife Mitigation Program ($1,560,000 FF BPA)
19	3	ODFW	Inland Fisheries	**Statewide Policy and Coordination 010-05-02-10000:** This program is responsible for the coordination, development, and implementation of conservation and recovery plans within Oregon. This program also provides the agency policy guidance regarding ESA listed species and fishery impacts.	2, 4	9	78,621	1,491,885	468,118	0	337,729		**$ 2,376,353**	8	8.00	Y		S FM	496.012	Provides agency policy guidance regarding ESA listed species and fishery impacts	POP 112: Coastal & Lower Col Status & Trend Monitoring ($177,293 GF; -$2,563 LF; $76,260 OF-PCSRF; -$73,395 FF)
20	6 & 4	ODFW	Inland Fisheries and Marine / CRM&OS Fisheries	**Marine Licensing & Support (includes Fish Tickets) part of 010-05-01-21000, 010-06-01-32000:** This section supports and administers Marine Resources Program. Provides sport and commercial license sales to sport fishermen, hunters, charter boat operators, and commercial fishermen. Acts as primary public point of contact for marine fishery licensing information and other public inquires.	2, 4, 7	6	0	0	1,423,277	0	126,532		**$ 1,549,809**	10	9.00			S	496.012 506.109		

PROGRAM PRIORITIZATION FOR 2015-17

Agency Name: Oregon Department of Fish and Wildlife

2015-17 Current Service Level **Agency Number: 63500**

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
Priority (ranked with highest priority first) Agency	**Prgm/ Div**	**Agency Initials**	**Program or Activity Initials**	**Program Unit/Activity Description**	**Identify Key Performance Measure(s)**	**Primary Purpose Program-Activity Code**	**GF**	**LF**	**OF**	**NL-OF**	**FF**	**NL-FF**	**TOTAL FUNDS**	**Pos.**	**FTE**	**New or Enhanced Program (Y/N)**	**Included as Reduction Option (Y/N)**	**Legal Req. Code (C, D, FM, FO, S)**	**Legal Citation**	**Explain What is Mandatory (for C, FM, and FO Only)**	**Comments on Proposed Changes to CSL included in Agency Request Budget**
21	7	ODFW	Wildlife Management	**Damage, Green Forage & DEAR Programs 020-01-02-00000:** Green Forage is designed to assist landowners experiencing crop damage from game mammals by improving forage and providing alternate food sources. Major activities include: forage seedings, fertilizer application, water developments, reseeding forest clearcuts to provide alternate food, and controlling noxious weeds. Deer Enhancement and Restoration (DEAR) program started in 1985 to assist landowners improve mule deer habitats on their lands. Activities include forage seedings, water developments, juniper control, riparian fencing, and shrub plantings. Statewide Damage Program: Funds are distributed to each Region to provide assistance to landowners experience property damage caused by wildlife. Expenditures and activities include fencing and netting materials, repellant, hazing materials, personnel to haze (primarily elk), relocation of animals, publications regarding living with wildlife, etc.	1, 3	11	0	0	529,215	0	0		**$ 529,215**	1	1.00		Y	-			POP 101: Revenue Shortfall - General Fund Request ($45,080 GF; -$45,080 OF License) (Field Staff Fund Shift)
22	3	ODFW	Capital Improvements	**Capital Improvements:** Program includes Restoration and Enhancement **(088-01-00-00000)** which restores state-owned hatcheries, enhances natural fish production, expands hatchery production and provides additional public access to fishing waters. The R&E Program provides increased sport fishing opportunities, and also supports and improves the commercial salmon fishery. The program is funded by a $4 surcharge on all sport fishing licenses, and license and landing fees from the commercial gillnetting and troll fisheries. These surcharges are used to fund a variety of fish and habitat restoration and enhancement projects. Any public or private non-profit organization may request funds to implement a project. Restoration projects tend to focus on ODFW-sponsored projects to replace fish liberation equipment, repair fish hatcheries, repair fish passage facilities, and collect information on physical and biological characteristics of streams, lakes or estuaries. Program also includes Deferred Maintenance **(088-02-00-00000)**. ODFW owns and operates buildings, land improvements, leasehold improvements, and other assets. These assets are sited on more than 436,100 acres of agency owned or controlled land. The Maintenance Master Plan, completed in December of 2005, identified facility and facility-related requirements. Program also includes Emergency Hatchery Maintenance **(088-03-00-00000)** which provides emergency repairs and maintenance for ODFW's state-funded hatcheries. Funds for emergency projects are allocated by the Engineering and Facilities section within the Fish Division on a case by case basis to fund emergency repairs/maintenance that a hatchery facility cannot absorb within their existing operating budget. Program includes Major Improvements **(088-04-00-00000)**.	1,2,4,5	11	149,975	0	5,426,948	0	2,283,845		**$ 7,860,768**	2	2.00	Y	Y	S			POP 109: PR Funding for Wildlife Research & Management ($700,000 FF-USFWS) POP 116: Coastal Multi-Species Plan Implementation ($360,000 LF)
23	3	ODFW	Conservation	**Wolf Program 020-03-06-00000:** This program includes a wolf biologist and assistant who are responsible for developing, revising and implementing the Oregon Wolf Conservation and Management Plan. Staff monitor the status and distribution of wolves in Oregon in addition to education, outreach and wolf depredation related incidents and investigations.	3, 5, 7	9	0	74,274	0	0	137,229		**$ 211,503**	1	1.00			S FM	(S) 496.012 (FM) USFWS	Ensure conservation and respond to gray wolf issues.	
24	7	ODFW	Marine / CRM&OS Fisheries	**Predator Management – Marine 010-06-01-22000:** Conducts hazing of sea lions in Columbia River and coastal locations, and lethal removal operations for sea lions at Bonneville Dam, to minimize sea lion predation on salmon and minimize interactions with fisheries. This program is also responsible for trapping and tagging sea lions, and collecting predation and fishery interaction data as part of these operations.	6	11	51,500	0	269,967	0	0		**$ 321,467**	1	1.00			S FM		Collects predation and fishery interaction data for NOAA and provides lethal removal operations in conjunction with the USACOE	POP 101: Revenue Shortfall - General Fund Request ($260,249 GF Backfill; -$260,249 OF License; $50,000 GF for Cormorant Study)
25	2	ODFW	Habitat Resources	**Intra-agency Coordination 020-02-04-00000:** This section coordinates with other agencies to address land and water use issues associated with fish, wildlife and their habitats. This program includes coordination and technical assistance for state energy facility siting, forestry, land use, waterway alterations, and natural resource damage assessment. Program includes Landowner Technical Assistance (**020-02-02-00000**) which provides assistance to landowners for enhancement of private property for fish and wildlife habitat. The subprograms included are: Wildlife Habitat Conservation and Management, Riparian Tax Incentive, Landowner Incentive, and Habitat Connectivity.	3, 7	9	0	0	2,344,381	0	2,022,071		**$ 4,366,452**	4	4.00	Y	Y	S	496.012		POP 101: Revenue Shortfall - General Fund Request ($298,684 GF; -$298,684 OF License) (Habitat Program Fund Shift) POP 124: Coordination of Energy Dev & Transmission ($62,448 GF; $162,554 OF Idaho Power Company)
26	8	ODFW	Marine / CRM&OS Fisheries	**Marine Commercial Shellfish Management, Research, & Evaluation 010-06-01-23300:** These programs develop regulations and management actions to manage harvest in commercial shellfish fisheries. Staff in these programs analyze data to support management actions, hold stakeholder and advisory committee meetings, and develop and present proposed actions for the OFWC. These programs also gather data on commercial shellfish landings, including species, catch, effort, and biological parameters. Samplers also act as liaisons and points of contact for commercial shellfish fishers.	4	6	0	0	1,852,320	0	330,130		**$ 2,182,450**	12	9.35			S FM	506.109	Provides data regarding harmful algal blooms and pink shrimp to federal agencies	

PROGRAM PRIORITIZATION FOR 2015-17

Agency Name: Oregon Department of Fish and Wildlife

2015-17 Current Service Level **Agency Number: 63500**

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
Priority (ranked with highest priority first) Agency	**Prgm/ Div**	**Agency Initials**	**Program or Activity Initials**	**Program Unit/Activity Description**	**Identify Key Performance Measure(s)**	**Primary Purpose Program-Activity Code**	**GF**	**LF**	**OF**	**NL-OF**	**FF**	**NL-FF**	**TOTAL FUNDS**	**Pos.**	**FTE**	**New or Enhanced Program (Y/N)**	**Included as Reduction Option (Y/N)**	**Legal Req. Code (C, D, FM, FO, S)**	**Legal Citation**	**Explain What is Mandatory (for C, FM, and FO Only)**	**Comments on Proposed Changes to CSL included in Agency Request Budget**
27	4	ODFW	Inland Fisheries	**Recreational Fisheries 010-05-01-22000:** This program is responsible for overseeing statewide recreational fisheries management for inland fisheries the Sport Fish Restoration Program, and the Statewide Biometrician. Program functions include oversight of state fishing regulations, the Restoration & Enhancement program, the Salmon and Trout Enhancement Program (STEP), and the Warmwater Fisheries Program (**010-05-01-23000**). The Warmwater Fisheries Program management warmwater fish populations to provide angling opportunities, enhancing habitat, increase fish production, conducting research, and provide technical guidance on warmwater fish management to other agencies and the angling public.	2, 4	11	0	0	934,218	0	644,932		**$ 1,579,150**	4	3.50			S	496.012		
28	9	ODFW	Marine / CRM&OS Fisheries	**Marine Groundfish Research, Monitoring, & Evaluation 010-06-01-23200:** This program designs and conducts research and assessment projects to produce data and analyses needed to solve fishery management issues. Examples include reducing catch of prohibited species by various gear types (bycatch reduction), developing new information on discard mortality, and documenting life history characteristics such as age structure or age at maturity for use by stock assessment scientists.	2, 4	6	0	0	929,165	0	550,867		**$ 1,480,032**	5	4.54			S FM	496.012 506.109	Provides data regarding bycatch reduction on federally over fished species to federal agencies.	
29	10	ODFW	Inland Fisheries	**Water Quality/Quantity/Instream Flow Program 010-05-03-10000:** This program is involved with many water issues that can directly or indirectly affect fish and wildlife. Its areas of interest are divided into four primary categories: Water Allocation and Water Quality, Hydro Power Program, Natural Resources Information Management, Vector Control (Animal borne Diseases affecting fish, wildlife, or humans). Staff work closely with other agencies regarding stream flows, water use permitting and activities, hydro relicensing, and water quality issues.	1, 2, 4, 5	9	68,829	0	1,061,062	0	237,863		**$ 1,367,754**	3	3.00	Y		S FM FO	496.012	Works with federal agencies regarding Water Allocation and Quality, Hydro Power, Natural Resources Information Management, and Vector Control	POP 101: Revenue Shortfall - General Fund Request ($804,682 GF; -$602,811 OF License; $201,872 GF for Integrated Water Resources Strategy) (Water Quality/Quantity Fund Shift) POP 112: Coastal & Lower Col Status & Trend Monitoring (-$68,829 GF) POP 125: Portland Harbor Injury Assessment ($100,000 OF Portland Harbor Settlement Funds)
30	4	ODFW	Conservation	**Marine Mammal Conservation 020-03-02-00000:** This subprogram is responsible for coordinating with the Marine Resources Program to oversee the health of marine mammals. Staff conducts studies and surveys of pinnipeds, seal and sea lion predation, and interactions of these animals with other important marine resources and human activities in the coastal zone. This is a shared program with the Fish Division.	5	9	0	124,822	482	0	273,679		**$ 398,983**	1	1.50		Y	FM	Marine Mammal Protection Act	Protection, conservation, and recovery of marine mammals.	
31	10	ODFW	Marine / CRM&OS Fisheries	**Marine Mammal Research, Monitoring, & Evaluation 010-06-01-23500:** This program gathers data on seal and sea lion population trends, feeding habits, movement and reproduction. Provides data and analyses used in administration of Marine Mammal Protection Act and Endangered Species Act.	5	9	0	0	399,422	0	0		**$ 399,422**	2	1.50			FM	Marine Mammal Protection Act	Collects data regarding seal and sea lion populations, feeding habits, movement, and reproduction for federal agencies.	POP 101: Revenue Shortfall - General Fund Request ($321,509 GF; -$321,509 OF License) (Avian & Pinneped Management Fund Shift)
32	5	ODFW	Inland Fisheries	**Salmon and Trout Enhancement Program/Biologists 010-05-01-25000:** STEP is a volunteer based program within the Oregon Department of Fish and Wildlife that seeks to rehabilitate and enhance the populations, habitat and fisheries of native salmon, trout and other fish managed by the Department through the involvement and education of citizens. This program is funded through Sport Fish Restoration.	2, 4, 7	11	0	0	705,055	0	1,706,456		**$ 2,411,511**	11	11.17	Y	Y	S	496.440		POP 101: Revenue Shortfall - General Fund Request ($40,093 GF; -$40,093 OF License) (Field Staff Fund Shift) POP 112: Coastal & Lower Col Status & Trend Monitoring (-$116,170 LF)
33	11	ODFW	Marine / CRM&OS Fisheries	**Marine Habitat Research, Monitoring, & Evaluation (ocean & estuarine) 010-06-01-23600:** This program inventories and assesses ocean and estuarine habitat for use in species population assessments and analyzing the potential impacts of development. This program is also responsible for conducting research on species-habitat relationships and developments methodologies for population surveys.	2, 4	9	0	0	680,405	0	7,800		**$ 688,205**	3	3.00			S			
34	5	ODFW	Marine / CRM&OS Fisheries	**Columbia River Investigations 010-06-02-20000:** This program is responsible for research projects throughout the Columbia River. These projects include work on both white and green sturgeon as well as eulachon and other sensitive species. This program also works with Bonneville Power Administration regarding mitigation requirements related to habitat and spill.	2, 4	9	0	0	515,197	0	3,878,028		**$ 4,393,225**	37	23.68		Y	S FM	496.012 506.109	Works with federal agencies regarding mitigation requirements related to habitat and spill	
35	6	ODFW	Inland Fisheries	**Engineering 010-05-05-10000:** The Engineering Section provides engineering and construction support services, primarily in the development of fish hatcheries, fish passage in streams and rivers and related fish and wildlife buildings and structures.	1, 2, 4, 5	4	1,269,993	0	240,767	0	0		**$ 1,510,760**	6	6.50	Y	Y	-	496.012		POP 119: Fish Screening ($49,000 FF USFWS; $258,000 OF Ruby Pipeline Mitigation Funds/Lakeview Soil & Water Conservation District)

PROGRAM PRIORITIZATION FOR 2015-17

Agency Name: Oregon Department of Fish and Wildlife

2015-17 Current Service Level **Agency Number: 63500**

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
Priority (ranked with highest priority first) Agency	**Prgm/ Div**	**Agency Initials**	**Program or Activity Initials**	**Program Unit/Activity Description**	**Identify Key Performance Measure(s)**	**Primary Purpose Program-Activity Code**	**GF**	**LF**	**OF**	**NL-OF**	**FF**	**NL-FF**	**TOTAL FUNDS**	**Pos.**	**FTE**	**New or Enhanced Program (Y/N)**	**Included as Reduction Option (Y/N)**	**Legal Req. Code (C, D, FM, FO, S)**	**Legal Citation**	**Explain What is Mandatory (for C, FM, and FO Only)**	**Comments on Proposed Changes to CSL included in Agency Request Budget**
36	7	ODFW	Inland Fisheries	**Real Estate Management 010-05-05-30000:** This program is responsible for actions necessary to appraise, negotiate for and acquire or dispose of real property, easements, leases, permits and agreements. This support activity is to facilitate real estate/facilities related needs for Regional, District, and Headquarters personnel. Realty works closely with agency personnel and persons from the federal, state, various counties and cities, and the private sector.	7	4	0	0	647,175	0	0		**$ 647,175**	3	3.00			-			
37	1	ODFW	Habitat Resources	**Habitat Conservation Biologists 020-02-06-00000:** Inter-agency and intra-agency coordination to provide education and assistance to landowners and state agencies to protect watershed health.	1,2,4,5,7	9	0	0	508,312	0	0		**$ 508,312**	3	3.00	Y		S	496.012		POP 112: Coastal & Lower Col Status & Trend Monitoring (-$491,288 OF PCSRF)
38	8	ODFW	Inland Fisheries	**Eastside Habitat Restoration Biologists 010-05-02-31000:** This program provides the field staff to implement habitat mitigation projects for the Bonneville Power Administration in North East Oregon.	2, 4 ,5	9	0	0	0	0	2,199,607		**$ 2,199,607**	9	8.75	Y		FO	496.012	Provides habitat mitigation implementation in North East Oregon	POP 126: Blue Mountain Fish Habitat Improvement ($100,000 FF BPA)
39	8	ODFW	Wildlife Management	**Predator Control (Wildlife Srvcs) 020-01-04-00000:** The agency is required by statute (ORS 610.020) to contribute to the predatory animal, rabbit and rodent control fund. Moneys within this fund are combined with funds from the Oregon Department of Agriculture and used as part of the overall cost-share with USDA – Wildlife Services (WS) and participating Oregon Counties to assist with controlling agriculture damage caused by predatory animals. WS also responds to concerns caused by bear, cougar, furbearers, and wolves.	3	6	428,365	0	103,725	0	0		**$ 532,090**	0	0.00		Y	S	610.020		
40	11	ODFW	Inland Fisheries	**Hydro Program 010-05-03-20000:** ODFW is a member of the state Hydroelectric Application Review Team and works closely with facilities operators, other agencies, and interest groups in re-licensing efforts. ODFW's hydro power program consists of a statewide coordinator as well as regional hydropower coordinators as well as implementation staff. This program is also currently involved with the development efforts of wave energy along the Oregon coast. This program is primarily funded through dedicated hydroelectric fees.	4	9	69,109	0	2,467,890	0	22,472		**$ 2,559,471**	14	13.17	Y	Y	S FM FO	543.078	Works with federal hydro operators regarding re-licensing efforts	POP 112: Coastal & Lower Col Status & Trend Monitoring (-$69,109 GF) POP 124: Coordination of Energy Dev & Transmission ($225,000 GF; $808,000 OF Various Utilities)
41	12	ODFW	Inland Fisheries	**Endangered Species Act & Scientific Take Permitting 010-05-02-32000:** This program provides administrative and technical support in the implementation of an Endangered Species program for statewide fish management activities essential to division and regional staff. Programmatic direction is provided by the state Endangered Species Act (ESA) and the federal Endangered Species Act as they apply to fish management policies, objectives, and guidelines contained in state Oregon Administrative Rules (OARs). This program administers Scientific Take Permits and other permits for use by federal, state, and other public and private entities needed to accomplish research and educational activities with Oregon.	4	9	0	191,992	7,594	0	201,897		**$ 401,483**	2	2.00	Y	Y	S FM FO	496.012	Provides implementation and permitting for education and research on ESA listed species	POP 112: Coastal & Lower Col Status & Trend Monitoring ($86,634 LF; $4,556 FF)
42	12	ODFW	Marine / CRM&OS Fisheries	**Nearshore & Estuarine Management (marine reserves, spatial planning, permit reviews) 010-06-01-10000:** This program reviews permits for ocean and estuary development actions and provides recommendations to the permitting agencies with regards to natural resource impacts. Participates as the state's primary marine natural resource advisor in statewide ocean natural resource planning and management forums such as the Ocean Policy Advisory Council, Nearshore Research Taskforce, and West Coast Governors Agreement on Ocean Health. Responsible for implementing Oregon's Nearshore Strategy and marine and estuary components of Oregon's Conservation Strategy.	4	9	1,850,448	0	746,973	0	0		**$ 2,597,421**	9	8.50		Y	S	496.012		
43	13	ODFW	Marine / CRM&OS Fisheries	**Recreational Shellfish Management, Monitoring, & Evaluation 010-06-01-23400:** This program develops regulations and management actions to manage harvest in sport shellfish fisheries. Analyzes data to support management actions, holds stakeholder and advisory committee meetings, develops and presents proposed actions for the OFWC. This program also gathers data on sport shellfish landings, including species, catch, effort, and biological parameters. Samplers also act as liaisons and points of contact for sport shellfish fishers.	2, 4	11	0	0	1,513,259	0	0		**$ 1,513,259**	11	8.32		Y	S	496.012 496.303		
44	8	ODFW	Wildlife Management	**Volunteer Program 020-01-09-00000:** Regional Wildlife Volunteer Program actively involves citizens as volunteers in the protection and enhancement of Oregon's fish and wildlife resources. These positions assist with wildlife surveys, habitat improvement, nest box building and monitoring, public education, carpentry, computer and clerical work. Volunteer Host on Wildlife Areas also benefit wildlife.	7	11	0	0	317,458	0	0		**$ 317,458**	2	1.51		Y	-			POP 101: Revenue Shortfall - General Fund Request ($69,057 GF; -$69,057 OF License) (Field Staff Fund Shift)
45	15	ODFW	Inland Fisheries	**Watershed Council Liaisons 010-05-02-33000:** This program serves as the agency liaisons to local watershed councils in the implementation of habitat projects throughout Western Oregon.	4	9	39,355	0	775,484	0	50,290		**$ 865,129**	5	4.42	Y		-			POP 112: Coastal & Lower Col Status & Trend Monitoring (-$39,355 GF; $119,482 LF; $61,800 OF; $91,552 FF)

PROGRAM PRIORITIZATION FOR 2015-17

Agency Name: Oregon Department of Fish and Wildlife

2015-17 Current Service Level **Agency Number: 63500**

1 Priority (ranked with highest priority first) Agency	2 Prgm/ Div	3 Agency Initials	4 Program or Activity Initials	5 Program Unit/Activity Description	6 Identify Key Performance Measure(s)	7 Primary Purpose Program-Activity Code	8 GF	9 LF	10 OF	11 NL-OF	12 FF	13 NL-FF	14 TOTAL FUNDS	15 Pos.	16 FTE	17 New or Enhanced Program (Y/N)	18 Included as Reduction Option (Y/N)	19 Legal Req. Code (C, D, FM, FO, S)	20 Legal Citation	21 Explain What is Mandatory (for C, FM, and FO Only)	22 Comments on Proposed Changes to CSL included in Agency Request Budget
46	4	ODFW	Habitat Resources	**Western Oregon Stream Restoration Program 020-02-07-00000:** This program provides technical assistance to landowners and watershed councils on habitat restoration projects and culvert replacements, obtains grants and permits, provides on-site direction for project implementation, and conducts short and long term monitoring to evaluate changes in habitat conditions.	4, 5, 7	9	1	0	1,933,018	0	0		**$ 1,933,019**	13	10.76			-			
47	16	ODFW	Inland Fisheries	**Sportfish Restoration Fund Boat Ramps 010-05-01-24000:** This section is responsible for working with outside agencies and constituents to disburse Sport Fish Restoration funds in order to purchase, maintain, or repair boat ramps for angling access.	2	4	0	0	0	0	1,787,884		**$ 1,787,884**	0	0.00		Y	FO	Sport Fish Restoration Act	A portion of SFR funding is earmarked by federal statute for construction and repair of boat ramps for angling access.	
48	17	ODFW	Inland Fisheries	**Natural Resource Information Management Program 010-05-02-34000:** This program is a participant within the regional StreamNet Project, a cooperative venture of federal and state agencies and tribes in the Pacific Northwest. NRIMP provides support to the agency by providing technological support to field staff for management of data related to fish and wildlife management. This program provides GIS data, maps and reports, data standards and protocols, as well as information on angling opportunities within Oregon. (OF Obligated)	4	9	0	0	24,750	0	1,252,416		**$ 1,277,166**	7	7.00		Y	S			
49	5	ODFW	Habitat Resources	**ODOT Liaisons 020-02-08-00000:** Provides direct technical advice to ODOT to promote environmentally sensitive project designs, facilitate coordination between ODFW, ODOT, and other regulatory agencies on project-related issues to implement ODOT's Project Development, Construction, Maintenance, and Salmon Recovery Programs in a manner consistent with the missions of both agencies and to complete construction and maintenance projects on time and within budget constraints. (OF Obligated - ODOT).	7	9	0	0	351,690	0	0		**$ 351,690**	2	1.54			-			
50		ODFW	Major Construction and Acquisitions	**Major Construction and Acquisitions 089-00-00-00000:** None proposed for 15-17	1, 2, 4, 5, 6	11							**$ -**			Y		S			POP 127: Willamette Falls Fish Ladder Repairs ($1,000,000 FF) POP 128: Lower Deschutes River Ranch Acquisition ($1,250,000 FF USFWS)
	1	ODFW	Administration	**Administration 040-00-00-00000** Ensures fiscal integrity through sound budget and fiscal management. Supports fish and wildlife management through license sales; training; hunting and fishing information and education, recruitment, and marketing; network, application development, and technical support; Commission and legislative affairs; and contracting services. Provides core business functions such as payroll, purchasing, telecommunications, personnel, human resource management, and safety standards. Program budget includes agency debt service and government service charges.	1, 2, 7, 8	4	3,812,049	0	42,746,738	0	2,711,965		**$ 49,270,752**	125	124.41	Y	Y	S	496.124		POP 101: Revenue Shortfall - General Fund Request ($259,897 GF;$85,912 OF License; $75,134 FF) (Conservation Staff Fund Shift) POP 129: Hunter Ed, Recruitment, Retention - PR Funds ($3,100,000 FF USFWS)
	1	ODFW	Debt Service	**Debt Service 050-00-00-00000:** Funding to pay Certificates of Participation and Bond Financing.		4	352,595	0	1,834,860	0	0		**$ 2,187,455**	0	0.00			D			
	9	ODFW	Wildlife Management	**Wildlife Administration 020-01-10-00000:** Responsible for the administration of wildlife programs throughout the state. Provides oversight and policy development and implementation of the agency's wildlife programs.	1,3,5,7,8	4	155,853	0	1,991,004	0	580,911		**$ 2,727,768**	9	9.50			S	496.012, 496.124, 496.146, 496.162, 496.225 to 496.242, 496.303 (4, 6, 8, 10, 11, 12), 496.550,496.555, 496.558, 496.562, 496.566, 497.112 (2a, 2b, 2c, 2d, 6), 498.142, 498.146, 498.164, 498.166, 498.172		
	6	ODFW	Inland Fisheries	**Fish Division Administration part of 010-05-01-21000:** This program provides the policy guidance and management for fish programs throughout Oregon. This program is also responsible for oversight and management of inland fisheries as well as Columbia River and marine fisheries.	2, 4, 6, 7, 8	4	0	0	2,610,535	0	0		**$ 2,610,535**	8	7.42			S	506.001 to 506.995, 507.010 to 507.050, 508.006 to 508.960, 509.010 to 509.910, 511.006 to 511.806, 513.010 to 513.040		
							19,474,147	4,502,746	183,822,369	#	108,691,181	#	$ 316,490,443	1,328	1,123.37						

Document criteria used to prioritize activities:

7. Primary Purpose Program/Activity Exists
1 Civil Justice

19. Legal Requirement Code
C Constitutional

PROGRAM PRIORITIZATION FOR 2015-17

Agency Name: Oregon Department of Fish and Wildlife

2015-17 Current Service Level **Agency Number: 63500**

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
Priority (ranked with highest priority first)		**Agency Initials**	**Program or Activity Initials**	**Program Unit/Activity Description**	**Identify Key Performance Measure(s)**	**Primary Purpose Program-Activity Code**	**GF**	**LF**	**OF**	**NL-OF**	**FF**	**NL-FF**	**TOTAL FUNDS**	**Pos.**	**FTE**	**New or Enhanced Program (Y/N)**	**Included as Reduction Option (Y/N)**	**Legal Req. Code (C, D, FM, FO, S)**	**Legal Citation**	**Explain What is Mandatory (for C, FM, and FO Only)**	**Comments on Proposed Changes to CSL included in Agency Request Budget**
Agency	**Prgm/ Div**																				

The department actively engaged the public during development of its 2015-17 Agency Request Budget. The department formed an External Budget Advisory Committee (EBAC) made up of 50 public members who have been engaged in agency issues over time. EBAC members are from many different organizations, and include conservation, sporting groups, and land-based industry groups as well local and federal officials. The department also convened 9 town hall meetings across the state.

The department prioritized programs based on core statutory responsibilities (ORS 496.012 and 506.109, in particular) and comments received from EBAC and the public directly and at town hall meetings. The department did not consider the source of funding as part of this prioritization.

2 Community Development
3 Consumer Protection
4 Administrative Function
5 Criminal Justice
6 Economic Development
7 Education & Skill Development
8 Emergency Services
9 Environmental Protection
10 Public Health
11 Recreation, Heritage, or Cultural
12 Social Support

D Debt Service
FM Federal - Mandatory
FO Federal - Optional (once you choose to participate, certain requirements exist)
S Statutory

10% REDUCTIONS OPTIONS (ORS 291.216)
Prioritized List of Program Reductions by Fund Type - 2015-17 ARB Budget

Rank/ Justification	Activity or Program	Describe Reduction	POS	FTE	Fund Type	Total Funds	Agency Program Priority
10% General Fund Reductions			**0**	**0**	**GF**	**$ 1,947,415**	
1	Fish Division - Marine/CRM&OS Fisheries Marine Reserves	This would reduce the agencies ability to review permits for ocean and estuary development actions and participate as the state's primary marine natural resource advisor in statewide ocean natural resource planning and management forums such as the Ocean Policy Advisory Council, Nearshore Research Taskforce, and West Coast Governors Agreement on Ocean Health. The agency would also no longer implement Oregon's Nearshore Strategy and marine and estuary components of Oregon's Conservation Strategy.	6	5.50	GF	1,467,403	42
2	Wildlife Division - Wildlife Management Predator Control (Wildlife Services)	This program would reduce the contributribution to the predatory animal, rabbit and rodent control fund. Moneys within this fund are combined with funds from the Oregon Department of Agriculture and used as part of the overall cost-share with USDA – Wildlife Services (WS) and participating Oregon Counties to assist with controlling agriculture damage caused by predatory animals. WS also responds to concerns caused by bear, cougar, furbearers, and wolves.	0	0.00	GF	72,056	39
3	Capital Improvement	This would eliminate the agencies funding for emergency hatchery repair	0	0.00	GF	14,998	22
4	Administration	Reduce internet connections at a number of ODFW facilties statewide and reduce related payments to State Data Center.	0	0.00	GF	392,958	not ranked
10% Lottery Funds Reductions			**5**	**3.19**	**LF**	**$ 434,645**	

Prioritized List of Program Reductions by Fund Type - 2015-17 ARB Budget

Rank/ Justification	Activity or Program	Describe Reduction	POS	FTE	Fund Type	Total Funds	Agency Program Priority
1	Fish Division - Inland Fisheries (Endangered Species Act & Scientific Take Permitting)	Reduce Endangered Species Act Permitting Program by $93,485. This would eliminate the program responsible for issuing Scientific Take Permits and ESA permit review.	1	0.50	LF	93,485	41
2	Wildlife Division - Marine Mammal Conservation	Eliminate .5 FTE responsible for coordinating with the Marine Resources Program to oversee the health of marine mammals. Staff conducts studies and surveys of pinnipeds, seal and sea lion predation, and interactions of these animals with other important marine resources and human activities in the coastal zone.	1	1.50	LF	121,645	30
3	Fish Division - Inland Fisheries (Corvallis Research, Monitoring, and Evaluation)	Eliminate 0.46 FTE responsible for providing office coordination and customer service to the programs as well as the public and reduce fish monitoring in Western Oregon plus a little S&S.	2	0.46	LF	52,615	10
4	Fish Division - Inland Fisheries (Native Fish Investigations)	Eliminate .73 FTE responsible for providing oversight and management of the Native Fish Investigations program. This will greatly impact the agencies ability to respond to ESA issues with Oregon's native fish such as bull trout.	1	0.73	LF	166,900	10
10% Other Funds Reductions			**60**	**55.24**	**OF**	**$ 16,737,160**	
1	Fish Division - Natural Production: (Information and Resource Management)	Reduce the Natural Resource Information Management Program Supplies and Services. This impacts ODFW's ability to provide support for GIS data, maps, reports, and data standards.	0	0.00	OF	24,750	48

Prioritized List of Program Reductions by Fund Type - 2015-17 ARB Budget

Rank/ Justification	Activity or Program	Describe Reduction	POS	FTE	Fund Type	Total Funds	Agency Program Priority
2	Wildlife Division - Wildlife Management: (Volunteer Program)	Eliminate the Volunteer Program. This program assistS with wildlife surveys, habitat improvement, nest box building and monitoring, public education, carpentry, computer and clerical work. Volunteer Host on Wildlife Areas also benefit wildlife.	2	1.00	OF	317,458	44
3	Fish Division - Marine: (Recreational Shellfish Management, Monitoring, & Evaluation)	Eliminate the Recreational Shellfish Management, Monitoring, & Evaluation. This would reduce the Department's ability to develop regulations and manage harvest in Oregon's sport shellfish fisheries.	11	8.32	OF	1,513,259	43
4	Fish Division - Marine/CRM&OS Fisheries Marine Reserves	This would reduce the agencies ability to review permits for ocean and estuary development actions and participate as the state's primary marine natural resource advisor in statewide ocean natural resource planning and management forums such as the Ocean Policy Advisory Council, Nearshore Research Taskforce, and West Coast Governors Agreement on Ocean Health. The agency would also no longer implement Oregon's Nearshore Strategy and marine and estuary components of Oregon's Conservation Strategy.	3	3.00	OF	746,973	42
5	Fish Division - Natural Production: (Hydro Program)	Reduce the Hydro Program. This reduces the Department's ability to address statewide hydroelectric issues and to negotiate re-licensing efforts.	14	13.17	OF	2,847,134	40
6	Wildlife Division - Wildlife Management: (Predator Control)	Eliminate program to address concerns caused by bear, cougar, furbearers, and wolves.	n/a	n/a	OF	103,725	39
7	Fish Division - Engineering	This eliminates the Services and Supplies budget for the agencies Engineering program. This limits the agencies ability to respond to engineering needs at statewide facilities.		0.00	OF	240,767	35

Prioritized List of Program Reductions by Fund Type - 2015-17 ARB Budget

Rank/ Justification	Activity or Program	Describe Reduction	POS	FTE	Fund Type	Total Funds	Agency Program Priority
8	Fish Division - Columbia River Investigations	This reduces the Services and Supplies budget for Columbia River Investigations and limits research on sturgeon within the Columbia basin.	0	0.00	OF	56,637	34
9	Wildlife Division - Conservation: (Marine Mammal Conservation)	Reduce Services and Supplies in the Marine Mammal Program.	n/a	n/a	OF	482	30
10	Capital Improvements: (Restoration and Enhancements)	Reduce grant awards from the Restoration and Enhancement (R&E) program. The reduction in the R&E program would reduce the amount of money available to any public or private non-profit organization as well as other state and federal agencies for fish and habitat restoration and enhancement projects.	0	0.00	OF	542,695	22
11	Wildlife Division - Habitat Resources: (Intra-agency Coordination)	Reduce Interagency coordination with other agencies. This reduces the Department's ability to address land and water use issues associated with fish, wildlife, and their habitats.	4	4.00	OF	2,344,381	25
12	Wildlife Division - Wildlife Management: (Damage, Green Forage & DEAR)	Eliminate programs to assists landowners with habitat improvement. This program also assists landowners with damage issues.	1	1.00	OF	529,215	21
13	Wildlife Division - Conservation: (Boneville Power Administration)	Reduce the BPA program. This program is responsible for the development and implementation of long-term mitigation programs.	n/a	0.25	OF	56,717	18

Prioritized List of Program Reductions by Fund Type - 2015-17 ARB Budget

Rank/ Justification	Activity or Program	Describe Reduction	POS	FTE	Fund Type	Total Funds	Agency Program Priority
14	Wildlife Division - Conservation: Conservation Planning	Reduce the Conservation Planning Program. Conservation and management of threatened, endangered and sensitive species at the state level would be reduce. This reduction could also reduce or delay the implementation of the Oregon Conservation Strategy	n/a	n/a	OF	631,650	17
15	State Police Enforcement	Reduce enforcement activities by Oregon State Police Fish and Widlife Troopers.	0	0.00	OF	2,540,095	4
16	Administration	Eliminate five positions in Fiscal Services and Disbursement Sections. This reduction will create significant delays in billing and receiving which will negatively impact cash flow and create delays in financial reporting. This reduction may also present significant weaknesses in internal controls. Loss of these positions will also impact timely disbursement of payments to vendors.	5	5.00	OF	776,533	not ranked
17	Administration	Eliminate four positions in Contract Services Section. This reduction will create significant delays in processing grants and contracts for award and procuring good and services. This could also increase the risk that the agency is unable to comply with federal grant requirements.	4	4.00	OF	744,725	not ranked
18	Administration	Eliminate five positions in License Services Section. This reduction will increase customer wait times for receipt of permits/licenses and processing time for landowner preference tags. It could also impact license sales and support for point of sale vendors across the state.	5	5.00	OF	547,371	not ranked

Prioritized List of Program Reductions by Fund Type - 2015-17 ARB Budget

Rank/ Justification	Activity or Program	Describe Reduction	POS	FTE	Fund Type	Total Funds	Agency Program Priority
19	Administration	Eliminate three positions in Human Resources Division. This reduction will significantly increase times for recruitment services and ability to fill positions in a timely manner. It would also cause a decrease in the ability to recruit a diverse workforce. This reduction would also result in a reduction of professional level response to issues for managers, employees, and the public. Significantly reduces the effectiveness of HR to respond to disciplinary issues, labor contract issues/grievances, BOLI/EEOC, litigation issues that may result in legal problems for the agency.	3	3.00	OF	555,529	not ranked
20	Administration	Eliminate three positions and services and supplies in Information and Education Division. This would drastically reduce the amount of information available to the public regarding hunting and fishing opportunities. This could significantly affect license sales and result in reduced revenue for fish and wildlife management. This would lead to reduced compliance with regulations, less customer service, and decreased public support for legal fishing and hunting activities.	3	2.50	OF	550,653	not ranked
21	Administration	Eliminate six positions and services and supplies in Information Systems Division. This reduction will impact application development, computer support, and network management and security. This reduction will also lessen Point-of-Sale agent support, access to data, and customer service.	5	5.00	OF	1,066,411	not ranked

Prioritized List of Program Reductions by Fund Type - 2015-17 ARB Budget

Rank/ Justification	Activity or Program	Describe Reduction	POS	FTE	Fund Type	Total Funds	Agency Program Priority
10% Federal Funds Reductions			**60**	**46.68**	**FF**	**$ 10,839,705**	
1	Fish Division - Natural Production: (Information and Resource Management)	Eliminate the Natural Resource Information Management program. This affects ODFW's technical support for GIS data, maps, reports, and data standards.	7	7.00	FF	1,252,416	48
2	Fish Division - Natural Production: (Sport Fish Restoration Boat Ramps)	Eliminate disbursements for the purchase, maintainance, and repair of boat ramps for angling access.	0	0.00	FF	1,787,884	47
3	Fish Division - Natural Production: (Endangered Species Act and Scientific Take Permitting)	Reduce the Endangered Species Act and Scientific Take permitting program. This reduction reduces ODFW's ability to issue permits for Scientific Take and providing administrative and technical support in the implementation of Endangered Species program.	2	2.00	FF	201,897	41
4	Fish Division - Natural Production: (Hydro Program)	Reduce Services and Supplies in the Hydro program. Reduces ODFW's ability to manage and respond to hydro power relicensing throughout Oregon.	0	0.00	FF	22,472	40
5	Fish Division - Interjurisdictional: (Columbia River Investigations)	Reduce the Columbia River Investigations program. Significantly reduces ODFW's ability to manage white and green sturgeon as well as the recently listed Eulachon species.	37	23.68	FF	3,878,028	34
6	Fish Division - Salmon Trout Enhancement Program (STEP)	Reduce the majority of the STEP program reducing the agencies ability to work with volunteers to rehabilitate and enhance the populations, habitat and fisheries of native salmon, trout and other fish managed by the Department.	9	9.00	FF	1,239,906	32

Prioritized List of Program Reductions by Fund Type - 2015-17 ARB Budget

Rank/ Justification	Activity or Program	Describe Reduction	POS	FTE	Fund Type	Total Funds	Agency Program Priority
7	Wildlife Division - Conservation: (Marine Mammal Conservation)	Eliminate the federal match in the Marine Mammal Conservation Program. This would eliminate the ability to oversee the health of marine mammals.	1	1.00	FF	273,679	30
8	Wildlife Division - Habitat Resources: (Intra-Agency Coordination)	Reduce the federal match in the Intra-agency Coordination Program. This program coordinates with other agencies to address land and water use issues associated with fish, wildlife, and their habitats.	4	4.00	FF	1,691,001	25
9	Capital Improvements: (Major Improvements)	This would eliminated funding for and improvements to wildlife areas some small land acquisitions.	0	0.00	FF	228,385	28
10	Administration	Eliminate federally funded shooting range grant program and services and supplies related to the operation of the mandatory Hunter Education program. The shooting range grant programs provides funding for organizations, government agencies and others to develop or improve safe locations for recreational target shooting and Hunter Education training programs. This would also result in reduced availability of mandatory Hunter Education training which could affect license sales and hunting participation.	0	0.00	FF	264,037	not ranked

FISH and WILDLIFE, DEPARTMENT of

Annual Performance Progress Report (APPR) for Fiscal Year (2013-2014)

Original Submission Date: 2014

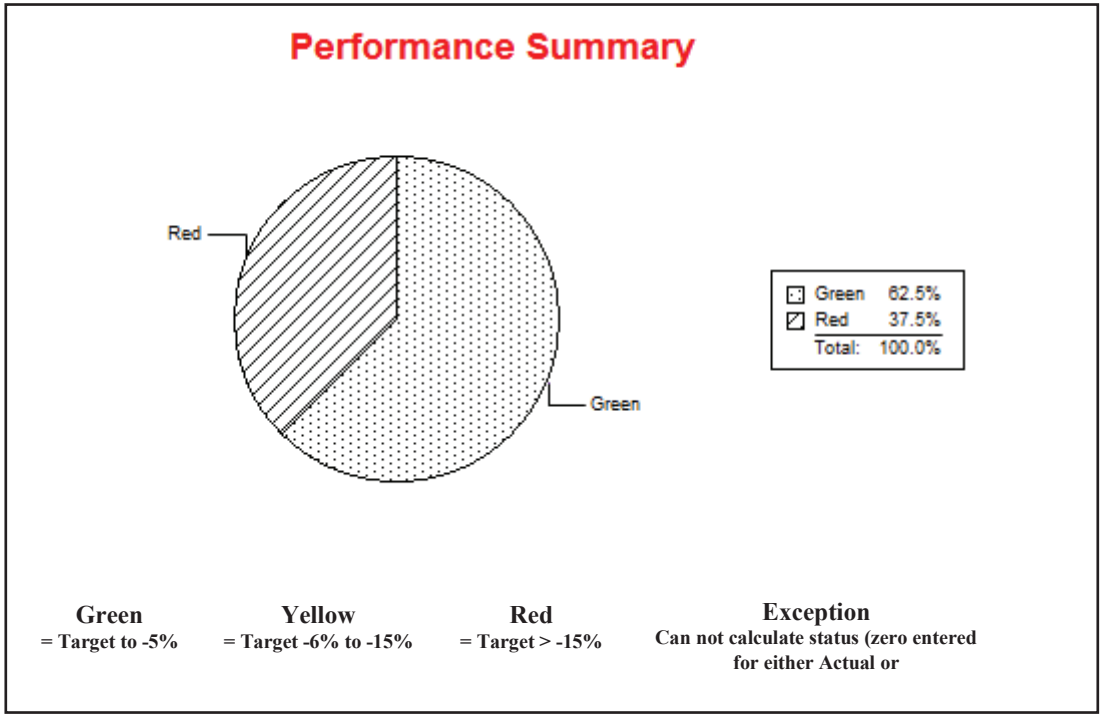
Finalize Date: 10/31/2014

2013-2014 KPM #	2013-2014 Approved Key Performance Measures (KPMs)
1	Hunting License Purchases - Percent of the license buying population with hunting licenses and/or tags
2	Angling License Purchases - Percent of the license buying population with angling licenses and/or tags.
3	Wildlife Damage - Number of wildlife damage complaints addressed annually.
4	Oregon Species of Concern - Percent of fish species of concern (listed as threatened, endangered, or sensitive) being monitored
5	Oregon Species of Concern Percent of wildlife species of concern (listed as threatened, endangered, or sensitive) being monitored.
6	Decreasing the Number of Unscreened Water Diversions - Number of unscreened priority water diversions.
7	Customer Service - Percent of customers rating their overall satisfaction with the agency above average or excellent. Percent of customers rating their satisfaction with the agency's customer service as "good" or "excellent" for timeliness, accuracy, helpfulness, expertise and availability of information.
8	Boards and Commissions - Percent of total best practices met by the Department of Fish and Wildlife, State Fish and Wildlife

New Delete	Proposed Key Performance Measures (KPM's) for Biennium 2015-2017
	Title: NONE PROPOSED **Rationale:**

FISH and WILDLIFE, DEPARTMENT of	I. EXECUTIVE SUMMARY
Agency Mission: To protect and enhance Oregon's fish and wildlife and their habitats for use and enjoyment by present and future generations.	

Contact: W. Aaron Jenkins, Economist	**Contact Phone:** 503-947-6158
Alternate: Cameron Smith	**Alternate Phone:** 503-947-6160



1. SCOPE OF REPORT

Most general programs or activities are considered directly or indirectly by agency performance measures (KPMs), including: fish management, game management, hatchery production, marine resources, screens and passage, wildlife diversity, wildlife damage, habitat. For a comprehensive account of ODFW accomplishments and activities, the agency web page should be reviewed at http://www.dfw.state.or.us.
Rulemaking and administrative services, such as accounting, contracting, licensing and budget, are not directly addressed under the agency's KPMs.

2. THE OREGON CONTEXT

Oregon's societal needs or desired outcomes are stated in the agency's mission statement: "To protect and enhance Oregon's fish and wildlife and their habitats for the use and enjoyment of present and future generations."

There are several benchmarks that relate to the agency's mission. Benchmarks related to conservation include those linked to species at risk, such as Benchmarks 86, 87, and 88. Benchmarks related to state and local economies include those linked to income and employment such as Benchmarks 1, 4 and 11. The agency works with a wide range of partners including state agencies, local governments, businesses and non-governmental partners. Benchmarks can be accessed at http://benchmarks.oregon.gov.

3. PERFORMANCE SUMMARY

ODFW implements programs that influence the Oregon Benchmarks and Key Performance Measures (KPMs). ODFW currently has eight KPMs (the Legislature deleted three KPMs in 2011). One of those, Customer Service Survey (KPM 7), is reported on even-numbered years, while the data for the other seven are reported on an annual basis. The Performance Summary pie chart indicates that the agency met or exceeded targets for 62.5% (5 of 8) of its KPMs reported during this period. The remaining 37.5% (3 of 8) fell below targeted levels. The agency is interested in updating its KPMs as metrics are further developed under the Governor's 10-year Plan for Oregon.

4. CHALLENGES

The agency faces challenges to the management of fish and wildlife and their habitats in the context of a changing environment. There are a number of factors that affect the agency's ability to meet its targets. These factors include changing climatic conditions, natural species population variability, habitat loss, water use, and increasing human population and development pressures. These external and environmental factors are largely out of the agency's control. In addition, the number of people participating in fishing and hunting is flat even though Oregon's population continues to grow. Reasons for this trend include increasing urbanization in Oregon, changes in societal preferences toward other forms of recreation, and enough free time due to work and/or family obligations.

5. RESOURCES AND EFFICIENCY

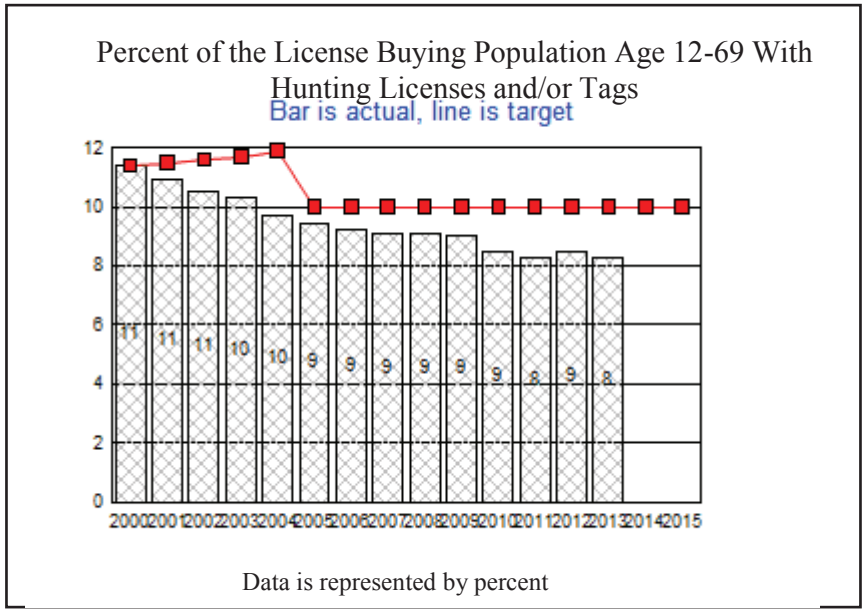
The Agency Requested Budget for ODFW for the 2015-17 biennium is $357 Million. In recent years, ODFW has undertaken a variety of new projects related to Oregon's fish and wildlife resources, improving efficiency, and enhancing customer service. Examples of these efforts include:

- Comprehensive fish conservation planning and implementation to recover at-risk populations and enhance healthy populations
- Technical and policy support helping certify important commercial fisheries as sustainable by the Marine Stewardship Council
- Fishery harvest and hatchery reform on lower Columbia River and Oregon coast
- Technical support helping balance green energy development with fish, wildlife and habitat conservation
- The Mule Deer Initiative and Black Tail Deer Initiatives

- An automated landowner notification system for the wolf program
- Gaining administrative and program efficiencies through process improvement using Lean methods
- Controlling costs through a headquarters building acquisition
- New approaches for tag sale deadline and reinstatement of preference points
- Restructure/reorganization of commercial fishery regulations
- Expanded use of social media such as Facebook, Twitter, Instagram, YouTube
- Increased use of email, RSS feeds, Google Maps, text messaging, and other digital communication
- Developing mobile version of Oregon Hunting Access Map with public shooting range information and mobile fishing app with regulations
- Continued video streaming of Oregon Fish & Wildlife Commission meetings
- Addition of third online option for mandatory hunter education course
- Increased availability of mandatory hunter education courses during periods of peak demand
- Cell and smart phone updates on closures, harvest limits, or other fishing regulation changes
- Expanded use of scientific surveys to assess customer/stakeholder attitudes, interests, and experiences

FISH and WILDLIFE, DEPARTMENT of	II. KEY MEASURE ANALYSIS

KPM #1	Hunting License Purchases - Percent of the license buying population with hunting licenses and/or tags	2000
Goal	Hunting license purchases are directly related to the agency mission: "To protect and enhance Oregon's fish and wildlife and their habitats for use and enjoyment by present and future generations."	
Oregon Context	License purchases are an indicator of participation in hunting activities.	
Data Source	ODFW license database and Portland State University Population Research Center Population Report	
Owner	ODFW, Information and Education Division, Aaron Jenkins, (503) 947-6158	



1. OUR STRATEGY

The agency maintains game population levels to satisfy goals related to wildlife conservation and recreational opportunities. Strategies to meet this KPM include improving access and increased effort to recruit and retain hunters, including outreach campaigns and increased availability of hunter education programs. Over the last 4 years the agency

has made significant investments in improving habitat conditions for mule deer and a suite of other wildlife species within five main wildlife management units in eastern Oregon. This work has been conducted as part of the Mule Deer Initiative and has resulted in multiple partnerships with private and federal landowners, federal agencies like the Natural Resources Conservation Service (NRCS), and a multitude of conservation organizations. To date over $13 million has been invested by the department and partners in juniper management, aspen stand regeneration, invasive weed treatments and spring site rejuvenation. In many cases, this work has been combined with increased law enforcement efforts to stop poachers, more conservative hunting regulations and increased cougar population management--all in an effort to help rebuild mule deer populations back to management objectives. Reversing long-term habitat and population declines will take time and a continued commitment amongst the partners. Strong deer and elk populations will result in more hunting opportunity and would likely increase participation.

2. ABOUT THE TARGETS

The original targets for this KPM anticipated growth in participation. In 2005, the target was set at 10% of the state resident population being licensed hunters.

3. HOW WE ARE DOING

When measured in proportion to the growth in the state population, participation in hunting is declining in Oregon. Since 2000, the participation rate for hunting has declined from 11.4% to 8.3% of the State population ages 12 to 69. Over the same period, that segment of the state population has increased from 2.55 million in 2000 to 2.94 million in 2013. The hunting participation rate has been stable for the last four years (2010-13), but remains below the 10% target level.

4. HOW WE COMPARE

Similar trends have been observed on a national and regional basis. Adjacent states such as California and Washington have exhibited similar or greater declines since 2000.

5. FACTORS AFFECTING RESULTS

Many social factors affect the level of participation, such as tastes and preferences and state population demographics. Causes of the variance in participation may include but are not limited to: (1) state population increases are greater in urban than rural areas (rural residents are more likely to hunt), (2) hunter population is aging out of the sport, (3) prices increases in hunting licenses and tags in 2004 and 2010, and (4) societal tastes and preferences are changing to favor other forms of recreation. Participation is also influenced by the quality and quantity of hunting opportunity. Populations of some game species have declined due to a variety of factors, such as: (1) landscape scale changes in habitat such as increased control of wildfires and reduced timber harvest on federal lands resulting in less early seral stage habitat, (2) invasive species such as cheatgrass and medusahead outcompeting/replacing native species that provided better forage for wildlife, (3) increased predation resulting from increased protection of bears and cougars, and now the return of wolves, (4) increased human population and development means less habitat for wildlife, particularly lower elevation winter range, (5) increased disease issues including two old world louse species causing deer hair loss in western and more recently eastern Oregon. Reduced opportunity due to fewer available animals also contributes to the social factors because limited number of hunting tags means some hunters are not able to hunt their accustomed areas each year which may reduce interest in the sport and affect family hunting traditions.

FISH and WILDLIFE, DEPARTMENT of	II. KEY MEASURE ANALYSIS

6. WHAT NEEDS TO BE DONE

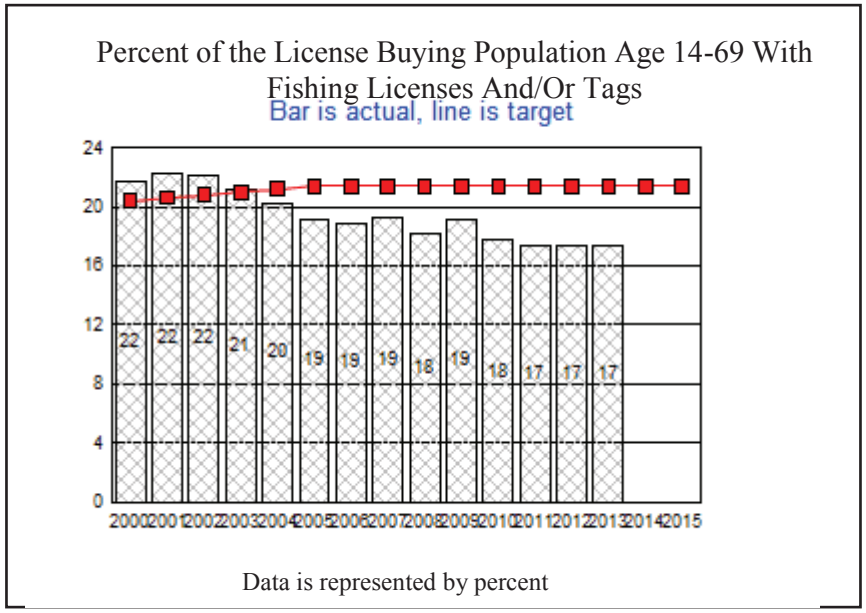
The agency continues to work to set game species levels to satisfy statewide goals related to wildlife conservation and recreational opportunities. Within biological constraints, the agency also seeks to improve the quality of hunting experiences according to hunter preferences. The agency must continue the Access and Habitat Program, a cooperative program between landowners, hunters, and ODFW aimed at increasing the amount and quality of wildlife habitat, as well as increasing hunter access to private lands. The agency will continue its efforts to recruit new hunters and to retain existing participants through outreach, education, and marketing based on research, evaluation, and best practices. The agency will continue to upgrade its ability to communicate with customers. Additional steps will be taken to enhance customer service by improving the license buying process and offering new license types that meet customer needs. The agency intends to expand ongoing habitat restoration efforts targeted at sage grouse and mule deer ranges in eastern Oregon. This will build upon the strong partnerships developed amongst a broad range of landowners, state/federal agencies and conservation organizations with a vested interest in seeing healthy habitats and watersheds that are capable of supporting a broad array of wildlife.

7. ABOUT THE DATA

Data are reported by calendar year. The license data are from the ODFW license database annual reports. Population data are from the Portland State University Population Research Center Annual Population Report and Tables.

FISH and WILDLIFE, DEPARTMENT of	II. KEY MEASURE ANALYSIS

KPM #2	Angling License Purchases - Percent of the license buying population with angling licenses and/or tags.	2000
Goal	Angling license purchases are directly related to the ODFW mission, "To protect and enhance Oregon's fish and wildlife and their habitats for use and enjoyment by present and future generations."	
Oregon Context	License purchases are an indicator of participation in angling activities.	
Data Source	ODFW license database and Portland State University Population Research Center Population Report	
Owner	ODFW, Information and Education Division, Aaron Jenkins, (503) 947-6158	



1. OUR STRATEGY

The agency maintains and enhances fish population levels to satisfy goals related to conservation and recreational opportunities. Strategies to achieve this KPM include maintaining/enhancing wild fish populations to support sustainable fisheries, hatchery fish production, providing diverse fishery opportunities, recruiting and

mentoring new anglers (emphasis on youth, families and minorities), retaining existing anglers, marketing fishing opportunities, and simplifying fishery regulations. ODFW continues to make significant investments to restore lost fisheries, enhance existing fisheries, and open up new fisheries. Examples include efforts to restore popular trout fisheries at places like East Lake, Lava Lake and South Twin Lake in central Oregon, Phillips Reservoir in eastern Oregon and Lofton Reservoir in south central Oregon. In addition, we have a priority list of additional waterbodies to restore in the coming biennia. Finally, with strong salmon and steelhead returns in recent years we have been able to re-open fisheries that have been closed for a decade or more. Examples include wild spring chinook seasons on the John Day River and fall chinook fisheries in the Snake Basin. In addition, in 2014 sport and commercial fisheries for Oregon Coast coho were at their highest levels since 1993, with significant seasons throughout the summer and fall on an ESA-listed species.

2. ABOUT THE TARGETS

The original angler participation targets anticipated growth. In 2005, the target was set at 21.4% of the state resident population ages 14 to 69.

3. HOW WE ARE DOING

Although overall participation is relatively flat in recent years, when measured in proportion to the growing state population, participation in angling in Oregon has been declining. For the period of 2000 to 2013, the participation rate for angling has decreased from 21.7% to 17.4% of the state population ages 14 to 69 (or a 20% decline in the proportion of state's angling population since 2000). The 14 to 69 years segment of Oregon's population has grown from 2.45 million in 2000 to 2.84 million in 2013. The total number of Oregon resident anglers has been more stable through time compared to the participation rate, showing a decline of about 7% since 2000. Angling participation rates have been basically flat over the last four years, but remain below the target level of 21.4%.

4. HOW WE COMPARE

Similar trends have been observed on a national and regional basis. California and western U.S. states in general have exhibited similar declines in angling license sales during the last decade.

5. FACTORS AFFECTING RESULTS

Many social factors affect the level of angling participation, such as preferences and state population demographics. Causes of the variance in participation may include but are not limited to: (1) the vast majority of state population increases have been in urban rather than rural areas and urban residents are less likely to fish, (2) price increases in angling licenses and tags in 2004 and 2010, and (3) societal tastes and preferences changing in favor other forms of recreation, and (4) complexity of regulations required to provide diverse fishing opportunities compatible with wild fish conservation. In addition, in a national study of recreational fishing by American Sportfishing Association, survey respondents indicated that "not enough time", "takes time away from family", and "health/age" are the main reasons why fishing is no longer a top activity for many people. Participation can also be affected by the quality and quantity of fishing opportunities. A key driver is fish abundances, but there are many other factors, such as the weather and public access. Although fishery opportunities and success have been robust in recent years, participation has not increased apace.

FISH and WILDLIFE, DEPARTMENT of	II. KEY MEASURE ANALYSIS

6. WHAT NEEDS TO BE DONE

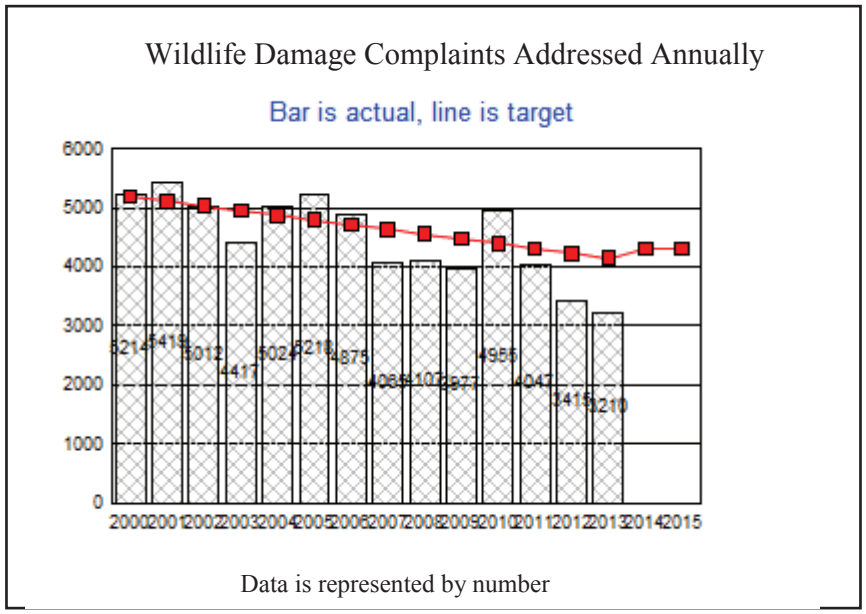
The agency will continue to maintain and enhance game fish species at levels needed to satisfy the statewide goals related to conservation and recreational opportunities. Within biological constraints, the agency also seeks to improve the quality of angling experiences by considering angler preferences and improving angler access (ODFW's Restoration and Enhancement Program). The agency will also continue its efforts to recruit new participants and retain existing participants through education, outreach, and marketing based on research, evaluation, and best practices. The agency will continue to upgrade its ability to communicate with customers. Additional steps will be taken to enhance customer service by improving the license buying process and offering new license types that meet customer needs. The agency will also focus on simplifying angling regulations and platforms used by the public to obtain regulation and fishing information. In 2013, ODFW changed Free Fishing Weekend to coincide with Free Camping Weekend at Oregon State Parks. We are working with Parks to turn these weekends into events that create significant opportunities to introduce families to camping and fishing with the hopes of recruiting new anglers to the fold. These efforts along with our family fishing events are resulting in participants buying licenses and going fishing again. We will continue our efforts on this front to lead our recruitment efforts. ODFW?s new proposed $10 Youth License that permits fishing, hunting, and shellfishing, for both resident and non-resident, should only enhance these efforts.

7. ABOUT THE DATA

Data are reported by calendar year. The license data are from the ODFW license database annual reports. Population data are from the Portland State University Population Research Center Annual Population Report and Tables.

FISH and WILDLIFE, DEPARTMENT of	II. KEY MEASURE ANALYSIS

KPM #3	Wildlife Damage - Number of wildlife damage complaints addressed annually.	2000
Goal	To reduce wildlife damage and associated complaints.	
Oregon Context	To reduce negative impacts on agricultural lands, commercial timberlands, livestock ranches, and other private property.	
Data Source	ODFW, Wildlife Division damage complaint database	
Owner	ODFW, Wildlife Division, Ron Anglin (503) 947-6312, Tom Thornton (503) 947-6310	



1. OUR STRATEGY

The agency seeks to decrease levels of wildlife damage while maintaining wildlife population levels that satisfy goals associated with both conservation and recreational opportunities such as hunting and wildlife viewing.

FISH and WILDLIFE, DEPARTMENT of	II. KEY MEASURE ANALYSIS

2. ABOUT THE TARGETS

Lower numbers of damage complaints allow the reader to infer that damage issues are being addressed and cooperative solutions to wildlife damage complaints have been identified and are effective.

3. HOW WE ARE DOING

For the 2000-2013 period, the total number of complaints has varied from a high of 5,419 in 2001 to a low of 3,210 in 2013. Annual complaint numbers have tended to be lower in recent years (average of 3,968 for 2007-2013) relative to earlier years (average of 5,026 for 2000-2006). The number of complaints has been below the target level for each of the last seven years. While there may be a downward trend in complaints since 2000, environmental factors can cause the number of complaints to vary widely from year to year. For example, bear complaints increased from 365 in 2009 to 921 in 2010, then declined to 457 in 2011. Future reporting could concentrate on specific categories of damage for consistency, interpretation of variance, and trends.

4. HOW WE COMPARE

Since this is a state specific measure it is not possible to make comparisons to adjacent states.

5. FACTORS AFFECTING RESULTS

The population levels of wildlife causing damage relative to the location of residences, ranches and farms is a major factor, movement of people from urban to rural areas also creates conflicts as they move into areas historically inhabited by wildlife and create attractive nuisances such gardens, ornamental plants, bird feeders and garbage. Changing land use/land cover can also cause conflicts, such as changing from pastures and forestry to nurseries and vineyards. Environmental factors can cause the number of complaints to vary widely from year to year, for example, (1) in dry years complaints of damage caused by deer and elk increase because animals move to agricultural lands, many of which are irrigated, (2) there is an increase in conflicts with bears reported during years when there are poor wild berry and acorn crops because the bear rely more on foods associated with humans, (3) years with distemper outbreaks result in increased raccoon and fox related complaints.

6. WHAT NEEDS TO BE DONE

ODFW personnel will continue working with landowners and homeowners in both urban and rural areas to help address wildlife damage in a timely and cooperative manner.

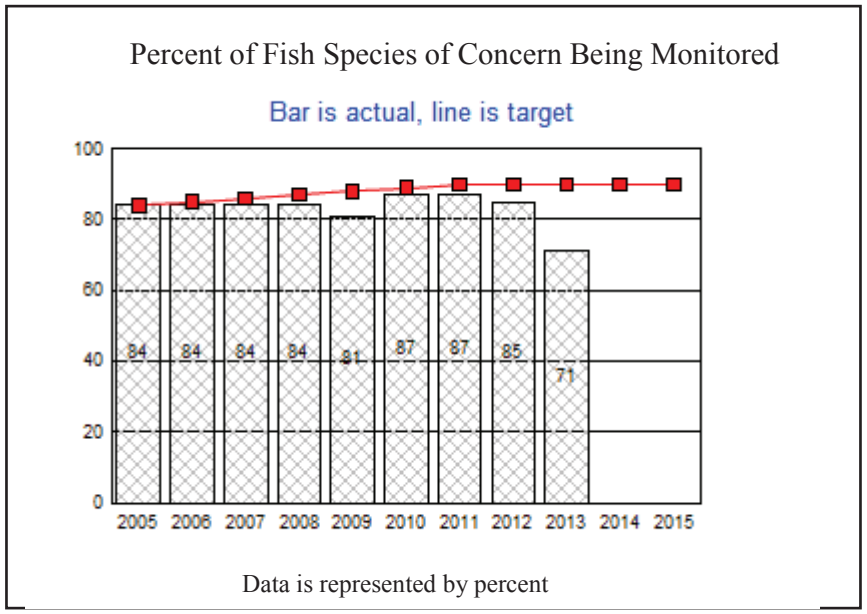
FISH and WILDLIFE, DEPARTMENT of	II. KEY MEASURE ANALYSIS

7. ABOUT THE DATA

These data are reported by calendar year and include all wildlife-related complaints, including for bear, cougar, deer, elk, raccoons, coyotes, foxes, etc. During 2014, the department implemented a Lean Kaizen process to review data collection, data entry, and reporting capabilities of current system. This process resulted in significant changes that will result in time savings for staff. These changes included a new automated electronic data entry form that stores data in a database, automated permit printing, and new reporting capabilities. These changes allow staff to directly input data at the field level, to submit data to a centralized data base, and to generate reports. This system has undergone beta testing and has now gone live.

FISH and WILDLIFE, DEPARTMENT of	II. KEY MEASURE ANALYSIS

KPM #4	Oregon Species of Concern - Percent of fish species of concern (listed as threatened, endangered, or sensitive) being	2005
Goal	The general goal of conserving threatened, endangered or sensitive fish and wildlife species.	
Oregon Context	Goal is linked to OBM 86-percent of monitored freshwater species not at risk	
Data Source	Oregon list of endangered, threatened and sensitive fish species	
Owner	ODFW, Fish Division, Jamie Anthony (541) 757-5150	



1. OUR STRATEGY

Monitoring of population trends and relationships between fish populations and environmental factors are the basis of future management decisions. These monitoring programs provide the feedback necessary to gauge success of management actions and allow for adaptive management to meet fishery and conservation objectives. The Oregon Plan for Salmon and Watersheds and the Oregon Conservation Strategy are related to these efforts and includes public, nonprofit and private partners.

FISH and WILDLIFE, DEPARTMENT of	II. KEY MEASURE ANALYSIS

2. ABOUT THE TARGETS

Targets provide expectations of steady increases in the proportion of populations monitored. This is a relatively new measure without historical context so the target is still being evaluated. The specific activities and goals associated with different monitoring efforts are not considered by the target. In addition, monitoring all species every year might not be the best use of limited agency resources, especially when there is a need for concentrated monitoring effort due to priorities or emergencies.

3. HOW WE ARE DOING

A large proportion of fish species of concern are currently monitored by ODFW. The percent monitored was 71% in 2013, which is below the targeted level of 90%, although as explained in #5 below, this drop does not reflect a reduced commitment to monitoring. Collaborative projects where ODFW is not the lead entity conducting the monitoring are not included in this measure. Because of resource constraints, there are uncertainties related to species' status. Variation in the types, timeframe, and purposes of monitoring efforts are not reflected in this measure. The level of certainty at the current level of monitoring is another factor that is not considered by this measure.

4. HOW WE COMPARE

Oregon has one of the most robust monitoring programs in the nation and has served as a model for other states on the west coast. This includes both the monitoring sampling design and the funding portfolio.

5. FACTORS AFFECTING RESULTS

The actual level and types of data collected, timeframe, context of threats and species status are factors related to prioritization of monitoring efforts. Given these factors, the actual level of monitoring and dedicated resources could increase without an increase or decrease in number of species monitored. In addition, when a species is removed from the list, which would be considered a positive development, that change can have the effect of lowering the percentage of listed species being monitored. The reduction in monitoring during 2013 relative to previous years reflects the planned sunset of a 6-year project to evaluate the feasibility of monitoring several species management units (SMUs) of native non-anadramous trout. Development of a decision support tool to prioritize and focus monitoring for these SMUs is ongoing.

6. WHAT NEEDS TO BE DONE

The agency will continue to seek funding sources that will allow for increased monitoring of these fish species. The monitoring of several species that were not monitored in 2013 has been proposed for 2014 and 2015.

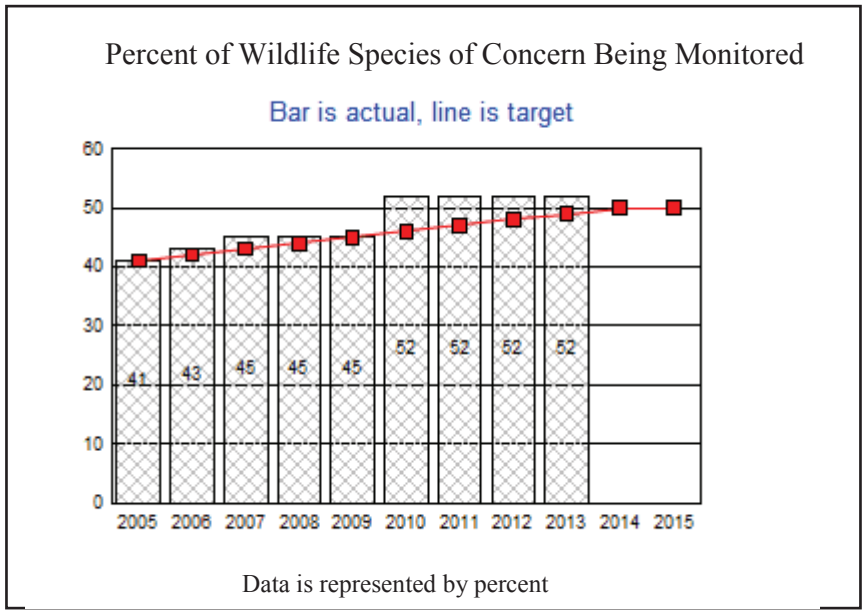
7. ABOUT THE DATA

These data are provided by agency personnel from their knowledge of monitoring on an ongoing basis. Lists of threatened and endangered species are updated every five years

and are due for update in 2013-14. The lists can be found at:
http://www.dfw.state.or.us/wildlife/diversity/species/threatened_endangered_candidate_list.asp
Lists of sensitive species can be found at:
http://www.dfw.state.or.us/wildlife/diversity/species/sensitive_species.asp

FISH and WILDLIFE, DEPARTMENT of	II. KEY MEASURE ANALYSIS

KPM #5	Oregon Species of Concern Percent of wildlife species of concern (listed as threatened, endangered, or sensitive) being monitored.	2005
Goal	The general goal of conserving threatened, endangered or sensitive fish and wildlife species.	
Oregon Context	Goal linked to OBM 88-percent of monitored terrestrial species not at risk.	
Data Source	Oregon list of endangered, threatened and sensitive species	
Owner	ODFW, Wildlife Division, Eric Rickerson (503) 947-6311 and Martin Nugent (503) 947-6309	



1. OUR STRATEGY

Monitoring of population trends and relationships between wildlife populations and environmental factors are the basis of future management decisions. The Oregon Conservation Strategy identifies ways to make monitoring efforts more comprehensive, integrated, efficient, and frugal by focusing monitoring on the status of species and effectiveness of conservation actions. It provides recommendations for monitoring in Oregon and lists ongoing survey efforts being conducted by the agency and partners. The

Oregon Conservation Strategy also prioritizes the species of highest conservation need and identifies data gaps to focus research and monitoring efforts across the state. The agency has also identified a list of priority species to monitor in order to effectively engage in renewable energy development in Oregon.

2. ABOUT THE TARGETS

Targets provide expectations of an increase in the proportion of populations monitored. This is a relatively new measure without historical context, so the target is still being evaluated. The activities and goals associated with different monitoring efforts are not considered by the target. In addition, monitoring all species would be extremely difficult due to the number of species and might not be the best use of limited agency resources, especially when there is a need for concentrated effort due to priorities or emergencies.

3. HOW WE ARE DOING

The percent of wildlife species of concern being monitored was 52% in 2013. The level has been 52% for the last three years, all of which are above the target levels. The actual activities such as the associated types of monitoring, timeframe and purpose of monitoring are additional factors not addressed by this measure. Because of resource constraints, there are uncertainties related to species' status. The level of certainty at the current level of monitoring is another factor that is not considered by this measure. ODFW continues to promote sustained monitoring efforts within the agency and with our external partners. Monitoring efforts are focused around priority species listed in the Oregon Conservation Strategy and the agency's energy development priority list. Few 'species of concern' are monitored exclusively by the department. Monitoring and research activities are partnerships with other government agencies, academia, and conservation organizations. ODFW plays various roles in these efforts, from providing the technical expertise to leading large-scale monitoring efforts. The species monitored and the extent of the effort can vary from year to year. ODFW does not control this level of effort.

4. HOW WE COMPARE

Monitoring efforts in other states are likely to be similar, coordinated through state wildlife action plans, but each state's circumstances are different. This makes direct comparisons difficult.

5. FACTORS AFFECTING RESULTS

The actual level and types of data collected, timeframe, context of threats and species status are factors that influence the prioritization of monitoring efforts. Given these factors, the actual level of monitoring and dedicated resources could increase without an increase or decrease in number of species monitored. A number of species are monitored by ODFW's partner agencies and nongovernmental conservation organizations.

6. WHAT NEEDS TO BE DONE

The agency and conservation partners will continue to seek funding sources that will allow for increased monitoring of these wildlife species of concern. The agency is working towards developing monitoring strategies for various species not monitored in 2013 as part of the renewable energy development species initiative.

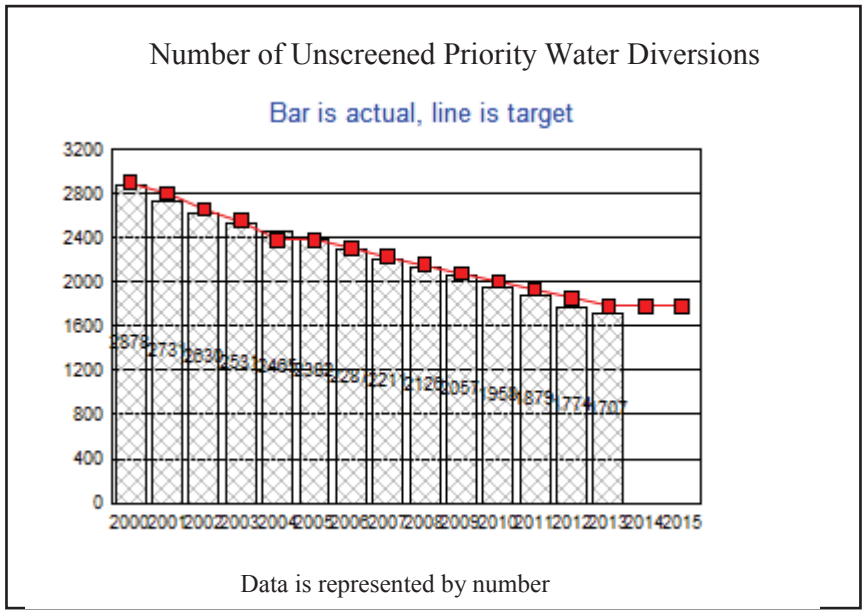
FISH and WILDLIFE, DEPARTMENT of	II. KEY MEASURE ANALYSIS

7. ABOUT THE DATA

These data are provided by agency personnel from their knowledge of monitoring on an ongoing basis. The list of threatened and endangered species has been updated in 2013 and the list of sensitive species will be updated in 2016. The list of species of greatest conservation need identified in the Oregon Conservation Strategy are currently being updated and will be available in 2015. These lists can be found at:
http://www.dfw.state.or.us/wildlife/diversity/species/threatened_endangered_candidate_list.asp
http://www.dfw.state.or.us/wildlife/diversity/species/sensitive_species.asp
http://www.dfw.state.or.us/conservationstrategy/read_the_strategy.asp

FISH and WILDLIFE, DEPARTMENT of	II. KEY MEASURE ANALYSIS

KPM #6	Decreasing the Number of Unscreened Water Diversions - Number of unscreened priority water diversions.	2000
Goal	Improving survival of migrating salmon and steelhead and other fish inhabiting adjacent areas	
Oregon Context	Reducing the mortality of fish caused by entering irrigation diversions, linked to OBM 86, percent of freshwater species not at risk	
Data Source	Fish Screening and Passage Program database and annual report	
Owner	ODFW, Fish Division, Fish Screening and Passage Program, Alan Ritchey (503) 947-6229 and Pete Baki (503) 947-6217	



1. OUR STRATEGY

The measure is linked to the goal of improving survival rates of migrating salmon and steelhead and providing downstream passage by decreasing the number of unscreened priority water diversions. Reducing the number of unscreened diversions will decrease fish mortality, which should contribute directly to freshwater fish population health and reduce delays in outmigration.

2. ABOUT THE TARGETS

The target for this KPM is to decrease the number of unscreened diversions. Implementing this KPM protects fish and water users. Fish remain in the stream system to complete their life cycle and water users with screen intakes are no longer responsible for the loss of fish associated with their diversions.

3. HOW WE ARE DOING

The target was met in 2013 by having reduced the number of unscreened priority water diversions by 67 fish screens. The targeted number of unscreened priority water diversions has been exceeded in each of the last seven years. Current budget cuts to the Screens Program will result in completion of fewer projects, which may hamper the department's ability to reach the established target.

4. HOW WE COMPARE

Screening efforts in other western states are likely to be similar but not directly comparable to Oregon, given their unique water withdrawals and the number of waterways affected.

5. FACTORS AFFECTING RESULTS

Relevant factors influencing results include the available funds for screen installation as well as the cooperation of landowners and water rights holders. Fish Screening staff assist water users with maintenance on fish screens installed through the ODFW Cost Share Program, and are responsible for major maintenance on fish screens under 30 cfs. As the number of fish screens installed increases, maintenance responsibility and costs also rise. Budget cuts to the Fish Screening and Passage Program has resulted in reduced staff both in headquarters and the field. Increasing costs to install and maintain fish screens along with reduced funds and staff will decrease the productivity of this program. ODFW may not be able to continue meeting the statutory target for this KPM in the future.

6. WHAT NEEDS TO BE DONE

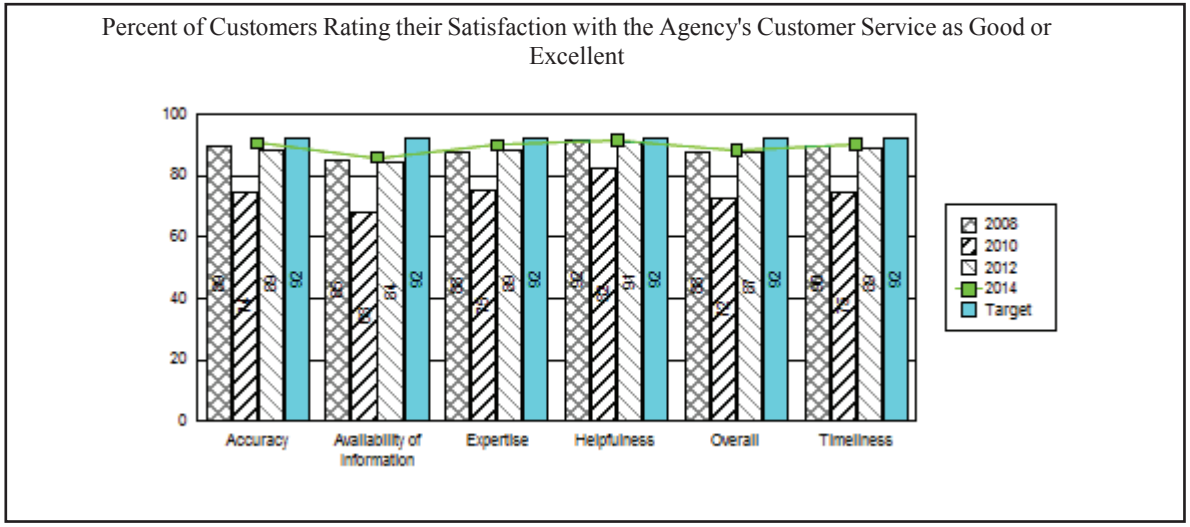
ODFW will continue to develop cooperative relationships with landowners and other entities and to seek funding for these efforts. The department has concluded the statutorily required prioritization of unscreened diversions. This prioritization data will allow the future selection of fish screening projects to be based more closely on specific criteria related to fish habitat and high priority basins.

7. ABOUT THE DATA

Data are reported by calendar year from records of the screens and passage program.

FISH and WILDLIFE, DEPARTMENT of	II. KEY MEASURE ANALYSIS

KPM #7	Customer Service - Percent of customers rating their overall satisfaction with the agency above average or excellent. Percent of customers rating their satisfaction with the agency's customer service as "good" or "excellent" for timeliness, accuracy, helpfulness, expertise and availability of information.	2006
Goal	To provide greater accountability and results from government by delivering service that satisfies customers.	
Oregon Context	To maintain and improve the following category ratings of agency service: overall quality of services, timeliness, accuracy, helpfulness, expertise and availability of information.	
Data Source	ODFW survey of commercial license holders, people filing wildlife damage reports, landowner preference program participants, and recreational licenseholders who purchased at ODFW offices. Conducted every two years on even-numbered years (e.g., 2012, 2014).	
Owner	ODFW Information and Education Division, Aaron Jenkins (503) 947-6158	



1. OUR STRATEGY

The groups sampled in this survey are diverse, both with respect to interests and needs. The general strategy is to utilize feedback to address cited problems and improve the

general level of service to ODFW customers.

2. ABOUT THE TARGETS

We have set a target at 92% for each service category, which is slightly above our current performance levels in order to establish a goal for improvement of customer service. The results for all six measures are presented in the graph.

3. HOW WE ARE DOING

Satisfaction with the agency's customer service as "good" or "excellent" ranged from 85.9% to 91.4% for the six categories in 2014. This is slightly below the targeted 92%, but represents a modest improvement over the 84.0% to 90.8% range in 2012. Customer satisfaction levels reported this year (2014) are similar to those in 2006, 2008, and 2012. The mail survey method was used in each of those four years. In 2010, an online survey format was used, where customers completed surveys in response to postcards directing them to a website. The response rate was only 14.8% for the 2010 online survey, while the rate was 28% for the 2014 mail survey. Under both survey methods, the category "Availability of Information" continues to be the lowest ranked in the survey results, so improvement is needed here. "Helpfulness" continues to be the highest ranked category.

4. HOW WE COMPARE

ODFW's customer satisfaction numbers are on par with most other agencies. For example, in 2013, the OR Parks and Recreation Department survey of state park reservation customers showed satisfaction levels at or slightly under its targets. Comparisons among agencies are not necessarily apples-to-apples since agencies have different customers, provide those customers with different services, whose levels of complexity may vary greatly.

5. FACTORS AFFECTING RESULTS

The response rate for the 2014 survey was 28%, compared to 24% in 2012. The lower rate in 2012 may have been due to use of a one-piece mailer instead of a package of cover letter and postcard inside an envelope, as done in 2006, 2008, and 2014. However, overall response rates to mail surveys have been on the decline in recent years; response rates for this survey were 42% in 2006 and 36% in 2008. Nevertheless, sufficient number of surveys were returned in 2014 to obtain a margin of error of lower than the desired +/-5% at the 95% confidence level. The online survey format used in 2010 likely attracted more of the respondents who were particularly unhappy with ODFW service and management because the method required slightly more effort on the part of the customer than the mail survey. Discontent could have been a motivation for completing the 2010 survey. In addition, there was not a safeguard against customers filling out more than one online survey. For these reasons, the agency reverted to a doing a mail survey in 2012 and 2014. However, online surveying is becoming much more common, its methods/technology have improved, and the vast majority of Oregonians are internet users (87%) according to a 2014 study. The department will consider using an improved online survey methodology for the 2016 customer service survey. To test the viability of the online survey mode, the department has just conducted a pilot online survey of recreational license holders for whom the department has an email address. That portion of license holders is less than 10% at the moment, but the department aims to substantially increase the proportion of customers for which it has emails in the coming years. The pilot survey contains questions on customer service received for all sales channels (retail stores, online, ODFW office, by mail/fax) through which the agency sells licenses. Preliminary results indicate high levels of customer satisfaction with all four sales channels. In addition, there are questions about the sources customers use to obtain hunting and fishing information, the usefulness of those sources, and in particular the usefulness of various ODFW online information resources. The survey data will be used to inform

program decisions on customer service, information provision, and ways to enhance the ODFW website.

6. WHAT NEEDS TO BE DONE

The department continues to increase the availability and expand the scope of information on fishing/hunting and wildlife management. Specific improvements include:

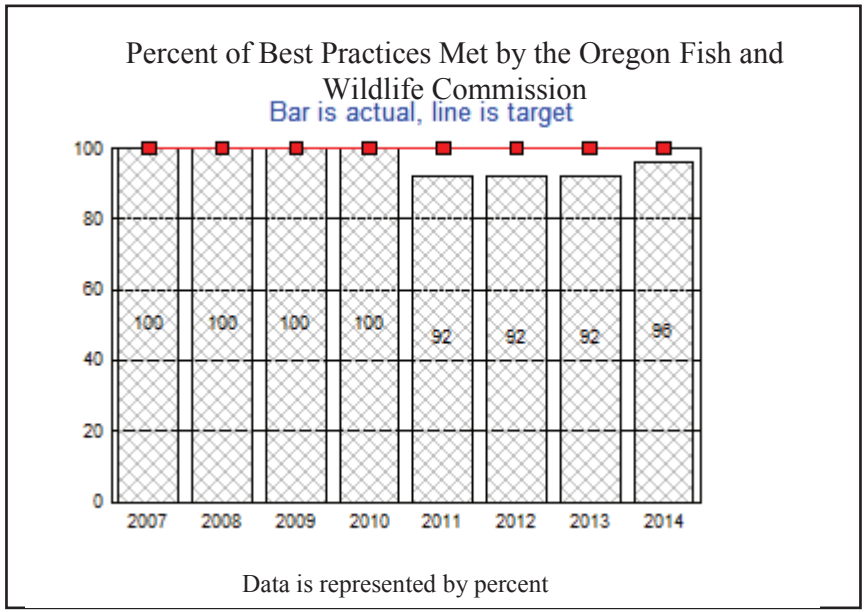
- Expanded use of social media and direct email contact with customers
- Planning for redesign of ODFW website to provide timely, relevant information in a mobile friendly format
- Expanded availability of basic information on how to/where to hunt, including additional 50 Places to Fish publications and introductory workshops
- Development of mobile fishing application with regulations and mobile version of Oregon Hunting Access Map
- Increased availability of mandatory hunter education courses during periods of peak demand
- Addition of third option for completing course online
- Development of strategic partnerships with organizations, retailers and industry to encourage participation in fishing, hunting and wildlife viewing
- Expanded use of surveys to evaluate program effectiveness and assess customer interests, attitudes, experiences and expectations

7. ABOUT THE DATA

The agency plans to collect these data every two years.
a) Survey name: “ODFW Customer Service Survey”
b) Surveyor: Conducted by ODFW staff
c) Date conducted: Mailed on August 12, 2014 with all surveys received by September 30, 2014.
d) Sampling frame: The sample frame was restricted to resident customers that had service (i.e., had contact with ODFW staff) during the 2013 calendar year. Customer addresses were obtained from ODFW databases for the following four populations,
(1) Commercial license holders (fishing permits, fishing license, and wildlife occupational licenses)
(2) People who had filed wildlife damage or sighting reports
(3) Landowners enrolled in the Landowner Preference Program (LOP), and
(4) Sport license holders who made purchases through an ODFW office.
e) Sampling procedure: Samples were selected in accordance with standard probability sampling formulae for a stratified random sampling design. Sampled customers were contacted via a single mailing that consisted of an envelope containing a cover letter and pre-paid survey postcard.
f) Sample characteristics: The target margin of error for this survey was ±5 percentage points with 95% confidence level. The margin of error of 5% indicates that if 90% of the sample answered a certain way, then one can be “sure” that between 85% and 95% of the entire population would have answered that way (if they had been asked).The 95% confidence interval indicates that you are 95% sure that the true percentage of the population would answer within the margin of error (85% to 95% in this example). A potentially low response rate was anticipated and accommodated for by inflating the required sample sizes. 1261 surveys were returned for a response rate of 27.9%.
g) Weighting: Each customer was given equal weight no matter to which group they belonged.

FISH and WILDLIFE, DEPARTMENT of	II. KEY MEASURE ANALYSIS

KPM #8	Boards and Commissions - Percent of total best practices met by the Department of Fish and Wildlife, State Fish and Wildlife Commission.	2007
Goal	To improve service and accountability to the public by evaluating commission adherence to best management practices.	
Oregon Context	Improve governance of bodies such as state boards and commissions.	
Data Source	Annual self-review of practices by commission members. Utilize feedback to take corrective actions and encourage commission members to take part in training sessions.	
Owner	ODFW, Information and Education Division, Aaron Jenkins, (503) 947-6158	



1. OUR STRATEGY

To assess current and develop future Commission activities according to best practices guidelines. The process will be used to clarify and communicate visions and ideas on the

"ideal" Commission practices and to evaluate opportunities to change processes to meet these goals.

2. ABOUT THE TARGETS

The target is set to reach 100% of the best practices identified in the survey.

3. HOW WE ARE DOING

The current performance level is slightly below the target set at 100%. For fiscal year 2013-14, Commissioners felt that 96% of the best practices were being met overall. That represents a modest improvement over 92%, the level reported for each of the last three years. Some Commission members thought the Commission could be doing more in terms of involvement with policy-making activities, involvement with ODFW's key communications, and participation in trainings. Efforts are underway to address some of these suggestions.

4. HOW WE COMPARE

Other boards and commissions have practices that vary widely. The Environmental Quality Commission (representing Oregon DEQ) has reported 100%, 90%, and 82% of best practices met in fiscal years 2010, 2011, and 2012, respectively.

5. FACTORS AFFECTING RESULTS

Many of the best practices are met by routine commission activities. Keeping on schedule for these activities will allow the Commission to continue to meet these practices.

6. WHAT NEEDS TO BE DONE

The self-assessment process allows the Commission to think about how its activities meet best practices standards. With this information in mind, improvements can be made where they are identified. In 2014, the Commission scheduled a review of its best practices as part of a regular agenda item during a public meeting. As part of that review, the Commission will be scheduling additional joint meetings, exploring electronic Commission packets, and other issues.

7. ABOUT THE DATA

The data are reported for fiscal year 2014. Commission members were asked to fill out a survey of 15 questions. All six commission members completed the survey for the reporting period.

FISH and WILDLIFE, DEPARTMENT of	III. USING PERFORMANCE DATA
Agency Mission: To protect and enhance Oregon's fish and wildlife and their habitats for use and enjoyment by present and future generations.	

Contact: W. Aaron Jenkins, Economist	**Contact Phone:** 503-947-6158
Alternate: Cameron Smith	**Alternate Phone:** 503-947-6160

The following questions indicate how performance measures and data are used for management and accountability purposes.

1. INCLUSIVITY	*** Staff :** Each year, performance data for KPMs are collected from staff and managers and trends are discussed. Budget requests proposed for the Agency Request Budget must also be linked to KPM. *** Elected Officials:** KPM results are presented to a subcommittee of Ways and Means biennially as part of the budget process. The Legislature deleted three KPMs during the 2011 session. *** Stakeholders:** The Department has an External Budget Advisory Committee (EBAC) that provides input on the agency's budget. EBAC is composed of 50 members representing fishing, hunting, conservation, local government, and other organizations. In preparing the Agency Request Budget each biennium, the Department reviews trends in hunting and fishing participation (KPMs 1, 2), ending balance, agency priorities, and key investment areas. *** Citizens:** In preparing the Agency Request Budget each biennium, the Department hosts townhall meetings across the state. In 2014, the Department hosted eight town hall meetings in the following locations: Clackamas, La Grande, Bend, Newport, Tillamook, North Bend, Roseburg and Klamath Falls. 290 members of the public participated in the town hall meetings. The Department presented information about hunting and fishing participation (KPMs 1, 2), ending balance, and budget development. The Department also received over 175 written comments from the public with regard to the development of the 2105-17 budget. Finally, the Department posts its annual KPM report on its website each year.
2 MANAGING FOR RESULTS	Each biennium the agency's leadership team reviews the mission, principles, and priorities to ensure its efforts reflect legislative direction and available resources. The leadership team identifies specific actions and timelines for each priority. This information is posted internally and externally. Progress is reviewed quarterly at the executive and management team levels. Annual progress reports are also posted on the internal website with an all staff announcement. This approach is intended to improve accountability, to ensure progress in key areas occurs during the biennium, and to communicate those priorities during the course of the biennium. Meeting these priorities will directly contribute to KPM performance.

	In 2011, the leadership team also conducted a comprehensive review of the agency's key performance measures in the hopes of pursuing a significant update with the Legislature during the 2013 session. In light of the Governor's 10 Year Plan for Oregon, the department plans to review and update its KPMs as metrics are developed under the 10 Year Plan.
3 STAFF TRAINING	While there is no uniform training for staff on KPMs, the data and results for programs are reviewed in a number of ways. For example, the screens and passage program staff report on the number of screens installed each year (KPM 6). Hunting and angling education staff regularly review fishing and hunting licenses and tags sold (KPMs 1 & 2). Customer service staff receive the feedback from the customer service survey (KPM 7).
4 COMMUNICATING RESULTS	*** Staff :** Web page to communicate ongoing agency progress across divisions. Annual updates to agency priority efforts posted on the internal website. *** Elected Officials:** Budget documents to relate agency progress for topics of special interest to elected officials. *** Stakeholders:** Web page and budget document providing general agency information related to KPMs are reviewed with the department's External Budget Advisory Committee (EBAC). *** Citizens:** Web page to provide general agency information.

Oregon Department of Fish and Wildlife Position Reclassification Report from 7/1/2013 through 12/31/14

Green is span of control

REASON FOR POSITION RECLASSIFICATION OR REPRESENTATION CODE CHANGE	EFF DATE OF RECLASS	NAME	POS#	PREVIOUS REPR	PREVIOUS CLASS#	PREVIOUS CLASS TITLE	CURRENT REPR	CURRENT CLASS#	CURRENT CLASS TITLE	PREVIOUS BASE SALARY	CURRENT BASE SALARY
Phase 2-Span of Control	10/18/2013	SKAAR, JAMES C	2700500	MMS	X8343	F & W/L SUPERVISOR	MMS	X8344	F & W/L MANAGER 1	$3,970	$4,159
Phase 2-Span of Control	10/18/2013	JOHNSON, BRIAN	2700498	MMS	X8343	F & W/L SUPERVISOR	OA	C8342	FISH & W/L TECH SENIOR	$3,426	$3,426
Phase 2-Span of Control	10/18/2013	VACANT WHEN RECLASSED	2030106	MMS	X3255	FACILITIES ENG SUPV	OA	C3253	FACILITIES ENG 3	$0	$0
Phase 2-Span of Control	10/18/2013	VACANT WHEN RECLASSED	1000125	MMS	X7006	PRIN EXEC/MANAGER D	OA	C8503	NATURAL RES SPEC 3	$0	$0
Phase 2-Span of Control	10/18/2013	VACANT WHEN RECLASSED	5220071	MMS	X7008	PRIN EXEC/MANAGER E	MMN	X1218	ACCOUNTANT 4	$0	$0
Phase 3/4-Span of Control	11/1/2014	SMITH, LYSLE CAMERON	5200162	MMS	X7008	PRIN EXEC/MANAGER E	MMN	X7008	PRIN EXEC/MANAGER E	$8,087	$8,087
Phase 3/4-Span of Control	11/1/2014	THORNTON, THOMAS L	1000127	MMS	X7006	PRIN EXEC/MANAGER D	MMN	X7006	PRIN EXEC/MANAGER D	$7,343	$7,343
Phase 3/4-Span of Control	11/1/2014	BIEDERBECK, HERMAN H	1700100	MMS	X3775	SUPV FISH/WILDLIFE BIO.	OA	C8503	NATURAL RES SPEC 3	$6,046	$6,046
Phase 3/4-Span of Control	11/1/2014	FABER, DERREK M	1315146	MMS	X3775	SUPV FISH/WILDLIFE BIO.	OA	C8503	NATURAL RES SPEC 3	$6,046	$6,046
Position Reclass - Higher level duties	7/1/2013	KEPLER, RICHARD J	3000013	MMS	X7006	PRIN EXEC/MANAGER D	MMS	X7008	PRIN EXEC/MANAGER E	$7,093	$7,438
Position Reclass - Higher level duties	10/1/2013	BUDEAU, DAVID A	1000172	OA	C8503	NATURAL RES SPEC 3	OA	C8504	NATURAL RES SPEC 4	$5,604	$5,873
Position Reclass - Higher level duties	10/1/2013	WHITTAKER, DONALD G	1000174	OA	C8503	NATURAL RES SPEC 3	OA	C8504	NATURAL RES SPEC 4	$5,604	$5,873
Position Reclass - Higher level duties	12/1/2013	ERWIN, CRAIG R	2200507	OA	C8346	FISH & W/L TECH COOR	OA	X8343	F & W/L SUPERVISOR	$3,484	$3,838
Position Reclass - Equal level duties	12/20/2013	SMITH, JEANNINE C	1202012	OA	C0801	OFFICE COORDINATOR	OA	C0104	OFFICE SPECIALIST 2	$2,538	$2,538
Position Reclass - Higher level duties	2/1/2014	STOKES, KELLY S	2401333	MMS	X7002	PRIN EXEC/MANAGER B	MMS	X7004	PRIN EXEC/MANAGER C	$5,651	$5,927
Position Reclass - Lower level duties	3/1/2014	DALE, ALAN R	4500146	MESN	Z7010	PRIN EXEC/ MANAGER F	MMS	X7006	PRIN EXEC/MANAGER D	$8,742	$8,742
Position Reclass - Higher level duties	3/17/2014	VACANT WHEN RECLASSED	1000173	OA	C8503	NATURAL RES SPEC 3	OA	C8504	NATURAL RES SPEC 4	$0	$0
Position Reclass - Lower level duties	3/20/2014	VACANT WHEN RECLASSED	1315047	OA	C8341	F & W/L TECHNICIAN	OA	C4012	FACILITY MAINTENANCE SPEC	$0	$0
Position Reclass - Higher level duties	4/1/2014	BOYD, CHRISTOPHER D	2100494	OA	C8342	FISH & W/L TECH SR	OA	X8343	F & W/L SUPERVISOR	$3,896	$4,221
Position Reclass - Higher level duties	4/7/2014	GIBBS, ANDREW J	2400735	MMS	X8344	F & W/L MANAGER 1	MMS	X8345	F & W/L MANAGER 1	$4,429	$4,429
Position Reclass - Higher level duties	4/7/2014	VACANT WHEN RECLASSED	2400763	OA	C8342	FISH & W/L TECH SR	OA	C8346	FISH & W/L TECH COOR	$0	$0
Position Reclass - Higher level duties	4/7/2014	VACANT WHEN RECLASSED	2400764	OA	C8342	FISH & W/L TECH SR	OA	C8502	NATURAL RES SPEC 2	$0	$0
Position Reclass - Higher level duties	4/17/2014	CLARK, DARREN A	1400151	OA	C8501	NATURAL RES SPEC 1	OA	C8502	NATURAL RES SPEC 2	$3,382	$3,536
Position Reclass - Higher level duties	8/1/2014	BROWN, ROBLYN F	911410	OA	C8501	NATURAL RES SPEC 1	OA	C8502	NATURAL RES SPEC 2	$3,707	$3,896
Position Reclass - Higher level duties	9/1/2014	JONES, MARCUS	5210111	OA	C0104	OFFICE SPECIALIST 2	OA	C4012	FACILITY MAINTENANCE SPEC	$3,077	$3,290
Position Reclass - Higher level duties	11/1/2014	STRAW, DANIEL E	2700514	MMS	X8344	F & W/L MANAGER 1	MMS	X8345	F & W/L MANAGER 1	$4,111	$4,979
Position Reclass - Higher level duties	11/1/2014	FOULK, TIMOTHY G	2700492	OA	C8342	FISH & W/L TECH SR	MMS	X8343	F & W/L SUPERVISOR	$3,974	$4,518
Position Reclass - Higher level duties	11/1/2014	NASSET, CHRISTIAN A	5210009	OA	C0104	OFFICE SPECIALIST 2	OA	C0435	PROC. AND CONTRACT ASST	$3,001	$3,139

Oregon Department of Fish and Wildlife New Hire Report 7/1/2013 through 12/31/2014

HIRE DATE	NAME	REPR	CLASS #	CLASS TITLE	APPT TYPE	STEP	BASE RATE	IF HIRED ABOVE STEP 2
2/26/2008	SPENCER, JAMES J	MMN	X1218	ACCOUNTANT 4	P	01	$4,881	
4/1/2014	MORRIS, SHELLIE R	OA	C0322	PUBLIC SERVICE REP 2	P	01	$2,069	
8/14/2008	DELANEY, ELISABETH G	OA	C0323	PUBLIC SERVICE REP 3	P	01	$2,314	
7/29/2013	MACK, APRIL H	OA	C0323	PUBLIC SERVICE REP 3	P	01	$2,314	
3/24/2014	LONG, ROY C	OA	C0323	PUBLIC SERVICE REP 3	P	01	$2,314	
7/28/2003	RODRIGUEZ, RHEA R	OA	C0438	PROC & CNTRCT SPEC 3	P	01	$4,210	
11/12/2013	HAGE, TRISHA J	OA	C1217	ACCOUNTANT 3	P	01	$3,838	
9/10/2013	SULLIVAN, SEAN P	OA	C3769	EXPRMNTL BIOL AIDE	L	01	$2,038	
9/11/2013	DEITERS, DANIEL M	OA	C3769	EXPRMNTL BIOL AIDE	L	01	$2,038	
9/12/2013	MOSCOSO, CARSON A	OA	C3769	EXPRMNTL BIOL AIDE	L	01	$2,038	
2/1/2014	STACK, JOSEPH P	OA	C3769	EXPRMNTL BIOL AIDE	L	01	$2,069	
5/7/2014	LEE, JOHN W	OA	C3769	EXPRMNTL BIOL AIDE	L	01	$2,069	
6/2/2014	ANDERSON, TYLER	OA	C3769	EXPRMNTL BIOL AIDE	L	01	$2,069	
6/9/2014	TUCK, JOHN H	OA	C3769	EXPRMNTL BIOL AIDE	L	01	$2,069	
7/14/2014	KLEBES, KRYSTAL C	OA	C3769	EXPRMNTL BIOL AIDE	L	01	$2,110	
8/1/2014	HUNTER, MACKENZIE R	OA	C3769	EXPRMNTL BIOL AIDE	L	01	$2,069	
8/25/2014	INGMAN, JOSEPH C	OA	C3769	EXPRMNTL BIOL AIDE	L	01	$2,069	
10/16/2014	COXEN, KODY L	OA	C3769	EXPRMNTL BIOL AIDE	L	01	$2,110	
3/3/2014	CROWELL, WHITNEY M	OA	C8340	F & W/L TECH ENTRY	L	01	$2,188	
3/18/2013	VAN EGDOM, LAWRENCE I	OA	C8341	F & W/L TECHNICIAN	P	01	$2,451	
7/1/2013	SEMROW, MITCHELL L	OA	C8341	F & W/L TECHNICIAN	P	01	$2,451	
7/22/2013	LITTLE, CHRISTIAN F	OA	C8341	F & W/L TECHNICIAN	L	01	$2,451	
7/22/2013	WARREN, RAYMOND A	OA	C8341	F & W/L TECHNICIAN	L	01	$2,451	
7/23/2013	KINNEY, SHANE K	OA	C8341	F & W/L TECHNICIAN	L	01	$2,451	
8/1/2013	KERR, TRAVIS M	OA	C8341	F & W/L TECHNICIAN	P	01	$2,451	
8/26/2013	VINYARD, BRIAN L	OA	C8341	F & W/L TECHNICIAN	P	01	$2,451	
10/7/2013	PARRISH, LYLE J	OA	C8341	F & W/L TECHNICIAN	P	01	$2,451	
11/20/2013	KING, CAMERON T	OA	C8341	F & W/L TECHNICIAN	L	01	$2,451	
8/11/2014	MARBEN, LUCAS R	OA	C8341	F & W/L TECHNICIAN	P	01	$2,488	
4/15/2014	TORTORELLI, CHRISTOPHE	OB	C0323	PUBLIC SERVICE REP 3	S	01	$2,314	
7/11/2011	EDWARDS, JACK D	OB	C3769	EXPRMNTL BIOL AIDE	S	01	$2,069	

6/18/2012	ETHERTON, JOSHUA B	OB	C3769	EXPRMNTL BIOL AIDE	S	01	$2,038	
10/1/2012	WEINRICH, MATTHEW J	OB	C3769	EXPRMNTL BIOL AIDE	S	01	$2,069	
11/27/2012	HULL, JEFFREY G	OB	C3769	EXPRMNTL BIOL AIDE	S	01	$2,069	
7/2/2013	FERRELL, MEGAN M	OB	C3769	EXPRMNTL BIOL AIDE	S	01	$2,038	
7/10/2013	MONTGOMERY, ALINA N	OB	C3769	EXPRMNTL BIOL AIDE	S	01	$2,038	
7/22/2013	WARREN, RAYMOND A	OB	C3769	EXPRMNTL BIOL AIDE	S	01	$2,038	
7/23/2013	BENSON, MICHELLE R	OB	C3769	EXPRMNTL BIOL AIDE	S	01	$2,038	
8/9/2013	DONOHOE, OWEN R	OB	C3769	EXPRMNTL BIOL AIDE	S	01	$2,038	
8/12/2013	REED, GREGORY C	OB	C3769	EXPRMNTL BIOL AIDE	S	01	$2,069	
9/1/2013	LIEBERT, BRIAN V	OB	C3769	EXPRMNTL BIOL AIDE	S	01	$2,038	
9/3/2013	MEAD, JONATHAN J	OB	C3769	EXPRMNTL BIOL AIDE	S	01	$2,038	
9/3/2013	SMITH, AARYN B	OB	C3769	EXPRMNTL BIOL AIDE	S	01	$2,038	
9/3/2013	FELLER, ADAM M	OB	C3769	EXPRMNTL BIOL AIDE	S	01	$2,069	
9/10/2013	SCHUDER, CASEY W	OB	C3769	EXPRMNTL BIOL AIDE	S	01	$2,038	
9/11/2013	DEITERS, DANIEL M	OB	C3769	EXPRMNTL BIOL AIDE	S	01	$2,069	
9/20/2013	MEREDITH, SUMMER D	OB	C3769	EXPRMNTL BIOL AIDE	S	01	$2,038	
2/3/2014	BROWN, DEAN P	OB	C3769	EXPRMNTL BIOL AIDE	S	01	$2,069	
2/10/2014	SEAL, RYAN L	OB	C3769	EXPRMNTL BIOL AIDE	S	01	$2,069	
3/4/2014	KADING, BRYCE K	OB	C3769	EXPRMNTL BIOL AIDE	S	01	$2,069	
3/10/2014	ANDRUS, CHARLES W	OB	C3769	EXPRMNTL BIOL AIDE	S	01	$2,069	
3/17/2014	GIBSON, POLLY P	OB	C3769	EXPRMNTL BIOL AIDE	S	01	$2,069	
3/21/2014	HAWLEY-JONES, DAMIEN R	OB	C3769	EXPRMNTL BIOL AIDE	S	01	$2,069	
4/1/2014	BEYER, CURT M	OB	C3769	EXPRMNTL BIOL AIDE	S	01	$2,069	
4/1/2014	BLACKBURN, COURTNEY D	OB	C3769	EXPRMNTL BIOL AIDE	S	01	$2,069	
4/1/2014	WYATT, MATTHEW A	OB	C3769	EXPRMNTL BIOL AIDE	S	01	$2,069	
4/3/2014	MCMICHAEL, GREGORY A	OB	C3769	EXPRMNTL BIOL AIDE	S	01	$2,069	
6/2/2014	MAXWELL, ELISABETH A	OB	C3769	EXPRMNTL BIOL AIDE	S	01	$2,069	
6/2/2014	MULLER, ANDREW R	OB	C3769	EXPRMNTL BIOL AIDE	S	01	$2,069	
7/1/2014	CLAWSON, CHELSEA M	OB	C3769	EXPRMNTL BIOL AIDE	S	01	$2,069	
7/1/2014	WISE, CODY D	OB	C3769	EXPRMNTL BIOL AIDE	S	01	$2,069	
7/7/2014	SON, DANIEL D	OB	C3769	EXPRMNTL BIOL AIDE	S	01	$2,069	
7/14/2014	KLEBES, KRYSTAL C	OB	C3769	EXPRMNTL BIOL AIDE	S	01	$2,069	
6/1/2013	WATKINS, RODNEY L	OB	C4116	LABORER/STUDENT WKR	S	01	$2,110	
4/1/2014	KINNEY, NATHAN L	OB	C4116	LABORER/STUDENT WKR	S	01	$2,069	

6/29/2011	PARKER, BETHANY S	OB	C8341	F & W/L TECHNICIAN	S	01	$2,488	
7/3/2012	COLEMAN, MATTHEW D	OB	C8341	F & W/L TECHNICIAN	S	01	$2,488	
5/6/2013	BEYER, GARTH A	OB	C8341	F & W/L TECHNICIAN	S	01	$2,488	
5/6/2013	SANDERS, DALE A	OB	C8341	F & W/L TECHNICIAN	S	01	$2,488	
5/7/2013	MCNASSAR, GABRIEL J	OB	C8341	F & W/L TECHNICIAN	S	01	$2,488	
7/15/2013	GERTKEN, RYAN A	OB	C8341	F & W/L TECHNICIAN	S	01	$2,488	
7/23/2013	KINNEY, SHANE K	OB	C8341	F & W/L TECHNICIAN	S	01	$2,488	
9/12/2013	MOSCOSO, CARSON A	OB	C8341	F & W/L TECHNICIAN	S	01	$2,488	
10/1/2013	STEPHENS, RAYMOND G	OB	C8341	F & W/L TECHNICIAN	S	01	$2,451	
10/16/2013	JOHNSON, ELIZABETH M	OB	C8341	F & W/L TECHNICIAN	L	01	$2,451	
10/21/2013	FOLEY, TAYLOR N	OB	C8341	F & W/L TECHNICIAN	S	01	$2,488	
2/18/2014	BUNDY, TIMOTHY A	OB	C8341	F & W/L TECHNICIAN	S	01	$2,488	
3/3/2014	ROSENBERG, ANDREW J	OB	C8341	F & W/L TECHNICIAN	S	01	$2,488	
3/17/2014	HAINES, NATHAN D	OB	C8341	F & W/L TECHNICIAN	S	01	$2,488	
4/28/2014	GROHS, HALEY A	OB	C8341	F & W/L TECHNICIAN	S	01	$2,488	
6/10/2014	MCGOVERN, TRACEY A	OB	C8341	F & W/L TECHNICIAN	S	01	$2,488	
7/8/2014	SHELTON, CHRISTOPHER D	OB	C8341	F & W/L TECHNICIAN	S	01	$2,488	
7/15/2013	MENDENHALL, SHERI L	OA	C0104	OFFICE SPECIALIST 2	P	02	$2,352	
9/23/2013	SMITH, JEANNINE C	OA	C0104	OFFICE SPECIALIST 2	P	02	$2,352	
8/4/2014	CARLSTROM, SHEILA M	OA	C0104	OFFICE SPECIALIST 2	P	02	$2,387	
10/13/2014	GONZALES, AMBER D	OA	C0104	OFFICE SPECIALIST 2	P	02	$2,435	
12/1/2014	NOVY, JULIE R	OA	C0104	OFFICE SPECIALIST 2	P	02	$2,435	
11/12/2014	BARBER, TRAVIS I	OA	C0403	MAIL EQUIP OPERATR 1	P	02	$2,188	
8/12/2013	BAUCOM, NAOMI E	OA	C0801	OFFICE COORDINATOR	P	02	$2,435	
10/9/2014	BEALL, DARLEEN M	OA	C0801	OFFICE COORDINATOR	P	02	$2,435	
7/8/2013	MCMILLEN, KELLY J	OA	C1485	INFO SYSTEMS SPEC 5	P	02	$4,258	
7/15/2009	PAINE, JEFFREY C	OA	C3769	EXPRMNTL BIOL AIDE	P	02	$2,145	
3/15/2013	HARRISON, JULIET E	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,113	
5/21/2013	GALE, LYNDSY B	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,113	
6/3/2013	LAWRENCE, KELLY A	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,188	
7/1/2013	FISCHER, REED B	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,113	
7/1/2013	RICHARDS, REBECCA J	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,113	
7/11/2013	MAYES, CHRISTOPHER L	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,113	
7/23/2013	BLAKELY, LANAYA N	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,113	

8/1/2013	HENDERSON, JEREMY S	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,113	
8/1/2013	MILLER, NICHOLAS O	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,113	
8/12/2013	AMBROSE, JENNIFER L	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,113	
8/12/2013	DODSON, KYLE M	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,113	
8/12/2013	HANSEN, NICOLE M	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,113	
8/12/2013	LOIS, JENNIFER E	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,113	
8/19/2013	SHLITTER, ALEXANDRA N	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,113	
9/3/2013	BRADY, JOSEPH S	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,113	
10/1/2013	DAIGNEAULT, JEREMY R	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,113	
10/31/2013	KETCHUM, LINDSAY L	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,113	
2/18/2014	BROWN, SCOTT T	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,145	
2/18/2014	WIERENGA, JAMIE D	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,145	
3/5/2014	BROOKS, CAMERON C	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,145	
3/10/2014	IKEMOTO, AARON G	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,145	
4/8/2014	MILLER, CHERYL M	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,145	
4/29/2014	HALPERN, NAOMI P	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,145	
7/1/2014	CHAMBERLAIN, RICHARD C	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,145	
7/1/2014	MCINTOSH, MARIAH K	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,145	
7/1/2014	SOULE, KATURAH S	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,145	
7/1/2014	SWOFFORD, NICHOLAS R	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,145	
8/4/2014	FLAHERTY, RYAN J	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,145	
8/18/2014	BREAUX, JARED H	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,145	
8/18/2014	BURG, GEORGE C	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,145	
8/18/2014	GORMAN, DYLAN J	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,145	
8/18/2014	LIPE, CATHY M	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,145	
8/18/2014	VOLOSHIN, ANYA A	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,145	
8/19/2014	EVANS, DAVID J	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,145	
9/2/2014	CARTER, ALEXANDRA M	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,188	
9/2/2014	DRAKE, REGAN L	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,188	
9/2/2014	EASTERLY, DANIELLE D	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,188	
9/2/2014	KENNEDY, DAVID C	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,188	
9/2/2014	MASLEN, ERIKA A	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,188	
9/8/2014	NEGHERBON, LINDSEY B	OA	C3769	EXPRMNTL BIOL AIDE	S	02	$2,188	
10/1/2014	MUELLER, JONATHAN P	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,188	

10/6/2014	FEITEN, NICOLE E	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,188	
10/6/2014	MASSIE, JORDAN A	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,188	
11/10/2014	ZIMMERMAN, DAVID J	OA	C3769	EXPRMNTL BIOL AIDE	L	02	$2,188	
1/6/2014	BENDA, SUSAN E	OA	C3779	MICROBIOLOGIST 1	P	02	$3,382	
9/1/2013	THURSTON, ROBIN K	OA	C4012	FACILITY MAINT SPEC	P	02	$2,662	
6/17/2014	POWELL, ALEXANDER E	OA	C4116	LABORER/STUDENT WKR	L	02	$2,145	
1/7/2013	COHEN, MARC A	OA	C8341	F & W/L TECHNICIAN	P	02	$2,546	
8/4/2014	SPETEN, DAVID	OA	C8341	F & W/L TECHNICIAN	L	02	$2,584	
6/2/2014	SALGADO, JOSE A	OA	C8502	NATURAL RES SPEC 2	L	02	$3,536	
10/28/2013	LAWONN, MATTHEW J	OA	C8503	NATURAL RES SPEC 3	P	02	$4,019	
10/1/2010	STAHL, GREGG A	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
8/19/2011	HULETT, DANE M	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
8/13/2012	TAYLOR, SARA F	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,113	
9/6/2012	CHILDRESS, KRISTEN J	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,113	
1/3/2013	PAQUETTE, JONATHAN P	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
3/15/2013	HARRISON, JULIET E	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
4/1/2013	MCMULLEN, GEOFFREY R	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
5/9/2013	BOOSTROM, GRAHAM G	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,113	
6/3/2013	RHODES, MATTHEW E	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,113	
6/28/2013	SCHRICKER, JAYME E	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,113	
7/1/2013	WISE, THEODORE M	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
7/8/2013	MOFFETT, CINAMON L	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,113	
8/1/2013	KURTZ, DANA G	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,113	
8/12/2013	HANSEN, NICOLE M	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
8/26/2013	KUNST, CORBIN A	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,113	
9/10/2013	RUTHARDT, JESSICA L	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,113	
9/10/2013	MCCANDLESS, COLLIN J	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
9/16/2013	REES, MONICA S	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,113	
9/25/2013	MARQUARDT, ALEXANDRIA	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,113	
10/1/2013	BURTON, WESLEY A	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,113	
10/14/2013	HUNT, PATRICK S	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,113	
10/14/2013	SHEELY, CHRIS M	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,113	
10/14/2013	WEBSTER, SETH E	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,113	
10/21/2013	CLARK, TAMARA V	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,113	

10/21/2013	HAZEN, JORDAN A	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,113	
2/19/2014	KEMPER, TERRA L	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
3/5/2014	BROOKS, CAMERON C	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
3/10/2014	IKEMOTO, AARON G	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
4/7/2014	NORDHOLM, KATHERINE E	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
4/8/2014	MILLER, CHERYL M	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
4/21/2014	GONZALEZ, ADRIAN J	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
4/21/2014	SHEN, JASMINE S	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
4/21/2014	SLEASMAN, JACOB J	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
4/28/2014	BOWMAN, BRIANNA H	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
4/28/2014	HILTON, MICHELLE R	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
4/28/2014	HOCHSTETLER, LUKE D	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
4/28/2014	JOHNSON, COLBY B	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
4/28/2014	LANGLAND, KATHLEEN M	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
4/28/2014	SLAVEN, TAWNY E	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
5/5/2014	DOYLE, JAMES B	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
5/5/2014	SCHNURLE, KERSTEN G	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
5/22/2014	BREWER, TAYLOR S	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
6/2/2014	ALLEY, MIKAELA	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
6/2/2014	DORFF, REBECCA J	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
6/2/2014	RUFF, JOHANNA L	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
6/15/2014	EASTMAN, SARAH L	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
6/15/2014	MCKINNEY, JUSTIN M	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
6/16/2014	CURRAN, LORNE S	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
6/23/2014	ROBERTS, DYLAN P	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
7/1/2014	VAN HEVELINGEN, THOMAS	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
8/4/2014	BRADY, SHAWN J	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
8/8/2014	GOREY, ERICA R	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
8/11/2014	KARCH, KATELYNN X	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
8/18/2014	SACHS, STEVEN A	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
8/18/2014	SWARTZ, BONNIE J	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
8/21/2014	GANN, AARON K	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,145	
9/2/2014	ALLEN, JESSE D	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,188	
9/2/2014	BARNES, ABEDNEGO	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,188	

9/2/2014	PHAM, THOMAS T	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,188	
9/3/2014	LAWS, ANNA K	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,188	
9/8/2014	MCDONEL, HALEY L	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,188	
9/12/2014	ANDERSON, ANGEL A	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,188	
9/15/2014	PIRRELLO, ANDREW C	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,188	
9/17/2014	BEERWEILER, KERSTIN I	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,188	
9/19/2014	SUTTON, EVAN P	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,188	
10/1/2014	BARTHOLOMEW, ELIZABETH	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,188	
10/13/2014	WONG, ALANNA A	OB	C3769	EXPRMNTL BIOL AIDE	S	02	$2,188	
5/27/2011	WESTENHOUSE, MICHAEL J	OB	C4116	LABORER/STUDENT WKR	S	02	$2,113	
1/22/2013	BUTLER, ANDREW B	OB	C8341	F & W/L TECHNICIAN	S	02	$2,636	
2/4/2013	BASCH, LAWRENCE V	OB	C8341	F & W/L TECHNICIAN	S	02	$2,584	
6/17/2014	ANTONETTI, ANDREW J	OB	C8341	F & W/L TECHNICIAN	S	02	$2,584	
8/15/2013	BOHNSACK, JESS M	OA	C3769	EXPRMNTL BIOL AIDE	L	03	$2,191	Was earning comparable rate of pay
1/6/2014	ROGERS, JENNIFER J	OA	C8501	NATURAL RES SPEC 1	P	03	$3,225	Was earning comparable rate of pay and advanced degree
8/1/2010	DETHLOFF, MEGAN M	OB	C3769	EXPRMNTL BIOL AIDE	S	03	$2,224	Seasonal hire.
8/15/2013	BOHNSACK, JESS M	OB	C3769	EXPRMNTL BIOL AIDE	S	03	$2,224	Seasonal hire.
7/1/2013	CLARK, DARREN A	OA	C8501	NATURAL RES SPEC 1	P	04	$3,332	Was earning comparable rate of pay and advanced degree
10/28/2013	WALTON, KELLY M	OA	C8502	NATURAL RES SPEC 2	P	04	$3,838	Was earning comparable rate of pay
12/1/2014	GREGORY, SARA C	OA	C8502	NATURAL RES SPEC 2	L	04	$3,974	Was earning comparable rate of pay
11/21/2013	SWEARINGEN, THOMAS C	OA	C8503	NATURAL RES SPEC 3	P	04	$4,413	Was earning comparable rate of pay and advanced degree
4/15/2013	MCINTOSH, NEAL E	OB	C3769	EXPRMNTL BIOL AIDE	S	04	$2,280	Advanced degree and experience
5/2/2013	PIERSON, KATHERINE J	OB	C3769	EXPRMNTL BIOL AIDE	S	04	$2,314	Moved from limited duration to seasonal, slary at same rate as LD.
4/22/2002	ABEL, KAYLEEN M	OA	C0801	OFFICE COORDINATOR	L	05	$2,662	Was earning comparable rate of pay
11/8/2013	CURTIS, ANGELIQUE M	OA	C8502	NATURAL RES SPEC 2	P	05	$4,019	Was earning comparable rate of pay
11/4/2013	ROBINSON, PETER R	OA	C1486	INFO SYSTEMS SPEC 6	P	07	$5,730	Was earning comparable rate of pay
12/2/2013	MARION, SCOTT R	OA	C8503	NATURAL RES SPEC 3	P	07	$5,174	Was earning comparable rate of pay and advanced degree
5/27/2014	BISCHEL, JAMES K	OA	C1486	INFO SYSTEMS SPEC 6	P	08	$6,091	Was earning comparable rate of pay
2/16/2010	KUPILLAS, STEVEN A	OB	C3769	EXPRMNTL BIOL AIDE	S	09	$2,775	Was earning comparable rate of pay

Oregon Department of Fish and Wildlife
Supervisory to Non Supervisory Ratios for Budgeted Positions
To Comply with HB 2020 and HB 4131

Effective Date	Supervisory Positions	Non Supervisory Position	Ratio
April 2014	190 (121)	1351 (1082)	1 to 9
November 2013	193 (153)	1358 (1187)	1 to 8
January 2013	195	1308	1 to 7
June 2012	224	1254	1 to 6

Pending changes:

Effective Date	Supervisory Positions	Non Supervisory Position	Ratio
July 2015*	183 (112)	1355 (1080)	1 to 10

**On November 20, 2014, ODFW submitted a reclass package that included abolishing three additional supervisory positions. However, due to these positions being in the Governor's Recommended Budget, the abolishments will not be implemented until 7/1/15.*

- The parenthetical numbers above show the remaining position counts after exceptions have been removed.
- ODFW has more than 80 offices, hatcheries, and wildlife areas spread across the state. ODFW requested and the Department of Administrative Services approved exceptions for hatcheries, wildlife areas and some remote offices.
- Hatcheries have 24 hours, 7 days a week operations.
- There is more complexity at hatchery and wildlife areas because people live and work on site. ODFW has more than 180 rental units, the largest of any state agency.

ODFW Operational Changes in the Course of 2013-15

ODFW has made significant changes to its operations during the 2013-15 biennium to address current and expected budget deficiencies. While ODFW strived to maintain its current level of public service across the agency, some of these operational changes did negatively affect the agency's capacity to perform these services due to the decreased staff and funding available. However, many of the agency's changes to its operations resulted in increased efficiencies in doing business that has and will contribute to long-term cost savings.

Some of the changes initiated by ODFW during the 20013-15 biennium were:

- Consolidation of the current regional structure. Previously ODFW utilized 4 regional areas to administer its programs throughout the state. This was reduced to 2 regions to realize savings from position reductions. Public services were impacted as reduced staff had to accommodate the existing workload.
- Fleet Consolidation. ODFW reduced the number of vehicles in its fleet by 70. In some cases this limited the ability to perform simultaneous field operations and has put an increased demand on pool vehicles, but substantial savings were gained.
- Travel Restrictions. In-state and out-of-state travel restrictions were enforced by the agency which hampered the ability for staff to meet and coordinate with internal and external colleagues and participate in various state and federal endeavors. Technological solutions were utilized to mitigate some of the difficulties associated with the restrictions.
- Modernization of agency fiscal systems. Major changes in fiscal administrative staff workloads occurred due to the improvement of processes and the introduction of numerous internal systems. These changes resulted in position reductions.

A complete list of efficiency changes can be found at m. Program Efficiency Actions.

Oregon Department of Fish and Wildlife - Summary of Program Efficiencies & Cost Savings

Region or Division	Type of Project	Project Name and Description	Estimated or Anticipated Annual Savings ($)	Give formulas or rationale for savings
Directors Office	Lean Communications	The Directors Office created an internal webpage to increase the effectiveness of the Lean efforts at ODFW. Suggestions for improvements at ODFW are received from employees in the field and have been the source of several projects and savings. The webpage is updated monthly with information on recent projects and provides an easy way for employees to submit their ideas.		Over 100 suggestions have been submitted in the first 6 months. Savings are found in the results of Lean projects.
Administrative Services Division	Cost Containment	The following projects in Accounting created capacity so that vacant positions were eliminated: Billing System Accounts Payable Revenue Recording Electronic Timesheets	$159,000	Labor Savings. The value of vacant positions that were eliminated as efficiencies were realized.
Administrative Services Division	Cost Containment	Licensing Section reduce Agent Support hours based on an analysis of the number of calls received in given timeframes.	$50,000	Labor Savings. Eliminated 1 PSR 3 position.
Administrative Services Division	Cost Containment	Reduction in mailing of post cards for Spring Bear Big Game and Renewal Notices.	$46,000	Savings in postage
Wildlife and Fish Divisions	Cost Containment	Reduction in quantities of Regulations ordered for Bird, Big Game and Fishing. Analysis over the past five years demonstrated that over 25% of the regulations ordered were recycled. Reduced orders by 70,000 for Bird, and 100,000 for both Big Game and Fish.	$62,000	Reduction in cost by vendor based on unit price of regulations.

Wildlife and Fish Divisions	Cost Containment	Reduction in number of pages in each regulation for Bird, Big Game and Fish. Reduced Bird regulation by 12 pages, Big Game by 12 pages and Fish regulations by 8 pages.	$30,000	Reduction in cost provided by vendor based on unit price of regulations.
Agency wide	Cost Containment	Reduction in agency fleet expenses. Reduced the number of vehicles by over 70 across all regions. Also promoted car pooling and traded for more fuel efficient vehicles. Transitioned to using commercial fueling stations.	$600,000	Totaled savings from each region. Data from regions were based on DAS lease rates, mileage, and fuel consumption data. 2013 data compared to 2014 data from DAS invoicing reports. Estimated $50k per month savings based on last three months of 2014 as full effects of changes were measured.
Directors Office	Cost Containment	Consolidation of Regions from four regions to two regions, East and West.	$300,000	Savings are attributed to the reduction of two regional managers.
Fish Div.	Cost Containment	Reduced leased office spaces	$9,500	MRP eliminated two storage units in Newport; and Corvallis Research eliminated storage in Nehalem. Vacating these three units created an immediate savings of $9,500
Fish Div.	Cost Containment	Eliminated the astaxanthin feed additive fed to rainbow trout.	$20,112	Determined coloring was not needed.
Information Services Division	Cost Containment	Reducing the cost of 50 VoIP phones that are not used	$13,000	Phones that are not commonly used such as vacant cubes, positions currently on hiring freeze, 'extras' in conference rooms (where triad exists), guest areas not in frequent use.

Directors Office	Cost Containment	Reducing the cost of storage by Headquarters programs by consolidating all current storage outside of the agency to within the new ODFW building.	$20,000	All Hunting and Fishing regulations will be stored in our warehouse, eliminating $10/mo per pallet charges at DAS Surplus. Additional savings per yr from reducing off site storage by HQ divisions..
Directors Office	Shared Services	Shared Internal Audit and Lean Leader positions among ODFW, Department of Agriculture (ODA), Department of Forestry (ODF) under an IGA. This allows all three agencies to have more capacity for Auditing and Lean without having each agency paying for full time employees in these positions.	$70,000	The ODF Internal Auditor will share time with 50% spend at home agency (ODF) and 25% of remaining time at ODA and ODFW. The ODFW Lean Leader shares time with 50% spend at home agency (ODFW) and 25% of remaining time at ODA and ODF on cost savings projects in their agencies.
Fish Division	Improved Program Delivery	Currently developing a Mobile Fish Map Application for use by the public. Creating a data-base driven program that allows user to access location, regulation and species information regarding recreational fishing opportunities in Oregon via mobile platforms.	To Be Determined	Project underway. Could eventually provide savings in reducing the number of published fish regulations and create revenue via online ad sales.

Wildlife Division	Cost Containment	Wildlife Damage Complaint Process was changed from a manual paper reporting process to an electronic process using an Access database. Phase one of the project is completed for standard damage complaints. Phase two is the inclusion of Cougar and Bear complaints which will be implemented in 2015. All reports are recorded electronically with monthly transfers of information on closed cases to HQ . Reports will be generated from the Access database as well as common forms used in the field without the need to duplicate entries. Biologists in the field can now access information that previously was not in the system on open cases to use for trend analysis and strategy deployment.	$24,000	Savings by administrative personnel at Salem HQ. The reports submitted from the field no longer require intensive QA review, and no additional data entry time is required. More savings will be realized as the ease in producing reports for interested parties and creating permits in the field will be measured in 2015.
ASD	Cost Containment	Cash register replacement project. Replacing the current cash registers at 16 offices that will improve the reconciliation of monies. The current system is very labor intensive.	To Be Determined	Estimated savings in labor by Accounting, Licensing and Field staff.
Agency wide	Cost Containment	Go To Meeting Implementation. Go To Meeting has been introduced to the agency to reduce the need for personnel to travel to Salem or sites where meetings are being hosted. These meetings are attended by ODFW personnel, user groups, other state agencies, federal agencies and public entities.	$92,000	In 2014 there were 252 meetings that Go To Meeting reduced the need for travel. Calculation based on Average labor hour cost of $35 x 2654 hours. Some meetings had multiple people attending at one location so the estimate of hours saved is lower than actual.
I and E	Cost Containment	Reduction in staff time in traveling to EE Wilson to get material for education programs. Material and trailers are now stored at HQ warehouse and trailer parking area.	$15,000	Reduces trips to EE Wilson by a minimum of 8 per month. each trip uses 4 hours of staff time per person, 1-2 persons per trip.
East Region	Cost Containment	East Region Leadership Team conduct weekly conference calls in lieu of travel.	$4,000	Reduces travel time to meetings by 12 hours per month.

HR	Shared Services	Providing HR services for the Real Estate Agency and provided resources for Department of Forestry payroll for FEMA reimbursement.	$33,136	Based on a contract with the Real Estate Agency and Forestry for reimbursement of personnel time.
ASD	Shared Services	Provided payroll services for the Department of Agriculture due to a staffing issue at DOA.	To Be Determined	Agencies involved are discussing repayment terms
East Region	Cost Containment	Enterprise Office Completion: The 3 story Enterprise District Office was built in the 1990s however only the first floor was ever finished. In 2014, we invested in completing the 2nd floor to create 1,600 sq ft of office space available for leased. The space has been leased to OSP.	$40,000	We will recover all of our costs in less than 4 years and then generate >$40,000/year from the lease. Improvement were made using Pittman-Robertson Act monies.
East Region	Cost Containment	Elkhorn Wildlife Area/ODF Partnership: Elkhorn Wildlife Area has not had active forest management since we acquired the property in the early 70's. Projects initiated with these funds are expected to generate significant revenue from log sales, stimulate local economies, and protect state property from catastrophic wildfires. These funds will be used to implement forest management on other ODFW Wildlife Areas in Northeastern Oregon.	$600,000	Through a partnership with ODF and USFS, we were able to secure $600,000 in USFS funding for ODF to provide technical assistance for implementing forest management and fuels reduction projects on the wildlife area.
Fish Division	Cost Containment	At Bonnevile Hatchery there was a change in production that created a reduction in required treatments. We also changed from Hydrogen Peroxide to Formalin for adult salmon and egg treatments. Reduced number of barrels used from 50-60 barrels a year to 7 barrels a year.	$10,885.00	Reduced materials costs
Fish Division	Cost Containment	At Bonneville Hatchery we terminated Aramark services on October 31, 2014	$7,336.23	Reduction in janitorial services
Fish Division	Cost Containment	At Bonneville Hatchery we terminated several phone lines that were no longer needed.	$660.69	Reduction of unneeded phone services

Information and Education	Cost Containment	Meltwater clipping service saves staff time from manually searching, cutting and pasting from several news websites to compile ODFW news summaries	$3,400	For news clipping, we're saving 2 hours a week, $3,400 a year
Information and Education	Cost Containment	Greater use of emails versus postcards saves us in postage fees	$1,100	Primarily related to youth pheasant hunt reminder cards. Previously we sent out 10K cards at approx 11 cents each.
West Region	Cost Containment	In 2014 we were approved for wild coho fisheries without creel surveys.	$15,000	We were able to save the costs of 5 temporary creel surveyors (would have come from R&E) and freed up district time no longer needed to oversee the creel survey and data analysis (also freed up time for the staff biometrician in HQ).
West Region	Cost Containment	In 2014 we restructured the trout stocking schedule to reduce the number of stocking trips.	$2,200	Labor Savings. In short we stocked more trout less often to get the same number of fish planted at district lakes.
		Total of Annual Savings	$2,228,330	

Agency	Authorization	Position	RDC	Pos Type	Anticipated Fill Date	Reason Narrative	Reason Category	XREF	GF	OF	FF	LF	Vac 7-11	Vac 12+
63500	000413910	1000125	074	PF	7/1/2015		4	020-03-03-00000	-	-	78,811	42,437	0	1
63500	000414610	1200182	252	SF	7/1/2015		3	020-01-07-00000	5,094	-	3,548	-	1	0
63500	000414630	1200184	253	SF	7/1/2015		3	020-01-07-00000	-	12,678	12,678	-	0	1
63500	000414810	1300117	369	PF	7/1/2015		6	020-01-06-00000	-	33,624	100,872	-	0	1
63500	000414860	1300155	350	PF	7/1/2015		6	020-01-01-00000	-	116,544	-	-	0	1
63500	000415360	1400165	510	SF	1/5/2015		3	020-01-06-00000	-	6,655	19,965	-	1	0
63500	000416090	1700170	150	PF	None		1	040-03-00-00000	-	111,072	-	-	0	1
63500	000416480	2820924	168	SF	8/1/2015		10	010-05-02-21000	-	3,698	17,432	-	0	1
63500	000416690	2010285	170	SF	3/1/2015		3	010-06-02-10000	-	8,452	8,452	-	0	1
63500	000416710	2010288	170	SF	8/1/2015		3	010-06-02-10000	-	7,395	5,283	-	0	1
63500	000416740	2010373	056	PF	None		1	010-05-05-20000	-	63,888	-	-	0	1
63500	000416800	2020623	054	PF	None		1	010-05-02-10000	-	170,232	-	-	0	1
63500	000416990	2020278	107	SF	10/15/2015		6	010-05-02-21000	-	-	14,791	-	1	0
63500	000417080	2020626	369	PF	7/1/2015		10	010-05-02-21000	-	-	134,496	-	1	0
63500	000417940	2400254	512	SF	2/2/2015		3	010-05-04-34000	-	-	16,904	-	1	0
63500	000418460	2100390	306	PF	None		1	010-05-04-32000	-	50,712	-	-	1	0
63500	000418550	2030544	051	PF	None		1	010-05-04-40000	-	155,112	-	-	1	0
63500	000419450	2100029	107	SF	6/15/2015		3	010-05-02-21000	14,791	-	-	-	0	1
63500	000419520	2100081	216	SF	7/1/2015		10	010-05-04-31000	12,730	12,730	-	-	0	1
63500	000419680	2100353	120	SF	7/1/2015		10	010-05-04-31000	-	4,754	14,263	-	0	1
63500	000419730	2100404	120	PF	1/5/2015		2	010-05-04-31000	-	15,276	45,828	-	0	1
63500	000420500	2200092	107	SF	6/15/2015		3	010-05-02-21000	-	1,458	8,262	-	0	1
63500	000420530	2300183	350	SF	7/1/2015		10	010-05-02-21000	-	-	9,213	-	0	1
63500	000420660	2200365	306	SF	7/1/2015		3	010-05-04-32000	8,763	-	17,529	-	1	0
63500	000420800	2200452	306	PF	2/1/2015		6	010-05-04-32000	-	-	66,600	-	1	0
63500	000421140	2200737	256	PF	None		1	010-05-04-32000	-	121,248	-	-	0	1
63500	000421230	2200905	253	PP	None		1	010-05-01-12000	-	15,972	-	-	1	0
63500	000421230	2200905	253	PP	None		1	020-01-05-20000	-	15,972	-	-	1	0
63500	000421390	2300229	451	SF	6/1/2015		5	010-05-04-33000	-	5,729	17,185	-	0	1
63500	000421640	2300482	451	PF	2/1/2015		2	010-05-04-33000	-	18,192	54,576	-	1	0
63500	000421690	2300517	360	PF	7/1/2015		6	010-05-04-33000	-	22,686	68,058	-	0	1
63500	000421780	2300728	353	PF	7/1/2015	To be filled in AY 15-17	11	010-05-05-20000	-	-	66,600	-	0	1
63500	000421800	2300731	353	PF	11/1/2015		2	010-05-05-20000	-	-	83,616	-	1	0
63500	000422020	2400035	107	SF	6/1/2015		3	010-05-02-21000	14,791	-	-	-	0	1
63500	000422060	2400065	512	SF	2/17/2015		3	010-05-04-34000	-	-	25,460	-	1	0
63500	000422250	2400552	500	PF	None		1	010-05-01-15100	-	116,544	-	-	0	1
63500	000422460	2400703	515	SF	6/1/2015		3	010-05-04-34000	-	-	30,552	-	1	0
63500	000422690	2400776	550	PF	10/1/2015	Job Rotation/Career Development fthrough 9/30/15	11	010-05-02-31000	-	-	116,544	-	0	1
63500	000422800	2400952	520	SF	3/1/2015		3	010-05-02-22000	-	-	14,791	-	1	0

63500	000423090	2610130	205	PF	None		1	010-06-01-31000	-	10,588	77,060	-	0	1
63500	000423190	2010150	202	SF	10/15/2015		6	010-05-02-21000	16,904	-	-	-	1	0
63500	000423230	2010154	207	SF	6/15/2015		3	010-06-01-23800	-	3,698	11,093	-	0	1
63500	000423410	2010211	260	SF	10/15/2015		6	010-05-02-21000	-	-	14,791	-	1	0
63500	000423440	2010235	206	SF	6/15/2015		3	010-06-01-23800	-	-	30,674	-	0	1
63500	000423940	2400064	515	SF	2/17/2015		3	010-05-04-34000	-	-	49,950	-	1	0
63500	000424040	2700098	150	PF	7/1/2015		8	010-05-04-31000	-	35,300	70,612	-	0	1
63500	000424240	2700340	152	SF	9/1/2015		10	010-05-04-31000	-	-	15,276	-	0	1
63500	000425100	2700535	163	PF	1/1/2015		2	010-05-04-31000	-	-	121,248	-	0	1
63500	000425360	2700715	162	SF	9/1/2015		6	010-05-04-31000	-	13,850	26,886	-	0	1
63500	000425460	2700920	170	SF	3/1/2015		3	010-06-02-10000	-	12,678	-	-	1	0
63500	000425500	2030947	155	SF	1/2/2015		3	010-05-04-10000	3,164	6,339	15,853	-	1	0
63500	000425560	2820010	107	SF	10/15/2015		6	010-05-02-21000	-	-	12,424	-	0	1
63500	000425630	2820047	520	SF	3/1/2015		3	010-05-02-22000	-	-	16,904	-	1	0
63500	000425810	2820135	504	SF	4/15/2015		10	010-05-02-22000	-	-	8,452	-	0	1
63500	000425850	2820166	520	SF	3/1/2015		3	010-05-02-22000	-	-	16,904	-	1	0
63500	000425960	2820207	107	SF	10/1/2015		3	010-05-02-21000	16,904	-	-	-	0	1
63500	000426000	2820251	352	SF	3/1/2015		3	010-05-01-15300	-	-	29,582	-	1	0
63500	000426190	2820326	107	SF	6/1/2015		3	010-05-02-21000	-	-	14,791	-	0	1
63500	000426270	2820560	300	PF	Unknown	Still pending funding review	11	010-05-01-15200	-	33,624	100,872	-	0	1
63500	000426460	2820663	224	SF	10/15/2015		3	010-05-02-21000	-	-	21,130	-	1	0
63500	000426470	2820669	518	SF	2/1/2015		3	010-05-02-22000	-	-	10,565	-	1	0
63500	000426760	2820856	170	PF	1/1/2015		2	010-06-02-20000	-	-	105,912	-	0	1
63500	000426940	2820874	170	SF	4/1/2015		3	010-06-02-20000	-	6,338	16,905	-	1	0
63500	000427010	2820881	055	PF	None		10	010-05-02-34000	-	-	50,712	-	0	1
63500	000427070	2820887	170	SF	5/1/2015		3	010-06-02-10000	-	2,641	7,924	-	0	1
63500	000427130	2820893	170	SF	7/1/2015		3	010-06-02-20000	-	6,339	4,226	-	0	1
63500	000427600	4100055	200	PF	None		1	010-05-01-11000	-	30,552	-	-	0	1
63500	000427600	4100055	200	PF	None		1	020-01-05-10000	-	30,552	-	-	0	1
63500	000427660	4200016	252	PP	None		1	010-05-01-12000	-	17,394	-	-	0	1
63500	000427660	4200016	252	PP	None		1	020-01-05-20000	-	17,394	-	-	0	1
63500	000427990	4610060	205	PF	None		1	010-06-01-32000	-	58,824	-	-	0	1
63500	000428050	4700133	351	PP	7/1/2015		6	010-05-01-13000	-	15,972	-	-	1	0
63500	000428050	4700133	351	PP	7/1/2015		6	020-01-05-30000	-	15,972	-	-	1	0
63500	000428060	4700137	150	PF	None		1	010-05-01-11000	-	103,356	-	-	0	1
63500	000428060	4700137	150	PF	None		1	020-01-05-10000	-	103,356	-	-	0	1
63500	000428610	5220066	022	PP	1/1/2015		8	040-05-00-00000	-	68,370	-	-	0	1
63500	000429290	2030108	053	PF	3/1/2015		2	010-05-05-10000	147,132	-	23,100	-	0	1
63500	000429340	2030117	053	PF	3/1/2015		2	010-05-05-10000	128,184	-	-	-	1	0
63500	000429460	5210128	053	PF	None		1	010-05-05-30000	-	187,464	-	-	1	0
63500	000516870	2820912	107	SF	6/1/2015		3	010-05-02-21000	-	-	14,791	-	0	1

63500	000516880	2820914	107	SF	6/15/2015		3	010-05-02-21000	-	-	23,243	-	0	1
63500	000516900	2820917	107	SF	6/15/2015		3	010-05-02-21000	-	-	17,390	-	0	1
63500	000516920	2820934	201	SF	2/1/2015		3	010-05-02-21000	-	-	36,480	-	1	0
63500	000516990	2820941	108	SF	5/1/2015		3	010-05-02-21000	-	7,396	22,186	-	1	0
63500	000517010	2820943	107	SF	6/15/2015		3	010-05-02-21000	-	4,754	14,263	-	0	1
63500	000517020	2820944	107	PF	None		1	010-05-02-21000	-	66,600	-	-	0	1
63500	000517020	2820944	107	PF	None		1	010-05-02-34000	-	-	-	-	0	1
63500	000532510	2100901	100	SF	4/1/2015		3	010-05-01-15100	-	38,034	-	-	0	1
63500	000532550	2500917	355	SF	3/1/2015		3	010-05-02-21000	-	-	28,224	-	1	0
63500	000607000	2010847	518	SF	3/1/2015		3	010-05-02-22000	-	-	14,791	-	1	0
63500	000607020	2010849	518	SF	3/1/2015		3	010-05-02-22000	-	-	14,791	-	1	0
63500	000608400	2400764	552	PF	7/1/2015	Recent reclass, duties being completed through job development assignment through end of biennium; anticipated fill date July 2015 (C8502 NRS2)	11	010-05-05-20000	-	-	66,600	-	0	1
63500	000631810	3000001	050	PP	None		8	010-05-01-21000	-	69,989	-	-	0	1
63500	000668260	3100050	100	PF	None		1	020-02-06-00000	-	116,544	-	-	0	1
63500	000770840	1000173	072	PF	7/1/2015		6	020-01-01-00000	-	76,470	45,882	-	0	1
63500	000772260	5230152	041	PF	None		1	040-04-00-00000	-	106,056	-	-	1	0
63500	000830910	2610067	205	SF	6/15/2015		3	010-06-01-23200	-	-	16,967	-	1	0
63500	000830920	2610068	205	PF	7/14/2015		3	010-05-02-21000	-	-	50,712	-	0	1
63500	000830940	2610069	205	PF	None		1	010-06-02-10000	-	50,712	-	-	1	0
63500	000831370	2020116	205	PF	Unknown		10	010-06-01-23200	-	-	87,648	-	1	0
63500	000831910	2700558	074	PF	7/1/2015		8	020-02-08-00000	-	155,112	-	-	0	1
63500	000831920	2700559	072	PF	7/1/2015		10	020-01-01-00000	-	134,496	-	-	0	1
63500	000865620	2401322	550	PF	1/1/2015		2	010-05-05-20000	6,062	66,706	-	-	1	0
63500	000865680	2820252	300	PF	Unknown	Still pending funding review	11	010-05-05-20000	61,104	-	-	-	0	1
63500	000865850	2610171	206	SF	3/15/2015		3	010-06-01-23300	-	-	28,526	-	1	0
63500	000902950	2610133	170	PF	none		10	010-06-02-20000	-	-	79,434	-	0	1
63500	000902950	2610133	170	PF	none		10	010-06-02-30000	-	-	26,478	-	0	1
63500	000903360	1120183	458	SF	3/1/2015		3	020-01-03-00000	-	30,552	-	-	1	0
63500	000905070	2000121	501	SF	10/1/2015		3	010-05-02-22000	-	-	16,904	-	1	0
63500	000905530	2820801	361	SF	7/1/2015		10	020-02-08-00000	-	52,086	-	-	0	1
63500	000937720	0507042	107	PF	None		1	010-05-02-21000	-	76,248	-	-	0	1
63500	000937770	0507048	108	SF	7/1/2015		6	010-05-02-21000	-	-	25,356	-	0	1
63500	000937810	0507052	108	SF	3/1/2015		10	010-05-02-21000	-	-	29,582	-	0	1
63500	000937840	0507055	108	SF	7/1/2015		3	010-05-02-21000	-	-	8,452	-	0	1
63500	000938040	0507023	074	PF	7/1/2015		6	020-02-05-00000	-	38,875	72,197	-	0	1
63500	000938160	0507001	107	SF	2/1/2015		1	020-02-07-00000	-	22,440	-	-	1	0
63500	000938170	0507002	107	SF	2/1/2015		1	020-02-07-00000	-	22,440	-	-	1	0
63500	000938230	0507077	560	SF	5/1/2015		3	010-05-02-24000	-	-	12,678	-	1	0
63500	000938280	0507008	252	PF	None		1	020-02-07-00000	-	105,912	-	-	1	0

63500	000938300	0507080	109	SF	5/1/2015		3	010-05-02-21000	-	1,585	4,754	-	0	1
63500	000938300	0507080	109	SF	5/1/2015		3	010-05-02-24000	-	1,585	4,754	-	0	1
63500	000938320	0507081	109	SF	5/1/2015		3	010-05-02-24000	-	3,170	9,508	-	0	1
63500	000938350	0507011	071	PF	7/1/2015		10	020-02-07-00000	-	134,496	-	-	0	1
63500	000938360	0507012	107	SF	2/1/2015		1	020-02-07-00000	-	22,440	-	-	1	0
63500	000938390	0507085	109	SF	7/1/2015		3	010-05-02-21000	1,925	-	-	2,301	0	1
63500	000938390	0507085	109	SF	7/1/2015		3	010-05-02-24000	-	1,057	3,169	-	0	1
63500	000938650	0507112	052	PF	None		1	010-06-02-10000	-	105,912	-	-	0	1
63500	000938990	0507128	170	SF	7/1/2015		3	010-06-02-20000	-	21,129	4,227	-	0	1
63500	000939120	0507141	170	PF	7/1/2015		10	010-06-02-20000	-	6,627	59,973	-	0	1
63500	000939280	0507150	170	PF	3/1/2015		10	010-06-02-20000	-	83,616	-	-	0	1
63500	000939320	0507078	560	SF	5/1/2015		3	010-05-02-24000	-	-	12,678	-	1	0
63500	001004880	0709010	209	SF	1/2/2015		3	010-05-04-31000	-	-	20,368	-	1	0
63500	001004920	0709014	108	SF	7/1/2015		10	010-05-02-21000	-	-	16,904	-	0	1
63500	001004930	0709015	108	SF	7/1/2015		10	010-05-02-21000	-	-	16,904	-	0	1
63500	001004950	0709017	201	SF	10/15/2015		3	010-05-02-21000	14,791	-	-	-	1	0
63500	001004960	0709018	107	PF	None		1	010-05-02-21000	-	50,712	-	-	0	1
63500	001004990	0709021	107	SF	None		1	010-05-02-21000	-	31,484	-	-	0	1
63500	001005050	0709027	123	SF	10/14/2015		6	010-05-02-21000	14,791	-	-	-	1	0
63500	001005210	0709043	107	SF	6/15/2015		6	010-05-02-21000	-	14,791	-	-	1	0
63500	001005230	0709045	107	SF	6/15/2015		6	010-05-02-21000	-	-	-	14,791	1	0
63500	001005240	0709046	107	SF	6/15/2015		6	010-05-02-21000	-	-	-	14,791	1	0
63500	001005250	0709047	107	SF	10/1/2015		6	010-05-02-21000	-	-	-	14,791	1	0
63500	001005330	0709057	205	SF	7/15/2015		3	010-06-01-23400	-	18,003	-	-	1	0
63500	001005540	0709074	222	SF	10/15/2015		6	010-05-02-21000	28,483	-	-	-	1	0
63500	001005560	0709076	263	SF	10/15/2015		6	010-05-02-21000	16,841	-	-	-	1	0
63500	001022360	0507326	109	SF	6/15/2015		3	010-05-02-24000	2,113	-	-	-	0	1
63500	001022370	0507327	109	SF	7/1/2015		3	010-05-02-24000	6,339	-	-	-	0	1
63500	001022400	0507330	109	SF	7/1/2015		3	010-05-02-24000	4,226	-	-	-	0	1
63500	001022410	0507331	109	SF	5/1/2015		3	010-05-02-24000	-	3,170	9,508	-	0	1
63500	001022420	0507332	109	SF	5/1/2015		3	010-05-02-24000	2,113	-	-	-	0	1
63500	001022430	0507333	109	SF	6/15/2015		3	010-05-02-24000	2,113	-	-	-	0	1
63500	001044220	0911059	252	PF	3/1/2015	Project on Umpqua fish ladder behind due to winter storms. Repairs to be finished and hydraulic evaluations to be completed.	11	010-05-03-20000	-	50,712	-	-	0	1
63500	001044230	0911060	252	PF	3/1/2015	Project on Umpqua fish ladder behind due to winter storms. Repairs to be finished and hydraulic evaluations to be completed.	11	010-05-03-20000	-	50,712	-	-	0	1
63500	001044250	0911062	151	PP	7/1/2015		10	010-05-04-31000	-	21,910	-	-	0	1
63500	001052060	0911272	255	SF	1/1/2015		3	010-06-01-23400	-	25,356	-	-	1	0
63500	001052110	0911274	255	SF	1/1/2015		3	010-06-01-23400	-	25,356	-	-	1	0

63500	001054860	0911256	170	SF	3/1/2015		3	010-06-02-10000	-	7,396	5,282	-	1	0
63500	001054860	0911256	170	SF	3/1/2015		3	010-06-02-20000	-	12,678	-	-	1	0
63500	001054880	0911257	170	SF	3/1/2015		3	010-06-02-10000	-	13,736	5,281	-	1	0
63500	001054880	0911257	170	SF	3/1/2015		3	010-06-02-20000	-	6,339	-	-	1	0
63500	001055090	0911288	252	PF	3/1/2015	Project with Pacificorp settled. Waiting for additional funding.	11	010-05-03-20000	-	79,968	-	-	0	1
63500	001055100	0911289	252	SF	3/1/2015	Project with Pacificorp settled. Waiting for additional funding.	11	010-05-03-20000	-	33,808	-	-	0	1
63500	001056250	0911293	205	PF	7/1/2015		6	010-06-01-21000	-	83,616	-	-	0	1
63500	001145740	0911333	504	SF	3/1/2015		3	010-05-02-22000	-	-	12,678	-	1	0
63500	001145750	0911334	504	SF	3/1/2015		3	010-05-02-22000	-	-	12,678	-	1	0
63500	001145770	0911336	504	SF	7/1/2015		10	010-05-02-22000	-	-	36,384	-	0	1
63500	001182520	1315200	169	LF	None		10	010-05-04-31000	-	-	61,104	-	0	1
63500	001182530	1315217	169	LF	None		10	010-05-04-31000	-	-	61,104	-	0	1
63500	001182540	1315201	169	LF	None		10	010-05-04-31000	-	-	66,600	-	0	1
63500	001182790	1315216	108	LF	8/1/2015		10	010-05-02-21000	-	72,768	-	-	0	1
63500	001182950	1315087	220	LP	6/1/2015		6	010-05-02-21000	-	14,791	-	-	0	1
63500	001182960	1315088	220	LP	6/1/2015		6	010-05-02-21000	-	14,791	-	-	0	1
63500	001183040	1315053	005	LF	None		1	040-02-00-00000	-	115,416	-	-	1	0
63500	001183050	1315196	100	LF	7/1/2015	Filled by job rotation through 6/30/2015. Proposed to be filled after 07/01/2015	11	020-03-07-00000	-	-	83,616	-	0	1
63500	001183070	1315210	025	LF	None		1	020-03-07-00000	-	-	105,912	-	0	1
63500	001183250	1315208	001	LF	None		1	040-01-00-00000	-	111,072	-	-	1	0
63500	001183400	1315024	217	LF	9/1/2015		10	010-05-02-21000	-	-	72,768	-	1	0
63500	001183430	1315185	231	LP	8/1/2015		10	010-05-02-21000	-	-	36,384	-	0	1
63500	001183570	1315127	231	LP	8/1/2015		3	010-05-02-21000	-	-	16,904	-	0	1
63500	001183590	1315129	231	LP	8/1/2015		3	010-05-02-21000	-	-	16,904	-	0	1
63500	001183600	1315117	202	LP	8/1/2015		3	010-05-02-21000	-	-	12,678	-	0	1
63500	001183610	1315118	308	LP	8/1/2015		3	010-05-02-21000	-	-	12,678	-	1	0
63500	001183630	1315120	202	LP	8/1/2015		3	010-05-02-21000	-	-	12,678	-	0	1
63500	001183640	1315121	202	LP	8/1/2015		3	010-05-02-21000	-	-	12,678	-	0	1
63500	001183650	1315162	231	LP	None		10	010-05-02-21000	-	-	12,678	-	0	1
63500	001183660	1315163	217	LP	None		10	010-05-02-21000	-	-	12,678	-	0	1
63500	001183670	1315164	231	LP	None		10	010-05-02-21000	-	-	12,678	-	0	1
63500	001183680	1315165	231	LP	None		10	010-05-02-21000	-	-	12,678	-	0	1
63500	001183690	1315166	231	LP	None		10	010-05-02-21000	-	-	12,678	-	0	1
63500	001183700	1315167	231	LP	8/1/2015		10	010-05-02-21000	-	-	21,130	-	0	1
63500	001183710	1315168	228	LP	9/15/2014		10	010-05-02-21000	-	-	21,130	-	0	1
63500	001183720	1315169	228	LP	9/15/2014		3	010-05-02-21000	-	-	16,904	-	0	1
63500	001183730	1315170	228	LP	9/15/2014		10	010-05-02-21000	-	-	16,904	-	0	1
63500	001183750	1315172	228	LP	9/15/2014		10	010-05-02-21000	-	-	14,791	-	0	1

63500	001183790	1315060	108	LF	None		10	010-05-02-21000	-	-	101,040	-	0	1
63500	001183820	1315006	108	LF	None		10	010-05-02-21000	-	-	83,616	-	0	1
63500	001183980	1315076	108	LP	7/1/2015		3	010-05-02-21000	-	-	25,356	-	1	0
63500	001184010	1315079	123	LP	7/1/2015		3	010-05-02-21000	-	-	25,356	-	1	0
63500	001184020	1315080	131	LP	7/1/2015		3	010-05-02-21000	-	-	25,356	-	1	0
63500	001184040	1315082	108	LP	7/1/2015		3	010-05-02-21000	-	-	25,356	-	1	0
63500	001184060	1315084	123	LP	3/1/2015		3	010-05-02-21000	-	-	25,356	-	1	0
63500	001184070	1315085	108	LP	3/1/2015		3	010-05-02-21000	-	-	25,356	-	1	0
63500	001184130	1315148	561	LF	7/1/2015		10	010-05-02-22000	-	-	104,736	-	1	0
63500	001184250	1315130	370	LP	2/1/2015		3	010-05-02-22000	-	-	25,356	-	1	0
63500	001184290	1315039	504	LP	3/1/2015		3	010-05-02-22000	-	-	25,356	-	0	1
63500	001184300	1315040	504	LP	6/1/2015		3	010-05-02-22000	-	-	25,356	-	0	1
63500	001184340	1315133	561	LP	9/15/2015		10	010-05-02-22000	-	-	16,904	-	1	0
63500	001184350	1315134	561	LP	10/1/2015		9	010-05-02-22000	-	-	16,904	-	0	1
63500	001184360	1315135	561	LP	10/1/2015		10	010-05-02-22000	-	-	16,904	-	0	1
63500	001184370	1315136	561	LP	9/15/2015		10	010-05-02-22000	-	-	16,904	-	0	1
63500	001184380	1315137	559	LP	9/15/2015		10	010-05-02-22000	-	-	16,904	-	0	1
63500	001184390	1315141	559	LP	3/1/2015		10	010-05-02-22000	-	-	16,904	-	0	1
63500	001184400	1315142	559	LP	9/15/2015		10	010-05-02-22000	-	-	16,904	-	0	1
63500	001184420	1315140	504	LP	10/1/2015		9	010-05-02-22000	-	-	29,582	-	0	1
63500	001184500	1315056	174	LF	None		10	010-05-02-24000	-	-	111,072	-	1	0
63500	001184510	1315161	168	LP	5/1/2015		3	010-05-02-24000	-	-	25,356	-	1	0
63500	001184600	1315159	316	SF	5/1/2015		3	020-03-04-00000	-	25,460	-	-	0	1
63500	001184700	1315048	502	LF	6/30/2015		6	010-05-05-20000	-	-	61,104	-	0	1
63500	001184710	1315049	502	LF	6/30/2015		6	010-05-05-20000	-	-	61,104	-	1	0
63500	001184720	1315027	502	LP	7/1/2015		3	010-05-05-20000	-	-	25,460	-	1	0
63500	001184750	1315206	055	LF	None		8	010-05-03-10000	83,616	-	-	-	0	1
63500	001184780	1315211	055	LP	None		8	010-05-03-10000	16,904	-	-	-	0	1
63500	001184790	1315212	055	LP	None		8	010-05-03-10000	16,904	-	-	-	0	1
63500	001184810	1315191	055	LP	None		10	010-05-02-34000	-	-	45,744	-	0	1
63500	001184820	1315182	055	LF	None		10	010-05-02-34000	-	-	72,768	-	0	1
63500	001184830	1315183	055	LF	None		10	010-05-02-34000	-	-	72,768	-	0	1
63500	001184850	1315054	369	LP	None		1	020-02-04-00000	-	58,272	-	-	0	1
63500	001184870	1315190	055	LF	None		8	010-05-03-20000	-	83,616	-	-	0	1
63500	001184880	1315192	055	LF	None		8	010-05-03-20000	-	56,448	-	-	0	1
63500	001184940	1315089	175	LP	6/1/2015		6	010-05-02-21000	-	14,791	-	-	0	1
63500	001198970	1113309	504	SF	3/1/2015		3	010-05-02-22000	-	-	16,904	-	1	0
63500	001198980	1113310	504	SF	3/1/2015		3	010-05-02-22000	-	-	16,904	-	1	0
63500	001198990	1113311	504	SF	3/1/2015		3	010-05-02-22000	-	-	16,904	-	1	0
63500	001199470	1113314	012	PF	None		1	040-03-00-00000	-	50,712	-	-	0	1
63500	001207170	1113333	108	SF	10/15/2015		6	010-05-02-21000	16,904	-	-	-	1	0

63500	001207200	1113336	108	SF	10/15/2015		6	010-05-02-21000	16,904	-	-	-	1	0
63500	001207210	1113337	108	SF	10/15/2015		6	010-05-02-21000	16,904	-	-	-	1	0
63500	001207220	1113338	108	SF	2/23/2015		1	010-05-02-21000	-	40,105	-	-	0	1
63500	001207230	1113339	108	SF	2/1/2015		3	010-05-02-21000	-	19,017	-	-	1	0
63500	001207870	1315223	223	LP	2/1/2015		3	010-06-02-30000	38,034	-	-	-	0	1
63500	001207880	1315224	223	LP	2/1/2015		3	010-06-02-30000	38,034	-	-	-	0	1
63500	001207900	1315226	223	LP	2/1/2015		3	010-06-02-30000	38,034	-	-	-	0	1
63500	001207910	1315227	223	LP	2/1/2015		3	010-06-02-30000	38,034	-	-	-	0	1
63500	001207930	1315229	223	LP	3/1/2015		3	010-06-02-30000	38,034	-	-	-	1	0
63500	001207940	1315230	223	LP	3/1/2015		3	010-06-02-30000	38,034	-	-	-	1	0
63500	001207950	1315231	223	LP	2/1/2015		3	010-06-02-30000	38,034	-	-	-	0	1
63500	001207960	1315232	170	LF	11/1/2014		8	010-06-02-30000	-	104,736	-	-	0	1
63500	001207980	1315234	223	LP	7/1/2015		9	010-06-02-30000	-	20,368	-	-	0	1
63500	001208000	1315236	223	LP	3/1/2015		2	010-06-02-30000	-	25,356	-	-	0	1
63500	001208010	1315237	223	LP	4/1/2015		3	010-06-02-30000	-	25,356	-	-	0	1
63500	001216790	1315255	170	LP	4/1/2015		3	010-06-02-30000	-	25,356	-	-	0	1
63500	001216820	1315256	170	LP	4/1/2015		3	010-06-02-30000	-	25,356	-	-	0	1
63500	001222000	1315244	108	SF	10/15/2015		3	010-05-02-21000	-	-	19,425	-	1	0
63500	001222010	1315245	124	SF	10/15/2015		3	010-05-02-21000	-	4,272	29,028	-	1	0
63500	001222020	1315246	108	SF	10/15/2015		3	010-05-02-21000	-	-	19,425	-	0	1
63500	001222030	1315247	108	SF	2/1/2015		3	010-05-02-21000	-	-	19,425	-	0	1
63500	001222050	1315249	259	SF	10/15/2015		3	010-05-02-21000	-	4,856	14,569	-	1	0
63500	001222060	1315250	168	SF	9/1/2015		3	010-05-02-21000	-	4,856	14,569	-	0	1
63500	001223220	1315261	166	LP	2/1/2015		3	020-03-07-00000	-	20,672	-	-	1	0
63500	001224330	1315266	040	PF	1/23/2015		2	040-04-00-00000	-	107,496	-	-	1	0

Reason Code List

Reason Codes

1 **Abolished, either by legislative action, or dropped by the agency**
Used when a position was abolished in a current biennia reclass package or Legislative Action (such as E-board or session.)

2 **Filled or in the process of being filled (recruitment in process, announcement posted, etc.)**
Use this when you have already submitted or are current preparing a recruitment. This is not to be used if you plan to do a recruitment in the near future - only if you are currently working on one.

3 **Seasonal job**
Use this code for seasonal position that have been vacant because the new season has not started yet. Also, if the position was vacant because PICS roll has not occurred for the current biennia, use this code but reference the double fill or prior position number used.

4 **Vacancy due to pending reclass process (reclass package already submitted or in the process of submission)**
Use this if you have worked with Budget Services and/or HR to prepare a finance plan or paperwork to reclass a position. Do not use this if you've not requested a finance plan or submitted paperwork to HR.

5 **Recruitment difficulties**
Use this if you have had one or more unsuccessful recruitments. This includes new hires that subsequently terminate within a short time of hire.

6 **Position held open to accumulate savings, with the understanding that the money will not be spent**
This codes is uses when you are accumulating savings due to budget shortfall. A good example is holding OF-License positions vacant as required or directed by management. This code is not to be used to fund additional months on another position or to have budget limitation for unexpected S&S costs.

7 **Position used to finance unbudgeted costs**
This code is appropriate if you have not filled a position so that those budget dollars can be used on another project that was not originally budgeted. You should indicate where you've used those savings.

8 **Position used to finance another position, including double-fills, contracts and temporary employment**
If a position is vacant so that you can use those months on another position to to fund a double fill or temporary employee, this code is appropriate. You should identify the position you double filled. If the savings is used to pay for contracted labor, you can indicate such.

9 **Position scheduled to phase-in on a later date**
If a new position is scheduled to start in the future, indicate so with this code and put in the anticipated fill date.

10 **No available funds to finance the position**
The funding source has dissappeared or been reduced, this code is appropriate. Use an anticipated fill date if you believe the funds will return in the future, leave blank if there is funds are not anticipated to return.

11 **Other (Please be very specific in Column Q)**
This code is appropriate if none of the other codes are appropriate. Be very specific when you describe the reason for the extended vacancy. If an anticipated fill date can be projected, put it in. Otherwise, leave it blank.

Audit Response Report

Following is a summary of financial or performance audits by the Secretary of State finished in the 2011-13 or 2013-15 biennia to date. The summary for each audit includes any major findings or recommendations, the agency response to each finding or recommendation and as a status update of each finding or recommendation.

Multi-Agency Audit: Agencies Should Explore Opportunities to Earn Purchase Card Rebates
Audit No. 2010-12
Date Issued: January 2010

Recommendation #1: Department explore the available strategies and analyze the associated costs and benefits of obtaining the annual volume and performance purchase card rebates offered through US Bank.

Original Response: ODFW will document a cost benefit analysis of obtaining purchase card rebates. This analysis is scheduled for completion by July 1, 2010.

Status: Analysis was completed November 2011 and concluded that the cost of monitoring rebates and amending federal grants exceed the potential rebate.

Recommendation #2: Department consider changing from monthly payment to a more frequent basis, and exploring options for electronic payment and interim rebate reports.

Original Response: ODFW will consider each of the mentioned strategies when preparing the cost benefit analysis mentioned above.

Status: Since analysis concluded that cost outweighed benefit of the rebate, ODFW has not implemented the mentioned strategies.

Selected Financial Accounts for the Year Ended June 30, 2009
Management Letter No. 635-2010-02-01
Letter Dated: February 22, 2010

Recommendation #1: Department management ensures expenditures are properly recognized, recorded, and classified in the accounting system.

Original Response: The misclassification of the expenditures as transfers was identified in the next risk assessment for financial close so that it would be correctly reported for fiscal year 2010. For ensuing fiscal years, ODFW will coordinate with Department of Administrative Services (DAS) Budget and Management Section to budget the costs so they will be recorded as expenditures. ODFW will also be hosting training for its Fiscal Staff to refresh them on identifying the appropriate period in which to post expenditures.

Status: ODFW has completed additional research and has coordinated with DAS Budget and Management Section and Oregon State Police (OSP). All concur that these costs are appropriately budgeted and accounted for using a special payment agency object to OSP. DAS State Controller's Division was neutral on the handling by ODFW. Because ODFW uses a special payment object, the expenditure compiles in the Comprehensive Annual Financial Report as a transfer out unless DAS manually adjusts it. ODFW does not budget for these costs as expenditures because ODFW could not outsource for a like service for a like cost. OSP Fish and Wildlife Enforcement Division staff provides additional statewide enforcement (highway patrol, response to other emergencies, etc.). OSP also receives Lottery Funds and General Fund dollars for its Fish and Wildlife Enforcement Division. Fiscal staff has received refresher training on identifying the appropriate period in which to post expenditures. This was completed on June 11, 2010 as part of the Fiscal Year End communication memorandum.

Measure 66 Funding: Financial Accountability for the 2007-09 Biennium
Report No: 2010-27
Date Issued: July, 2010

Recommendation #1: ODFW, along with Oregon State Police, Department of Environmental Quality, and Oregon Department of Agriculture, should work with Oregon Water Enhancement Board (OWEB) and DAS to ensure that interest earned on Measure 66 allocated funds is credited to accounts dedicated to Measure 66 activities.

Original Response: ODFW agreed with the recommendation and committed to collaborate with OWEB and DAS for resolution by December 31, 2010.

Status: Measure 76 accounts have been established so that interest earned is credited to the account dedicated to Measure 76.

Recommendation #2: ODFW, along with Oregon State Police, Department of Environmental Quality, and Oregon Department of Agriculture should work with OWEB and DAS to estimate the cumulative interest earnings lost over prior biennia and explore potential actions to obtain reimbursement.

Original Response: ODFW agreed with the recommendation and committed to collaborate with OWEB and DAS for resolution by December 31, 2010.

Status: Interest earnings and crediting is now focused on Measure 76.

Selected Financial Accounts for the Year Ended June 30, 2011
Management Letter No. 635-2012-02-01
Letter Dated: February 1, 2012

Recommendation #1: ODFW management review the fee rates within the POS system to ensure all fees are compliant with statute and establish an ongoing monitoring process to ensure continued compliance.

Original Response: The agent fee for the Juvenile Sportspac was corrected from $5.00 to $2.00 for sales starting May 27, 2011. The customers who purchased Juvenile Sportspacs for fiscal year 2010/2011 and the agents that sold them were identified. On November 28, 2011 a letter was sent to those businesses who overcharged agent fees for Juvenile Sportspacs requesting they submit payment to the ODFW by January 31, 2012 for those overcharged agents fees. Collection efforts continued for those agents with an outstanding balance owed.

On December 8, 2011, ODFW issued a news release informing the public that anyone who purchased a Juvenile Sports Pac between December 1, 2009 and May 26, 2011 was accidentally overcharged by $3.00 and may seek a refund from ODFW by sending an email, fax, or written request to ODFW. The Oregon Hunters Association also put an article in their newsletter with similar information. ODFW has issued refunds to customers upon request.

Status:
This new procedure took effect on March 15, 2012 and a complete review of our 2012 fees was completed on August 31, 2012.

Recommendation #2: ODFW management strengthens its methodology for accruing long-term federal revenue receivables. Specifically, we recommend management review the process for setting up and tracking awards in its Procurement Information Exchange (PIE) system, and modify its methodology to reflect delays inherent within the process.

Original Response: While ODFW annually reviews the methodology for accruing long-term federal revenue receivables, this task has been formally identified in the most recent risk assessment for financial close processes. For ensuing fiscal years, ODFW will look at current-year information as it becomes available to assist in refining our methodology. ODFW will review its Year-end Revenue Accrual/Adjustment procedure to refine our methodology for fiscal year end 2012. Fiscal Services will educate Contract Services on this methodology to help increase overall agency accuracy with estimating which contract will be billable and receivable for financial statement purposes.

Status: ODFW has reviewed the methodology for fiscal year 2012 and will continue to review the methodology annually.

Statewide Single Audit for the Year Ended June 30, 2012
Report No. 2013-07
Finding 12-06

Recommendation #1: ODFW management strengthens its methodology for accruing federal revenue by ensuring its methodology reflects the delays in the federal revenue reimbursement process.

Original Response: The Oregon Department of Fish and Wildlife (department) realizes the need to strengthen its methodology for accurately accruing federal revenue during fiscal year-end close. The department is in the process of updating its billing system which is the mechanism for billing and tracking its federal revenue. The new system will enable the department to streamline the process to recognize its federal revenue and to reduce delays in the reimbursement process. In addition, the department will monitor its accounts receivable aging reports on a regular basis to identify past due accounts that require follow-up and accrual. The department will also update its fiscal year-end process to include a review of federal revenue accruals to determine whether they are reasonable and materially correct.

Status: Partial corrective action was taken.

At the close of 2013, the department drafted and implemented a methodology to refine the presentation of federal receivables on the balance sheet. This methodology was utilized at the end FY13/14 to estimate the portion of accounts receivable to be reclassified from current to long-term (non-current), based on the likelihood of being collected within 90 days of June 30, 2014. After Sept. 30, 2014, a retrospective examination of this estimate showed non-current receivables were materially overstated, after a significant portion was collected more quickly than anticipated. The agency intends to analyze these results and make adjustments/revisions to the methodology as necessary.

Statewide Single Audit for the Year Ended June 30, 2012
Report No. 2013-07
Finding 12-07

Recommendation #1: ODFW management develops a methodology to estimate and accrue expenditures expected to be paid within 90-days of the fiscal year end.

Original Response: Although the Oregon Department of Fish and Wildlife (department) has a methodology to accrue its services and supplies expenditures, it recognizes the need to review and update the methodology on a regular basis. The department also recognizes the need to estimate expenditures after year-close and before September 30 and to accrue them in the correct fiscal period. The department will review prior year expenditures to identify the accruals that were omitted in fiscal years 2011 and 2012. This review will help provide a framework to estimate and accrue all material expenditures expected to be paid within 90-days of fiscal year-end. The department will also update its fiscal year-end process to monitor expenditure accruals to determine whether they are reasonable and materially correct.

Status: At the end of fiscal year 2014, expenditures were accrued using the available methodology.

Oregon's Access & Habitat Program

2013 - 2015
Biennium Report

Prepared by the
Oregon Department of Fish and Wildlife
and
Access & Habitat Board

January 2015

Oregon
John A. Kitzhaber, MD, Governor

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Dear Fellow Oregonians,

This document highlights the accomplishments of Oregon's Access and Habitat Program (A&H) over the past two years. The Oregon Department of Fish and Wildlife is proud of this program and the benefits it provides to wildlife species and their habitats, and everyone who enjoys them.

The purpose of A&H is to provide public hunting access and improve wildlife habitat on private lands, while helping maintain relations between hunters and private landowners. During the 2013-2015 biennium, A&H did this by providing 4.7 million acres of public hunting access and improving over 130,000 acres of wildlife habitat on private lands. In doing so, the program reached over 250 landowners and organizations.

Because A&H is funded 100% by hunters, all habitat improvements benefit game species. The effect of these improvements, however, reaches far beyond wildlife pursued by hunters. For example, juniper removal projects enhance the entire landscape by increasing available water and sunlight, therefore restoring native upland and riparian communities which benefit a diversity of birds, mammals, amphibians, and other species. Emergency seeding projects conducted immediately after wildfire stabilize soils and prevent noxious weed infestation to the benefit of all native plants and animals on the range.

A significant portion of A&H funds are spent on law enforcement projects that maintain public access to Oregon's private timberlands. These projects enforce road closures that protect sensitive areas from animal harassment and resource damage, including riparian habitats that support a plethora of fish and wildlife species.

The A&H Program maximizes its impact on wildlife and the hunting community by leveraging partner resources and securing additional funding. For each program dollar spent during the 2013-2015 biennium, project partners contributed almost three dollars [$2.65]. In addition to projects funded by A&H, the program provided access to over 40,000 acres of private land through a federal grant from the USDA. A&H will continue working with federal, state, and local partners to further the goals of the program, succinctly described by its motto, "Landowners and Hunters Together for Wildlife".

Thank you for your continued interest and support of this important program.

Curtis E Melcher
Interim Director

Oregon's Access & Habitat Program
2013-2015 Biennium Report
Executive Summary

About the Access & Habitat Program

The Access & Habitat Program (A&H) was created by the Oregon Legislature in 1993 for the purpose of improving public hunting access and wildlife habitat on private lands. A seven-member volunteer board, appointed by the Oregon Fish and Wildlife Commission (Commission), reviews project proposals submitted by private landowners, timber and agriculture corporations, sporting organizations, public agencies, and others, and recommends funding for projects that further the A&H mission. Final funding approval for projects is determined by the Commission.

Funding, Revenue, and Expenditures

Program funding is derived from a $4 surcharge on hunting and combination licenses, allocations from the Oregon Department of Fish and Wildlife's (ODFW) Green Forage and Deer Enhancement and Restoration (D.E.A.R) programs, and proceeds from the annual auction and raffle of 10 deer and 10 elk tags. Revenues not spent during the biennium are retained in a dedicated reserve account for future expenditure.

Projected revenue for the 2013-2015 biennium (through June 2015) is $2,537,620, including $1,697,302 from hunting license surcharges, $248,073 from raffle sales, $447,750 from auction sales, and $144,495 from Green Forage and D.E.A.R programs.

As of December 29, 2014, program obligations for the 2013-15 biennium include $384,804 for administrative activities and $1,954,625 for project grants (including those carried over from previous biennia). The projected reserve account balance at the end of the biennium is $659,521.

Project Accomplishments: Hunting Access

Ninety percent of A&H projects provide public hunting opportunities on private lands. Law enforcement patrols on 4 million acres of industrial timberlands maintain public access to productive western Oregon forests. In addition, A&H funds open nearly one million acres of farms, ranches, and other private lands throughout Oregon.

This biennium, A&H used grant funding awarded from the USDA Farm Service Agency to provide over 40,000 acres of hunting access, including properties in the Willamette Valley and Central Oregon where participation in A&H has historically been low.

Project Accomplishments: Wildlife Habitat

Projects active during the 2013-2015 biennium improved habitat on over 133,000 acres of private land; A&H has improved a total of 1.5 million acres since its inception in 1993. Common habitat enhancements include juniper removal, noxious weed control, spring development, riparian restoration, and emergency seeding after wildfires.

Obtaining the Complete Report

To obtain a hardcopy of the full report contact A&H Program Coordinator Roblyn Brown at 503-947-6087 or Roblyn.brown@state.or.us. An electronic copy of the report is available at www.dfw.state.or.us/lands/AH/publications.

Introduction

In 1993, the Oregon Legislature created the Access and Habitat (A&H) Program. The new law established an incentive-based program to improve public hunting access and wildlife habitat on private lands in Oregon. The A&H program was reauthorized by the Legislature in 2009, extending the program benefits to Oregon's citizens and wildlife resources through December 2019.

This report to the Oregon Legislature provides an opportunity to reflect on program accomplishments to date for the 2013-2015 biennium.

These include:

- 59 active projects
- Matching funds of over $17 million
- Annual hunter access to nearly 5 million acres of private land
- Improvements to over 133,000 acres of wildlife habitat

Program Objectives

The A&H Program's motto, "Landowners and Hunters Together for Wildlife", conveys the program's basic mission to foster partnerships between landowners and hunters for the benefit of the wildlife they both value. The program also seeks to recognize and encourage the important contributions made by landowners to the state's wildlife resources – stewardship that affects about 42 percent of Oregon's land base.

Improving landowner-hunter relations continues to be a high priority for Oregon sportsmen and women and for ODFW.

How the Program Works

Revenue for the program is generated by a $4 annual surcharge on hunting licenses and other sources derived from hunters. The A&H Program provides grants to private landowners, industrial timber companies, sporting groups, natural resource agencies, and others for projects designed to improve wildlife habitat and/or increase public hunting access on private lands. Examples of eligible projects include juniper removal, wildlife forage seeding, water development, noxious weed eradication, wetland

restoration, law enforcement patrols, travel management areas, and public hunting leases on private lands.

Anyone wishing to receive a grant must complete an application describing the project and its benefits to wildlife and/or provisions for public hunting opportunities, cooperators, work schedules and procedures, and funding commitments. Project proposals are reviewed first by the appropriate A&H Regional Advisory Council, which sends its recommendations to the A&H State Board (Board).

Proposals are reviewed by the Board and recommended projects are forwarded to the Oregon Fish and Wildlife Commission (Commission) for final funding consideration.

A&H Funding Sources

Funding for the A&H Program comes from three sources:

- A $4 surcharge on annual hunting and combination licenses
- Allocations from the ODFW Green Forage and Deer Enhancement and Restoration (D.E.A.R) programs
- Proceeds from the annual auction and raffle of 10 deer and 10 elk tags

July 2013 - June 2015 Revenue

Hunting License Surcharge*	$1,697,302
Raffle Tags*	$248,073
Auction Tags*	$447,750
Green Forage and D.E.A.R Programs	$144,495
Total Revenue	**$2,537,620**

* Revenue projected through June 2015. Revenue may vary depending upon actual number of hunting licenses sold and auction/raffle revenues.

2013-2015 Program Expenditures

A&H revenues are used to fund approved projects and administrative expenses, including one permanent statewide coordinator position. Revenues not spent during previous biennia are retained in a dedicated reserve account. Expected revenue this biennium is approximately $2.5 million. Approximately $2 million has been committed to project grants approved during the 2013-2015 biennium or carried over from previous biennia. Administrative expenses total $384,804, including funds to install new access area signs and systems to estimate hunter use and satisfaction. The projected reserve account balance at the end of the biennium will be approximately $659,521.

A&H 2013-2015 Biennium Budget Summary*

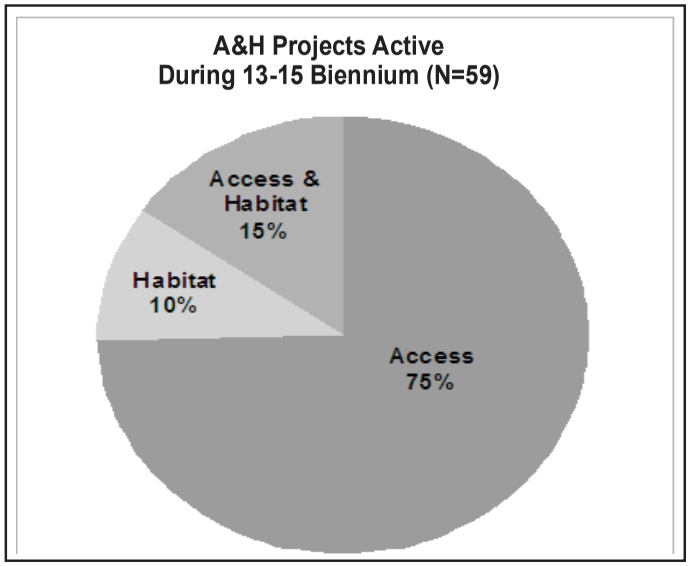
	Program Administration	Project Grants	Total
Beginning Available Allocation	$422,524	$2,130,833	$2,553,357
Expenditures to Date	$212,601	$1,371,198	$1,583,799
Remaining Obligations	$172,203	$583,427	$755,630
Available (additional) Funds	$37,720	$176,208	$213,928
Projected A&H sub-account balance at end of biennium			$659,521

* As of December 29, 2014. Does not include projects scheduled for Fish and Wildlife Commission review on March 6, 2015 and June 5, 2015.

A&H Project Expenditures

The A&H statute establishes eligibility for projects that provide habitat improvement benefits, hunting access benefits, or a combination of both. The Commission approved 15 new projects from July 2013 through December 2014, bringing the total number of projects active during the biennium to 59.

A&H project cooperators contributed over $17 million in matching funds towards projects active during the 2013-2015 biennium. This means that over $2.50 of cooperator funds were spent on approved projects for every A&H dollar spent.



Access and Habitat Program Accomplishments*

December 21, 2014

	New Projects Approved During 2013-2015 Biennium	Total Projects Active During 2013-2015 Biennium	Since Program Inception (1993)
Total Number of Projects	15	59	464
Private Land Hunting Access (acres)	693,697	4,759,166	8.2 Million
Habitat Directly Improved (acres)	57,652	133,917	1.5 Million

* Does not include projects scheduled for Commission review March 6, 2015 and June 5, 2015

The Access and Habitat Board

Oregon Revised Statute 496.228 established a seven-member citizen board to provide oversight of the A&H Program. Appointed by the Commission, the Board consists of three members representing landowner interests, three members representing hunter interests, and one member representing the general public, who also serves as chairperson. The Board's role is to review A&H project proposals and make formal recommendations for project funding to the Commission. The Board is directed to recommend a mix of projects that balance access and habitat benefits statewide when reviewing grant proposals. Board members meet quarterly to review applications and conduct other program business.

Current Board Members

Board Chair and public representative **Barry DelCurto** is a rancher from Halfway who also has first-hand experience with small logging operations. He has worked closely with ODFW to improve wildlife habitat on his ranch. Prior to joining the A&H Board as Landowner Representative, Barry served on the Northeast Regional A&H Advisory Council. Barry is currently serving his fifth term as Chairman of the Pine Valley Rural Fire District.

Landowner Representative Doug Baily and his wife operate a small farm near Oakland, Oregon where they raise Heritage breeds of American livestock. Doug is a lifetime hunter and fisherman. He practiced law in Alaska for nearly 50 years and served as Attorney General of Alaska during 1989 and 1990 where he had responsibility for Alaska's legal response to the Exxon Valdez oil spill. He is presently a Volunteer Firefighter at North Douglas County fire and EMS.

Landowner Representative **Craig Ely** owns a 166-acre farm on critical winter range in La Grande. Craig retired from ODFW as the Northeast Region Supervisor after 36 years of service with the agency. He is intimately familiar with landowner issues including wildlife damage and the Landowner Preference (LOP) Program from both personal and work experience. Craig has served on a variety of boards and committees, from the Oregon Hunters Association to US Forest Service NEPA ID Teams, as well as the Northeast Regional A&H Advisory Council.

Alan Christensen, of Portland, is an OSU-trained wildlife biologist who has worked for State, Federal, and non-profit conservation groups, including as Assistant Director of Natural Resources with U.S. Forest Service in Portland, and for hunter conservation organizations such as the Rocky Mountain Elk Foundation and Theodore Roosevelt Conservation Partnership. He has also served as chair of the International Grizzly and Wolf Working Group. Alan recently retired from Western Rivers Conservancy and serves as a Hunter Representative on the A&H Board.

Sisters resident and Hunter Representative **James Morrell** had a long career as a captain in the U.S. Navy, commanding a Destroyer Squadron of seven ships and 2,000 men. He went on to earn a Masters of Business Administration degree from the University of Puget Sound. Jim has been very involved with various sporting groups, serving as Oregon State Chair of the Rocky Mountain Elk Foundation, Field Administrator of Oregon Hunters Association, and former member of the A&H Deschutes/Klamath Regional Advisory Council.

Hunter Representative **David Stiefvater** is a retired electrician and traffic safety coordinator from Ontario. He has direct experience with the A&H Program through his involvement with the Ontario Access Area, which provides upland and waterfowl hunting opportunities to hundreds of youth and adult hunters in the Ontario Area. Dave is also a committee member and habitat coordinator for the Malheur County Chapter of Pheasants Forever, and is a member of the Oregon Hunters Association and the National Wild Turkey Federation.

Ronald Borisch and **Robert Jaeger** left the A&H Board during the biennium after serving as Landowner Representatives.

A&H Regional Advisory Councils

Six regional councils serve in an advisory capacity to the A&H Board. The councils provide the initial review of grant proposals and forward their recommendations to the A&H Board. Composed of landowner, hunter, and public representatives, volunteer council members bring grass roots expertise and local knowledge to the review process.

Regional Council Members

Northwest Region – North Willamette Council
A&H Regional Coordinator – Dave Nuzum

Wendell Locke	Chair	Gaston
Mary Beaver	Landowner	Gearhart
Eric Shultz	Landowner	McMinnville
Carl Swartz	Landowner	Salem
Jim Buchanan	Hunter	Forest Grove
Brent Tannock	Hunter	Hillsboro
Truman Stone	Hunter	Dundee

Northwest Region – South Willamette Council
A&H Regional Coordinator – David Stroppel

Rich Owen	Chair	Albany
Nels Jensen	Landowner	Willamina
Ray Fiori	Landowner	Albany
Steve Gilbert	Landowner	Lebanon
Thomas Zandoli	Hunter	Newport
Rod Mosman	Hunter	Salem
Ed Munson	Hunter	Salem

Southwest Region – Southwest Council
A&H Regional Coordinator – Vince Oredson

Betsy Smith	Chair	Medford
David Peterson	Landowner	Roseburg
James Fields	Hunter	Jacksonville
Joanne Bigman	Hunter	Shady Cove
Fred Craig	Hunter	Grants Pass

High Desert Region – Deschutes/Klamath Council
A&H Regional Coordinator – Nancy Breuner

Rance Kastor	Landowner	Powell Butte
Jeff McNerney	Landowner	Hood River
Jack Remington	Landowner	Bend
Ralph Paull	Hunter	Paisley
Larry Lee	Hunter	Bend
James Reiss	Hunter	Sisters

High Desert Region – Malheur Council
A&H Regional Coordinator – Tom Segal

Fred Hellbusch	Chair	Hines
Kirk Davies	Landowner	Hines
Duncan Mackenzie	Landowner	Baker City
Ryan Peila	Landowner	Burns
Jarod Lemos	Hunter	Hines
Todd Dinsmore	Hunter	Ontario
Andrew Shields	Hunter	Frenchglen

Northeast Region – Northeast Council
A&H Regional Coordinator – Jon Paustian

Vicki McClaran	Landowner	Joseph
Joseph Patnode	Landowner	Condon
Larry Snyder	Landowner	Condon
John Groupe	Hunter	Pendleton
Morgan Olson	Hunter	Cove
Scott Spears	Hunter	Cove

A&H Access Areas are clearly marked with a green "Welcome to Hunt" sign, or a yellow "Hunting By Permission" sign if permission is required. Many areas, such as the Fur Mountain Access Area in Baker County, also have large kiosks containing maps, regulations, and other information.

Hunting Access Summary

Ninety percent of projects that were active during the 2013-2015 biennium included a hunting access component, opening or maintaining access to over 4.7 million acres of private lands throughout Oregon.

Hunting access was offered on private farms and ranches and extensive tracts of industrial forest lands. Volunteers served as gatekeepers for private timber companies, keeping a watch over property and ensuring continued hunting privileges for the public. Regulated hunt areas were continued on private ranch and grazing association lands in coordination with ODFW. Some projects provided hunting opportunities specifically for youth hunters. Travel management projects brought together private landowners, Oregon State Police, Sheriff Deputies, and ODFW to establish road management and law enforcement systems to help address big game management objectives while providing hunters with an enhanced hunting experience.

The majority of hunting opportunities on A&H project lands are for deer, elk, and upland birds. Projects also offer hunting opportunities for pronghorn, waterfowl, cougar, bear, wild turkey, coyotes, bighorn sheep, ground squirrels, and western gray squirrel.

Hunting access to A&H participant properties is monitored by ODFW field staff, Oregon State Police Troopers, Sheriff Deputies, and participating landowners. The A&H Program provides information about these hunting opportunities through a variety of media sources, including online and mobile applications. More information on these new features is included later in this report.

Large-scale juniper removal, such as this project on Aspen Valley Ranch in Central Oregon, has landscape-level impacts that benefit many wildlife species. The crew in this photo is cutting from right to left across the landscape.

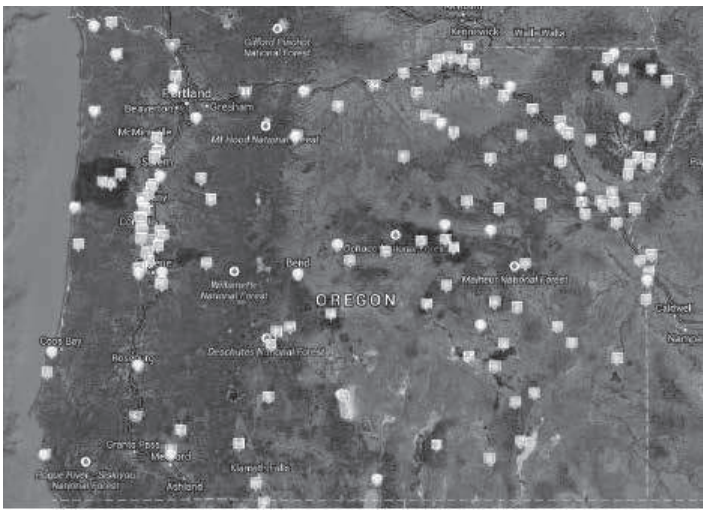
Habitat Enhancement Summary

The range of habitat improvement projects funded by the A&H Program reflects the diversity of Oregon's landscape. A total of 133,917 acres of private land was improved to benefit wildlife.

The following is a sample of the kinds of projects funded during the 2013-2015 biennium:

- juniper removal
- noxious weed eradication
- emergency seeding after wildfires
- habitat protection through law enforcement
- pasture and meadow fertilization

These projects benefit a variety of both game and non-game species. Juniper removal, for example, increases water and sunlight available to native shrubs and grasses, helping those communities thrive and thwart off noxious weed infestations. Increased water flow enhances riparian habitat that supports a diversity of amphibian and fish species in addition to terrestrial wildlife. By leveraging partner funds, some A&H projects span thousands of acres and have landscape-level impacts that benefit many wildlife species, as well as the people who enjoy them.



OregonHuntingMap.com is an online tool that provides locations and detailed information about places to hunt. Each square icon represents a hunting area.

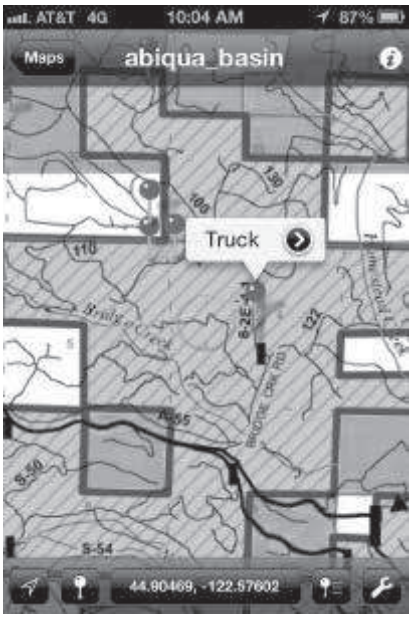
New Technology Helps Users Find ODFW Access Areas

OregonHuntingMap.com is an online tool A&H helped develop so people can easily find Department-sponsored hunting access areas and other hunting opportunities. The product is driven by the familiar Google Maps interface and overlaid with boundaries of A&H private land Access Areas, ODFW Wildlife Areas, and other state and federal hunting areas. Details are provided for each hunting area including size, species available, open periods, special regulations, and contact information. Users have the option to filter for properties based on location or species of interest. There are also options to show ODFW Wildlife Management Unit boundaries, land ownership, or game bird range maps.

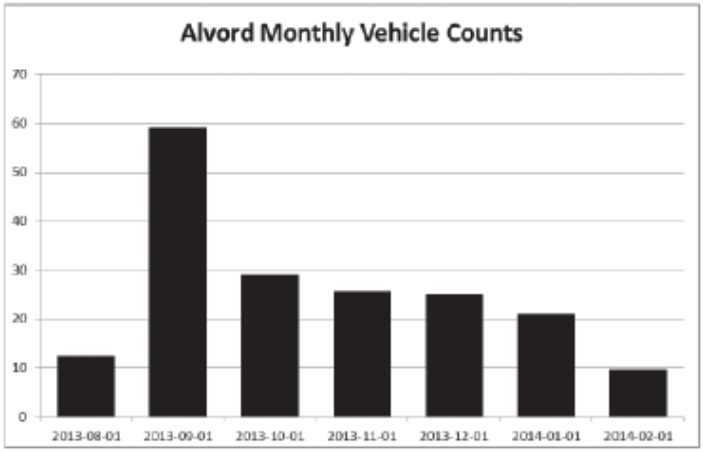
A mobile-friendly version of OregonHuntingMap.com was launched in 2014 that provides the same features as the desktop version while showing the user's current location on the map. If the user will not have cellular reception in the field, they have the option to download a detailed map of the access area to their smartphone or tablet before they leave. These new GeoPDF maps show details such as boundaries, open roads, and parking areas, and utilize the smartphone's internal GPS to show the current location on the map – even if cellular service is not available. Free third-party applications provide many features of modern GPS units, allowing users to store waypoints and routes on these detailed maps.

One of the biggest challenges for new hunters is finding a place to hunt. The A&H Board is helping to overcome this challenge by supporting private land hunting opportunities and innovative ways for users to find them.

The new mobile version of OregonHuntingMap.com shows the user's current location on the map.



New detailed maps of each access area are available for free download. By using a third-party application, users can view these maps on their smartphone, see their current location, and save routes and waypoints, with or without cellular service.



This graph shows vehicle counts from one of six access roads on the Alvord Ranch Access Area in Southeast Oregon. Traffic for the month of August provides baseline data to account for ranch-related and other traffic. The sharp increase in September and continued above-baseline use throughout the hunting season reflects this area's popularity.

Hunter Use Data Critical for A&H Board

The A&H Board faces tough decisions in the coming years as many long-term access projects will sunset and seek re-authorization. Budget constraints may limit the number of projects that can be renewed. To help the Board make these difficult funding choices, the A&H Program is implementing several tools to measure hunter use and satisfaction on Access Areas throughout Oregon.

Vehicle counters have been deployed on most eastern Oregon Access Areas to estimate the number of vehicles entering each area during the hunting season. Vehicle counters are also being used on Travel Management Areas in western Oregon to estimate hunter use on industrial timberlands. Due to the size of these projects (some over 1 million acres), it is only possible to sample a small portion of the area and extrapolate a project-wide estimate from the sample.

A gun raffle is held during the July A&H Board Meeting each year to encourage hunters to complete a daily use permit on A&H Access Areas. Information from these permits helps the Board decide which projects to continue funding.

Another tool being implemented throughout Oregon is self-serve permit boxes located at major Access Area entry points. These permits help obtain information that traffic counters cannot, such as harvest rates and overall satisfaction with the hunting opportunity. The A&H Board recognizes that some high quality access opportunities may not support as many hunters as other properties, but may be equally as important to the program. Estimates of hunter satisfaction help provide this important information. The A&H Board recently initiated an annual gun raffle to increase participation in this permit system.

"Oregon Open Fields" Program Continues to Provide Important Hunting Access

The A&H Program was awarded a $1.56 million grant in 2011 from the US Department of Agriculture's Farm Service Agency for public access and wildlife habitat projects. Grant funding was provided through the Voluntary Public Access and Habitat Incentive Program (VPA-HIP), a component of the 2008 Farm Bill. VPA-HIP provided block grants to states and tribes to implement or expand programs that provide public hunting access to private lands. Habitat improvement projects located on private lands open to public hunting were also eligible for grant funding. This federal program fits perfectly with the objectives of A&H, which has the expertise and administrative structure to ensure the funds achieve their maximum potential.

Known locally as "Oregon Open Fields", these federal funds were to be used for habitat improvements on existing access areas and to develop new hunting access programs in the Columbia Basin and the Willamette Valley over a 3-5 year period. Shortly after implementation, US Congress disbanded the program as part of

sequestration efforts, prohibiting new landowner enrollment after September 30, 2012. This put a stop to the program just as it was getting started. However, Open Fields funds continue to provide public hunting benefits for the projects that were enrolled in those first few months.

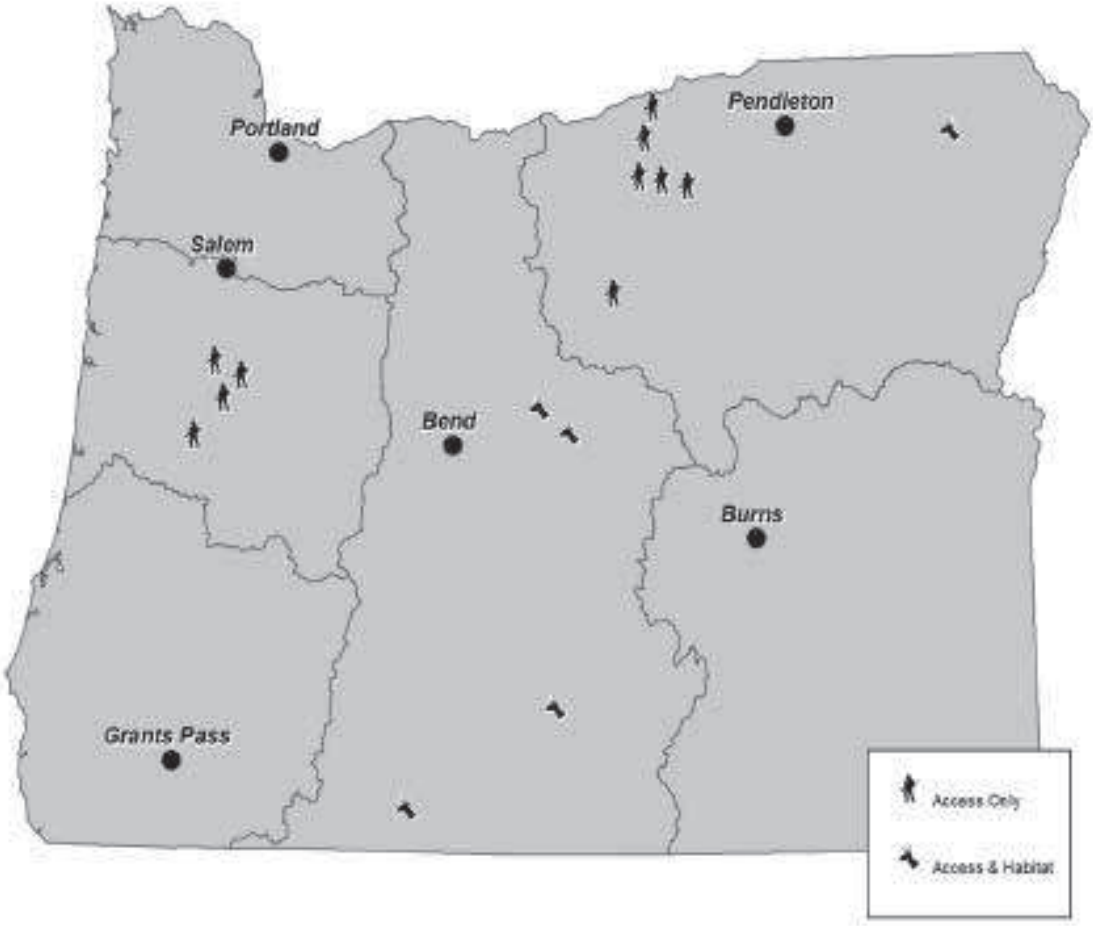
Columbia Basin Upland Hunting Program.
The Columbia Basin, which includes Morrow, Gilliam, Umatilla, Sherman, and Wasco counties, is comprised mostly of private lands and has historically provided a large portion of the upland game bird hunting opportunities in Oregon. Upland bird hunting opportunities are important for hunter recruitment because many new hunters begin by hunting upland birds. Ongoing A&H projects have improved game bird habitat in the Columbia Basin through technical assistance partnerships and direct habitat management. Four landowners continue to allow public hunting access to almost 10,000 acres through Open Fields. Some of these projects require advanced reservations; others are open on a "Welcome to Hunt" basis. An Open Fields Coordinator manages hunter reservations and other administrative duties such as map and sign production and coordination with the landowners.

Willamette Valley Goose Hunting Program.
The Willamette Valley supports one of the most complex goose populations in North America, with 7 Canada goose subspecies either resident or wintering in the area. Overall goose numbers have been increasing for the past three decades and agricultural depredation has become so severe that the 2009 Oregon Legislature established a Goose Task Force that identified public hunting access as a key management tool for resolving these issues. Open Fields funding provides access to 6 parcels totaling over 2,300 acres. No permission or advanced reservations are required to hunt these properties. The steady pressure on these fields hazes geese more effectively than the limited hunting some landowners previously allowed. The Open Fields grant provides administrative funding to post signs, designate parking areas, and facilitate hunter access, in addition to per-acre payments to landowners. Project coordination has been instrumental in securing long-term support of participating landowners.

Habitat Improvement Projects.
One of the goals of VPA-HIP was to improve wildlife habitat on private lands enrolled in a state-sponsored access program. These improvements benefit wildlife on the property, creating a higher quality hunt for those that use the access area. Open Fields funding was targeted towards habitat improvements aligned with Department priorities including the Mule Deer Initiative, Blue Mountains Elk Initiative, and the Sage Grouse Initiative. Some landowners decided to enroll their property in our access program in order to be eligible for habitat improvement funds. Although the habitat components were completed prior to the 2013 - 2015 biennium, the access benefits continued. Five projects provided over 30,000 acres of public hunting access in central, south-central, and northeast Oregon.

The Oregon Open Fields Program provides access to lands previously closed to all public access.

Oregon Open Fields Project Distribution



The Future of Open Fields

The A&H Program is better poised to implement additional Open Fields funding than ever before. Solid foundations capable of supporting large access programs have been built in both the Willamette Valley and the Columbia Basin. A strong network of experienced A&H Regional Coordinators and interested landowners awaits funding for new habitat improvement projects.

The fate of Oregon Open Fields will be determined by the USDA's Natural Resource Conservation Service, which now administers VPA-HIP. An additional $40 million has been allocated as part of the 2014 Farm Bill. Oregon will continue to apply for additional funding from this important program.

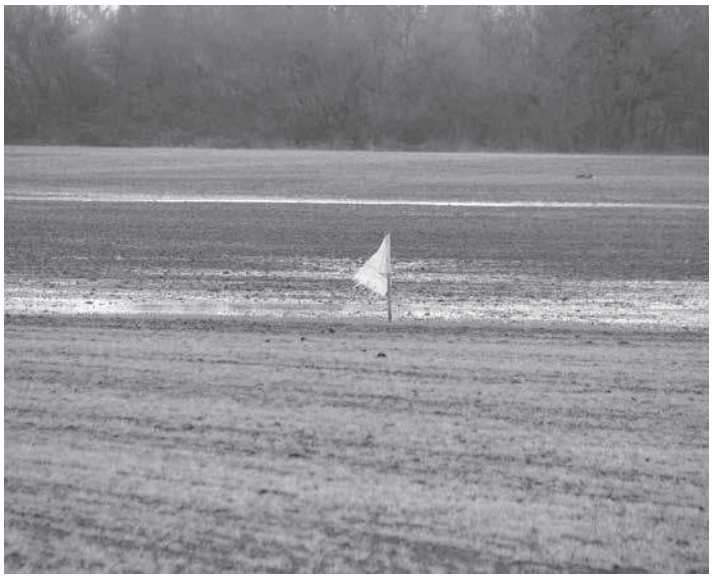
A&H Grantees and Cooperators for 2013-2015

A.N.E. Forest of Oregon, Inc.
Alan Haga
Alvord Ranch
Aspen Valley Ranch
Barry Shuart
Bedrock Farms, Joe Taylor
Blue Mountain Habitat Restoration Council
Blue Mountains Elk Initiative
Bureau of Land Management
Burt Siddoway
C2 Ranch
Carl W. Hopp, Jr.
Carman Ranch, LLC
Charlie Otley
Chris Brown
Confederated Tribes of Siletz Indians of Oregon
Confederated Tribes of the Warm Springs
Dan L. Forsea & Sons, Inc.
Daniel Starbuck
David Miller
David Moody
Dixie Meadows Ranch
Don Dryer
Don Shaw
Donald Opie
Dr. Joel Rice
Ducks Unlimited
Dutch Flat Ranch, LLC
Earl King
Emery Investment
F. LeRoy McBride
Fish Restoration and Enhancement Program
Forest Capital Partners, LLC
Galen Kropf
Gary and Kathy Bloomer
Gary and Suzanne Rea
Gary Bloomer
Georgia-Pacific
Giustina Land and Timber Co.
Giustina Resources Limited Partnership
Grant Soil and Water Conservation District
Green Diamond Resources Company
Hampton Tree Farms
Hancock Forest Management
Harvey Calvin
Indian Hill, LLC
Irwin Smutz
Jenkins Ranch
Jim Dovenberg
Jim Kamph
John Temple
Jolene Juhl
JWTR Holding Company
JWTR LLC
Kueny Ranch
Lee Bradshaw
Lincoln County Solid Waste District
Linn County Sheriff's Office
Linn Forest Protective Association
Linn Small Woodlands Association
Lone Rock Resources
Longview Timber Corporation
Lost Valley Ranch
Lynn DeGuire
Mark Mackenzie
Mark Rietmann
Mary Madison
Miami Corporation
Mike Bentz
Mike Knapp
Morrow Soil and Water Conservation District
MP Ranch, Steve Peck
Mule Deer Foundation
Natural Resources Conservation Service
Oregon Department of Fish and Wildlife
Oregon Department of Forestry
Oregon Hunters Association
Oregon State Police
Oregon State Univeristy College Forest
Oregon Wildlife Heritage Foundation
Pat Manning
Pheasants Forever
Plum Creek Timberlands, L.P.
Ralph Morter
Rich Martucci
Rick McKenzie
Roaring Springs Ranch
Robert Jones
Rocky Mountain Elk Foundation
Ron Anderson
Roseburg Forest Products
Rufenacht Land & Cattle Co.
Snake River Sportsmen
Starker Forest
Stimson Lumber Company
The Campbell Group
The Nature Conservancy
Troy Ranches
US Army Corps of Engineers
US Bureau of Land Management
US Fish and Wildlife Service
US Forest Service
Van Eck / Pacific Forest Trust
Wallowa Resources
Weyerhaeuser Company
Widman Ranch
Wilkinson Ranches

Oregon Open Fields Projects 2013 - 2015*

	Project Name	ODFW Watershed District/Region	Open Fields Grant Amount	Cooperator Funding
1	Aspen Valley Ranch	Deschutes	$296,949	$76,575
2	Bunker Hill Access Area	John Day	$5,808	$2,000
3	Calvin Farms Access Area	South Willamette	$3,504	$2,000
4	Carman Ranch	Grande Ronde	$102,945	$14,150
5	Dixie Meadows	Deschutes	$231,720	$50,015
6	Four Mile Access Area	John Day	$7,228	$2,000
7	Galen Kropf Farms Access Area	South Willamette	$8,768	$2,000
8	Jordan Canyon Access Area	John Day	$10,828	$2,000
9	Manning Farms Access Area	South Willamette	$7,308	$2,000
10	Moyina Hill Private Land Hunt Area	Klamath	$60,000	$18,600
11	Murphy Ranch Well Project	Klamath	$11,094	$10,700
12	Social Ridge Access Area	John Day	$21,852	$2,000
13	Tenbusch Farms Access Area	South Willamette	$2,864	$2,000
	Totals	**13 Projects**	**$770,868**	**$186,040**

* Includes all projects active during 2013-2015 biennium. Habitat components of all projects were completed prior to 2013.



In addition to goose hunting opportunities, the Oregon Open Fields program provides significant relief for landowners suffering goose damage. The photo on the left is from a farm enrolled in Open Fields; the photo on the right is from a neighboring field.

Total Project Cost	Project Type	Habitat Acres	Private Land Hunting Access (Acres)	Access End Date	Private Landowners Affected
$373,524	Access + Habitat	5,000	8,480	Dec 2016	1
$7,808	Access	N/A	1,345	Dec 2015	1
$5,504	Access	N/A	365	Mar 2016	1
$117,095	Access + Habitat	3,185	3,185	Jan 2015	1
$281,735	Access + Habitat	4,000	7,120	Dec 2014	1
$9,228	Access	N/A	1,506	Jan 2016	1
$10,768	Access	N/A	913	Mar 2016	1
$12,828	Access	N/A	2,504	Dec 2015	1
$9,308	Access	N/A	761	Mar 2016	1
$78,600	Access + Habitat	300	7,000	Dec 2014	1
$21,794	Access + Habitat	15,000	5,000	Dec 2015	1
$23,852	Access	N/A	4,535	Jan 2016	1
$4,864	Access	N/A	298	Mar 2016	1
$956,908		**27,485**	**43,012**		**13**

Thousands of geese depart the lush pasture of an Open Fields Access Area in the Willamette Valley. Constant pressure helps keep the geese dispersed.

Access and Habitat Projects 2013 – 2015*

	Project Name	ODFW Watershed District/Region	A&H Grant Amount	Cooperator Funding	Total Project Cost
1	Abiqua Basin Access Project	North Willamette	$5,250	$16,695	$21,945
2	Alvord/Kueny Access Area (2011)	Malheur	$47,250	$2,000	$49,250
3	Alvord Ranch Access Area (2014)	Malheur	$17,481	$11,596	$29,077
4	Bentz Access Extension Project	Malheur	$98,210	$0	$98,210
5	Blue Mountains Elk Initiative (2010)	Northeast Region	$300,000	$7,431,315	$7,731,315
6	Brogan Pasture Fire Seeding	Malheur	$6,600	$6,900	$13,500
7	C2 Ranch Habitat Improvement Project (2012)	Rogue	$24,000	$272,400	$296,400
8	C2 Ranch Habitat Improvement Project	Rogue	$18,000	$278,400	$296,400
9	Columbia Plateau Cooperative Habitat Initiative (2010)	John Day	$90,000	$1,089,291	$1,179,291
10	Columbia Plateau Cooperative Habitat Initiative (2013)	John Day	$45,000	$552,526	$597,526
11	David Miller Access Project	Malheur	$32,525	$0	$32,525
12	DeGuire Access Project	Malheur	$59,825	$0	$59,825
13	Forsea Access Area	Grande Ronde	$112,950	$2,500	$115,450
14	Fox Valley Access Area	John Day	$7,317	$1,500	$8,817
15	Fur Mountain Access Area (2013)	Grande Ronde	$5,448	$1,500	$6,948
16	Fur Mountain Access Area (2014)	Grande Ronde	$16,344	$1,500	$17,844
17	Hancock Forest Management Access (2013)	Grande Ronde	$147,275	$175,978	$323,253
18	Hancock Forest Management Access (2014)	Grande Ronde	$123,929	$227,358	$351,287
19	Heppner Regulated Hunt Area	John Day	$475,490	$69,840	$545,330
20	Iron Mountain Access Area	Grande Ronde	$60,335	$1,500	$61,835
21	Jackson Cooperative Travel Management Area (2010)	Rogue	$90,346	$116,000	$206,346
22	Jackson Cooperative Travel Management Area (2014)	Rogue	$96,963	$115,000	$211,963
23	Jenkins Access Area	Malheur	$165,415	$1,000	$166,415
24	Juhl Access Project	Malheur	$20,280	$2,500	$22,780
25	JWTR Travel Management Area (2009)	Klamath	$200,626	$703,800	$904,426
26	JWTR Travel Management Area (2014)	Klamath	$211,473	$616,500	$827,973
27	Kueny Ranch Access Area	Malheur	$18,012	$19,510	$37,522
28	Lincoln County Forest Protection Project (2012)	North Coast	$150,000	$576,750	$726,750
29	Linn County Forest Deputy Project	South Willamette	$60,000	$754,091	$814,091
30	Lost Valley Ranch Regulated Hunt Area	John Day	$76,030	$39,095	$115,125
31	Mackenzie Access Project	Malheur	$286,500	$34,000	$320,500
32	McBride Access Area	Malheur	$101,000	$1,000	$102,000
33	MR King Ranches Access Area (2011)	Grande Ronde	$23,010	$1,500	$24,510
34	MR King Ranches Access Area (2014)	Grande Ronde	$23,010	$1,500	$24,510
35	Murderers Creek Winter Range Enhancement (2010)	John Day	$300,000	$2,098,473	$2,398,473
36	Murderers Creek Winter Range Enhancement (2014)	John Day	$150,000	$647,000	$797,000
37	New River Aleutian Goose (2012)	Rogue	$49,500	$93,700	$143,200
38	New River Aleutian Goose (2014)	Rogue	$24,750	$57,950	$82,700
39	North Coast Travel Management Area	Northwest Region	$631,069	$75,500	$706,569
40	Ontario Public Recreational Access Project	Malheur	$74,167	$9,807	$83,974

[a] Includes all projects that were active during the 2013-2015 biennium. Several projects were approved during previous biennia.

Project Type	Improved Public Land Access	Wildlife Damage Assistance	Habitat Acres	Private Land Hunting Access (Acres)	Access Duration (years)	Private Landowners Affected
Access		X	n/a	36,565	3	1
Access	X		n/a	9,693	2	2
Access	X		n/a	3,523	3	1
Access	X		n/a	4,276	5	1
Access & Habitat		X	16,605	10,000	8	35
Habitat			200	n/a	n/a	1
Access & Habitat			1,860	9,500	2	1
Access & Habitat			1,860	0[b]	2	0[b]
Habitat		X	9,700	n/a	n/a	30
Habitat			5,000	n/a	n/a	30
Access			n/a	1,281	10	1
Access	X		n/a	2,361	10	1
Access	X		n/a	9,330	5	1
Access	X		n/a	1,355	3	1
Access			n/a	2,724	1	1
Access			n/a	0[b]	3	0[b]
Access	X		n/a	292,000	2	1
Access	X		n/a	0[b]	2	0[b]
Access			n/a	39,625	5	5
Access	X		n/a	3,342	5	1
Access & Habitat	X	X	2,700	17,070	4	2
Access & Habitat	X		3,160	3,199[b]	4	2[b]
Access	X		n/a	13,233	5	1
Access			n/a	1,700	5	1
Access & Habitat	X		30,400	608,000	5	2
Access & Habitat	X		30,400	0[b]	5	0[b]
Access	X		n/a	6,170	3	1
Access	X	X	n/a	308,510	5	14
Access	X	X	n/a	389,500	5	20
Access		X	n/a	6,336	5	1
Access	X		n/a	9,807	10	1
Access	X		n/a	10,100	5	1
Access			n/a	3,835	3	1
Access			n/a	0[b]	3	0[b]
Habitat			15,000	n/a	3	20
Habitat			15,000	n/a	3	20
Access & Habitat	X	X	1,930	4,780	2	4
Access & Habitat	X		0[b]	0[b]	1	0[b]
Access	X	X	n/a	1,500,000	5	6
Access			n/a	800	10	1

Access and Habitat Projects 2013 – 2015*

	Project Name	ODFW Watershed District/Region	A&H Grant Amount	Cooperator Funding	Total Project Cost
41	Opie Access Project	Malheur	$60,500	$0	$60,500
42	Otley Access Area	Malheur	$378,582	$0	$378,582
43	Owsley Canyon Access Area	Grande Ronde	$4,350	$2,500	$6,850
44	Pine Creek Ranch Access Area	Malheur	$155,250	$2,500	$157,750
45	Rice Access Area	Grande Ronde	$11,080	$5,500	$16,580
46	Roaring Springs Access Project	Malheur	$203,370	$0	$203,370
47	Rogue Meadows Enhancement	Rogue	$16,000	$23,420	$39,420
48	Ross Opie Access Project	Malheur	$41,650	$0	$41,650
49	Rufenacht Access Area	Grande Ronde	$56,720	$2,500	$59,220
50	Smutz Access Project	Grande Ronde	$17,675	$2,500	$20,175
51	Starbuck Access Project	Malheur	$17,750	$0	$17,750
52	Sutherlin Access Project (2012)	Umpqua	$2,715	$15,000	$17,715
53	Temple Access Project	Malheur	$23,800	$0	$23,800
54	Territorial Youth Deer Hunt (2012)	Umpqua	$7,944	$3,996	$11,940
55	Troy Ranches Access Area (2011)	Grande Ronde	$34,641	$1,500	$36,141
56	Troy Ranches Access Area (2014)	Grande Ronde	$30,759	$1,500	$32,259
57	Wendling Travel Management Area	South Willamette	$23,181	$23,629	$46,810
58	Widman Access Area	Grande Ronde	$84,300	$2,500	$86,800
59	Willamette Private Lands Law Enforcement	Northwest Region	$817,769	$861,519	$1,679,288
	Totals	**59 Projects**	**$6,433,416**	**$17,056,039**	**$23,489,455**

[a] Includes all projects that were active during the 2013-2015 biennium. Several projects were approved during previous biennia.

Most A&H properties provide access on a "Welcome to Hunt" basis. Project boundaries and access points are clearly marked and provide contact information if permission is required.

Project Type	Improved Public Land Access	Wildlife Damage Assistance	Habitat Acres	Private Land Hunting Access (Acres)	Access Duration (years)	Private Landowners Affected
Access	X		n/a	2,400	5	1
Access			n/a	15,417	10	1
Access		X	n/a	435	5	1
Access	X	X	n/a	14,167	5	1
Access			n/a	1,231	5	1
Access	X		n/a	20,137	10	1
Habitat		X	102	n/a	4	4
Access	X		n/a	1,646	10	1
Access		X	n/a	5,199	5	1
Access		X	n/a	1,414	5	1
Access			n/a	670	10	1
Access		X	n/a	89,600	3	2
Access	X		n/a	932	10	1
Access		X	n/a	4,477	3	1
Access	X		n/a	5,696	3	1
Access	X		n/a	0[b]	3	0[b]
Access			n/a	28,700	2	3
Access			n/a	8,430	5	1
Access	X	X	n/a	1,250,000	5	20
	30	**17**	**133,917**	**4,759,166**		**255**

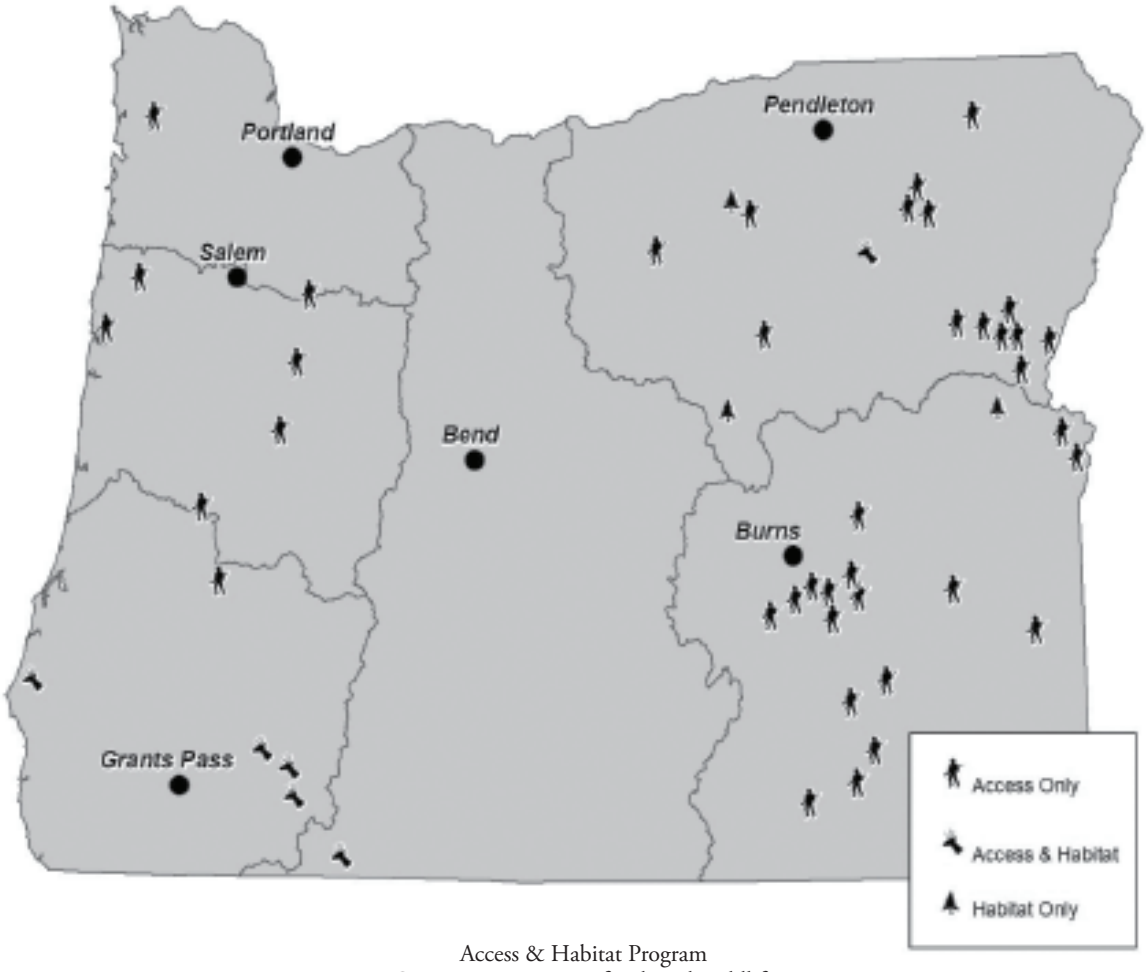
[b] Recurring project - affected acres and landowners accounted for on previous line

Some "By-Permission" projects target youth hunters and provide exceptional hunting opportunities.

The A&H Program strives to provide a variety of hunting opportunities, including upland game birds.

Project Distribution

The 59 projects funded by A&H as of December 2014 are located throughout eastern and western Oregon. Projects renewed during the biennium are only indicated once on the map.



Access & Habitat Program
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Wildlife Division: (503) 947-6301
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Salmon and Trout Enhancement Program
2013-2014 Legislative Report

Executive Summary

The Salmon and Trout Enhancement Program (STEP) was established by the Oregon Legislature in 1981 as a program of the Oregon Department of Fish and Wildlife (ODFW) that seeks to "achieve the recovery and sustainability of the state's native salmon and trout through the education of Oregon's citizens and their involvement with fish management efforts." Since then, more than 350,000 adult and youth volunteers have contributed nearly 3.5 million hours to an estimated 38,300 STEP projects.

The annual report summarizes the activities and accomplishments of STEP from October 1, 2013 to September 30, 2014. STEP activities are integral to accomplishing ODFW's fish management objectives. During the 2013-2014 period, statewide STEP volunteer efforts involved 3,768 youth and 5,519 adult volunteers contributing 113,891 hours on 1,382 projects. Volunteer time provided was the equivalent of 55 full time equivalents (FTEs), valued at $3,086,500.

The types of projects conducted through STEP reflect the diverse ways that volunteers can assist with fish and habitat management needs throughout Oregon. The issues and priorities within individual watersheds are often unique to those areas and the focus of STEP efforts can vary across the state. Generally, activities can be grouped into four main categories:

- **Education and Program Development:** During the reporting period, more than 58,300 people participated in STEP training, classes, tours, presentations or workshops, or visited STEP activities or displays at public events. These activities involved more than 2,480 youth and adult volunteers and included 737 individual Fish Eggs-to-Fry classroom projects that reached over 26,200 students. Oregon ranks number two in the nation for number of classrooms using classroom incubators.
- **Inventory and Monitoring:** Nearly 500 volunteers contributed 6,500 hours to participate in 77 projects to inventory and monitor fish populations, assess sport fisheries, conduct fish passage inspections and survey habitat in streams and rivers across the state.
- **Habitat Improvement:** More than 650 miles of waterways were improved for fish use by 700 volunteers through fish passage, in-stream, riparian and fish carcass placement projects, and the Keep Oregon Rivers Clean (KORC) program.

- **Fish Culture:** STEP volunteers assisted with rearing and releasing of approximately 4.6 million Chinook salmon, coho salmon, steelhead and trout for enhancement or augmentation purposes. Of these, nearly 2.9 million fish were fed and cared for by STEP volunteers before release and 13,660 fish were collected for broodstock.

STEP is funded by a combination of the U.S. Fish and Wildlife Service (USFWS) Sport Fish Restoration (SFR) grant program and ODFW funds. The program consists of a coordinator and administrative assistant, located in the ODFW headquarters office in Salem and 11 STEP biologists located throughout the state. The coordinator and assistant divide their time between the STEP program and the Restoration and Enhancement Program.

The thirteen-member STEP Advisory Committee (STAC) is comprised of citizens appointed by the Governor. The committee meets quarterly around the state and advises ODFW on policy and the implementation of STEP. The committee administers the STAC Mini-Grant Program, funded through a $50,000 biennial grant from the ODFW Fish Restoration and Enhancement (R&E) Program Mini-Grants are available in amounts up to $2,000 for projects that further the goals of STEP. From October 2013 to September 2014, meetings were held in Salem, La Pine, and Astoria.

Four new members were appointed to STAC during the reporting period. The members appointed were Gary Stover for the North Coast, Curt Bennett for the Tenmile, Coos and Coquille, Jeff DeVore for the Upper-Willamette, and Deborah Yates for the Umpqua.

To receive a hardcopy of the Salmon Trout Enhancement Program 2013-2014 Legislative Report contact the Salmon and Trout Enhancement Program Coordinator, Oregon Department of Fish and Wildlife, 4034 Fairview Industrial Dr. SE, Salem, Oregon 97302 or at (503) 947-6232. An electronic copy of this Legislative Report, as well as previous reports, can be found at http://www.dfw.state.or.us/fish/STEP/

SALMON AND TROUT

ENHANCEMENT PROGRAM (STEP)

2013-2014 Annual Progress Report

Prepared by the Oregon Department of Fish and Wildlife
4034 Fairview Industrial Dr.
Salem, Oregon 97302

This project was partially financed with funds obtained through the Federal Aid in Sport Fish Restoration Program.

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CONTENTS

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BACKGROUND AND SUMMARY

This report summarizes the activities and accomplishments of the Salmon and Trout Enhancement Program (STEP) from October 1, 2013 to September 30, 2014. The Oregon Legislature established STEP in 1981 as a program of the Oregon Department of Fish and Wildlife (ODFW) that seeks to "achieve the recovery and sustainability of the state's native salmon and trout through the education of Oregon's citizens and their involvement with fish management efforts". Although this goal will not be achieved by the program acting alone, annual volunteer efforts through STEP to enhance fisheries and restore habitats lend critical support to the management programs of ODFW and contribute to the more extensive statewide efforts toward fish and watershed restoration under the Oregon Plan for Salmon and Watersheds.

The role of STEP within ODFW is defined by Oregon Revised Statute (ORS 496.430 through 496.465) and Oregon Administrative Rule (OAR 635-009-0090 through 635-009-0150) specific to the program. Program activities are also guided by broader ODFW fish and habitat management policies including the Native Fish Conservation Policy (NFCP), Fish Hatchery Management Policy (FHMP), and the Fish Health Management Policy (FHMP). These policies establish direction for the broader ODFW fish and habitat management efforts that include STEP, provide support for a wide range of STEP activities, and set biological impact thresholds. The policies also allow STEP to work with other ODFW programs for which STEP can provide important volunteer and educational support.

The types of projects conducted through STEP reflect the diverse ways that volunteers can assist with fish and habitat management needs throughout Oregon. The issues and priorities within individual watersheds are often unique to those areas and the focus of STEP efforts can vary across the state. Generally, activities can be grouped into four main categories:

- **Education and Program Development** informs the public about Oregon's salmon and trout resources, their habitats, and STEP. Projects include classroom incubators (also known as the "Fish Eggs-to-Fry Program"), presentations, classes, volunteer training, tours, displays, printed materials, equipment, construction and maintenance.
- **Inventory and Monitoring** activities characterize fish populations and their habitats. Projects include stream and riparian habitat surveys and other methods used to study, monitor or inventory fish life history, presence, distribution or abundance.
- **Habitat Improvement** activities enhance, restore and protect habitat for native stocks of salmon, steelhead, and trout. Projects include the placement of large woody debris in streams, riparian protection and restoration, fish passage improvement and fish carcass placement for stream nutrient enrichment. This category also includes aesthetic improvements to lakes and streams achieved through the Keep Oregon's Rivers Clean (KORC) fishing line and tackle recycling program.
- **Fish Culture** activities produce fish to supplement natural fish production, augment fisheries, or, in the case of the classroom egg incubation program, provide educational opportunities. This category also includes fish rescued, transplanted, or reintroduced.

- **The 25-year Angling Enhancement Plan** was adopted in February of 2010 to outline strategies for providing diverse, stable and productive angling opportunities and facilitate an increase in angling participation. Because of its strong connection to the volunteer base, and the local needs and interests, STEP is used to directly address recreational fishing priorities; specifically, opportunity, access and mentoring. While the focus is on youth anglers and families it also provides direct and indirect benefits to all anglers.

STEP is funded by a combination of the U.S. Fish and Wildlife Service (USFWS) Sport Fish Restoration (SFR) grant program and ODFW funds (75 percent federal with 25 percent state match). The program consists of a coordinator and administrative assistant, located in the ODFW headquarters office in Salem. Staff divides their time between the STEP program and the Restoration and Enhancement Program. STEP is implemented in the field by 11 STEP biologists (nine 1.0 FTE and two 0.5 FTE) located throughout the state.

In addition, program oversight is provided by the thirteen-member STEP Advisory Committee (STAC) comprised of citizens appointed by the Governor. The committee advises the Oregon Fish and Wildlife Commission (Commission) and ODFW on policy and the implementation of STEP and presents the STEP Annual Progress Report to the Commission. The committee also administers the STAC Mini-Grant Program, funded through a $50,000 biennial grant from the ODFW Fish Restoration and Enhancement (R&E) Program. The Mini-Grants are available in amounts up to $2,000 for projects that further the goals of STEP and are reviewed for approval by STAC at their quarterly two-day meetings. From October 2013 to September 2014, meetings were held in Salem, La Pine, and Astoria.

Four new members were appointed to STAC during the reporting period. The members appointed were Gary Stover for the North Coast, Curt Bennett for the Tenmile, Coos and Coquille, Jeff DeVore for the Upper-Willamette, and Deborah Yates for the Umpqua.

Within each watershed management district, the STEP biologist fill several roles including fish and habitat biologist, educator, outreach specialist, community or technical advisor, and lead for volunteer management. The program works with a variety of individuals, groups and organizations including adult and youth volunteers, angling and conservation interests, watershed councils, soil and water conservation districts, private landowners, schools, individual students, and other state, federal and local government agencies. Through STEP, these individuals and organizations work with ODFW to conduct community-based watershed restoration and species recovery efforts throughout Oregon.

Summary of Current Efforts

The following summarizes accomplishments of the program in 2013-2014:

- More than 58,300 people participated in STEP training, classes, tours, presentations or workshops, or visited STEP activities or displays at public events (Table 1). These activities involved over 2,480 youth and adult volunteers. This includes 737 individual Fish Eggs-to-Fry classroom projects that reached over 26,200 students.
- Nearly 500 volunteers contributed nearly 6,500 hours to participate in 77 projects to inventory and monitor fish populations, assess sport fisheries, conduct fish passage inspections and survey habitat in streams and rivers across the state (Table 2).
- Nearly 650 miles of waterways were improved for fish use by over 700 volunteers through fish passage, in-stream, riparian and fish carcass placement projects and the KORC program (Table 3).
- STEP volunteers assisted with rearing and releasing of approximately 4.6 million Chinook salmon, coho salmon, steelhead and trout for enhancement or augmentation purposes; nearly 2.9 million of these fish were reared (fed and cared for) before release and 13,660 broodstock fish were collected (Table 4).
- The agency continues to implement the 25-Year Angling Enhancement Plan. Major accomplishments by STEP include continuing to improve access to local angling sites and improved family fishing events.
- Promoting close and easy access to angling opportunities and providing simple, low cost fishing opportunities for youth and families (i.e. still-water, "bait and bobber") continues to be a priority for STEP. Assistance by STEP volunteers to restore inland trout fisheries will continue.

As indicated by the amount of work accomplished, volunteers made a substantial contribution to STEP and ODFW. Because STEP activities are integral to accomplishing ODFW's fish management objectives, ODFW staff also contributes time and resources to the program beyond what is funded by the SFR grant. Highlights of the 2013-2014 statewide volunteer efforts include:

- 3,768 youth and 5,519 adult volunteers in Oregon participated in STEP activities
- Volunteers participated in an estimated 1,382 projects, totaling 113,891 hours. This is equivalent to 54.8 full time employees.
- Using the estimated dollar value of $27.10 for volunteer time in Oregon for 2014, the value of STEP volunteer hours was nearly $3,086,500

Since the program was established in 1981, more than 350,000 adult and youth volunteers (Figure 1) have contributed nearly 3.5 million hours (Figure 2) to an estimated 38,300 STEP projects. This data does not include the many additional adult and youth who have participated in presentations, workshops, field tours, or classroom projects conducted through STEP.

For this report, each STEP biologist provided a narrative that describes their district and an overview of activities in that district for each of the four main program components (education and program development, inventory and monitoring, habitat improvement, and fish culture).

The appendices include the following program information:

- Appendix 1. A list of the current STAC members
- Appendix 2. A list of the current STEP biologists
- Appendix 3. A partial list of the schools that work with STEP
- Appendix 4. A partial list of the groups and organizations that work with STEP

Tables and Figures

Table 1. Education and development activities, participation and volunteer effort by STEP district, 2013-2014. Activities were defined as those projects having at least one participant or volunteer; figures in parentheses indicate the number of Fish Eggs-to-Fry classroom incubator projects.

EDUCATION AND DEVELOPMENT

			Volunteers			
STEP District	Activities	Participants	Youth	Youth Hours	Adults	Adult Hours
Coos-Coquille	70 (174)	12,808	99	2,099	910	4,904
Eastern Oregon	34 (69)	6,932	0	0	255	3,188
Lower Rogue	55 (8)	3,998	33	115	402	3,912
Mid-Coast	43 (58)	8,204	40	2,192	246	2,812
Mid-Willamette	102 (82)	7,946	0	0	83	401
North Coast	3 (22)	1,154	0	0	1	20
North Willamette	32 (208)	6,772	0	0	35	354
Umpqua	42 (12)	4,447	59	279	338	3,478
Upper Rogue	14 (20)	2,269	1	3	29	152
Upper Willamette	11 (119)	3,777	2	16	36	226
STAC	3 (0)	20	0	0	13	1,000
Total	**393 (737)**	**58,327**	**234**	**4,704**	**2,348**	**20,447**

Table 2. STEP inventory and monitoring activities, miles affected and surveyed and volunteer effort, 2013-2014. Activities were defined as those projects having at least one participant or volunteer.

INVENTORY AND MONITORING

				Volunteers			
STEP District	Activities	Miles Affected	Miles Surveyed	Youth	Youth Hours	Adults	Adult Hours
Coos-Coquille	2	28	28	0	0	16	112
Eastern Oregon	18	23	36	0	0	101	221
Lower Rogue	8	247	17	35	271	70	1,231
Mid-Coast	13	0	0	23	870	43	1,341
Mid-Willamette	12	0	24	15	75	52	616
North Coast	1	0	13	0	0	21	316
North Willamette	6	422	0	1	6	9	193
Umpqua	4	0	0	0	0	9	160
Upper Rogue	8	34	0	0	0	62	692
Upper Willamette	8	0	7	3	28	37	412
Total	**80**	**754**	**125**	**77**	**1,250**	**420**	**5,294**

Table 3. Habitat restoration activities, miles affected and restored and volunteer effort by STEP district, 2013-2014. Activities were defined as those projects having at least one participant or volunteer.

HABITAT

				Volunteers			
STEP District	Activities	Miles Affected	Miles Restored	Youth	Youth Hours	Adults	Adult Hours
Coos-Coquille	5	1	1	33	198	35	350
Eastern Oregon	0	0	0	0	0	0	0
Lower Rogue	10	41	2	96	198	32	172
Mid-Coast	11	186	59	6	43	87	817
Mid-Willamette	7	36	0	17	49	50	507
North Coast	6	145	0	12	48	6	24
North Willamette	43	86	0	207	1,025	71	456
Umpqua	1	10	10	0	0	4	8
Upper Rogue	14	37	11	0	0	50	399
Upper Willamette	3	18	4	8	64	2	16
Total	**100**	**560**	**87**	**379**	**1,625**	**337**	**2,749**

Table 4. Fish culture activities and volunteer effort by STEP district, 2013-2014. Activities were defined as those projects having at least one participant or volunteer; figures in parentheses indicate the number of Fish Eggs-to-Fry classroom incubator projects. For classroom incubation projects, this table reflects only the number of fish reared and released. Participation and volunteer efforts for the classroom incubator program were included under education and development (Table 1).

FISH CULTURE

	Number of Fish				
STEP District	Activities	Broodstock Collected	Incubated	Reared	Released
Coos-Coquille	21 (174)	10,953	1,854,989	1,688,999	2,798,885
Eastern Oregon	0 (64)	0	12,400	0	12,300
Lower Rogue	5 (8)	427	150,432	95,403	135,684
Mid-Coast	10 (58)	1,613	368,060	35,753	425,729
Mid-Willamette	0 (82)	0	22,750	0	22,000
North Coast	15 (21)	269	181,600	262,594	187,751
North Willamette	12 (202)	0	86,000	786,775	748,252
Umpqua	11 (18)	399	256,009	0	172,530
Upper Rogue	6 (25)	0	5,750	0	2,059
Upper Willamette	4 (89)	0	9,300	0	128,384
Total	**84 (737)**	**13,661**	**2,947,290**	**2,869,524**	**4,633,574**

	Volunteers				
STEP District	Youth	Youth Hours	Adults	Adult Hours	Total Hours
Coos-Coquille	2,896	26,622	963	15,528	42,150
Eastern Oregon	0	0	30	480	480
Lower Rogue	49	410	151	5,716	6,126
Mid-Coast	23	420	282	11,180	11,600
Mid-Willamette	0	0	0	0	0
North Coast	134	1,180	527	7,148	8,328
North Willamette	3	30	93	804	834
Umpqua	5	125	180	8,765	8,890
Upper Rogue	0	0	18	48	48
Upper Willamette	70	424	170	1,086	1,510
Total	**3,180**	**29,211**	**2,414**	**50,755**	**79,966**

Figure 1. Number of volunteers who participated in STEP activities, 1981-2014. Values for 1981-1990 and 1993 are estimates. (Note: 1986-1990 and 1993 were updated in 2011 based on discovery of a 1993 report.)

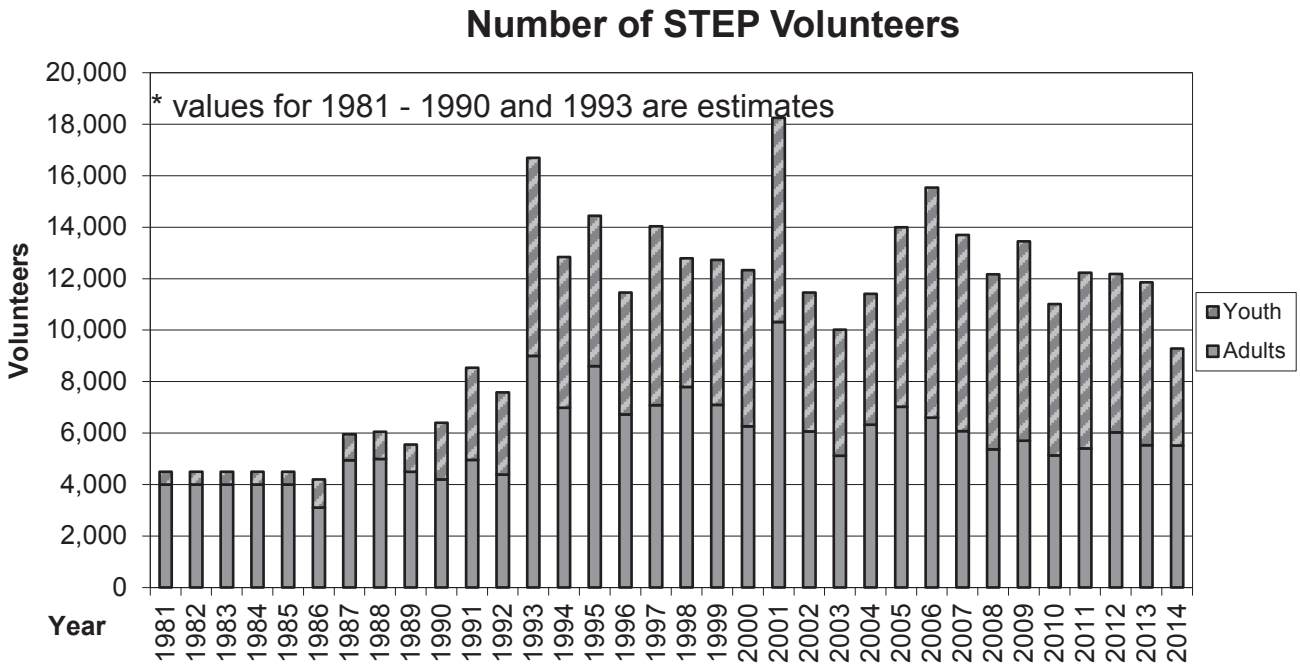
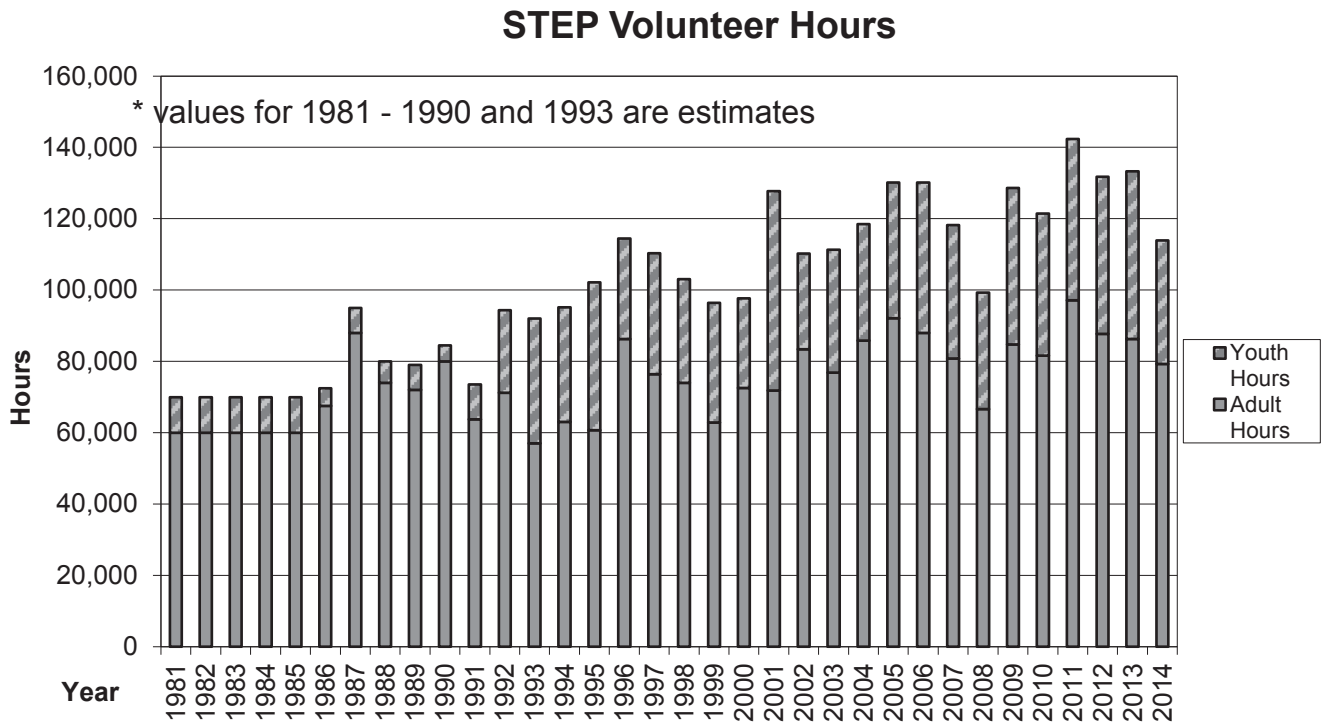


Figure 2. Hours contributed by volunteers towards STEP activities, 1981-2014. Values for 1981-1990 and 1993 are estimates. (Note: 1986-1990 and 1993 were updated in 2011 based on discovery of a 1993 report.)



INTRODUCTION

Education and Program Development

STEP biologists and volunteers conduct a variety of activities that help develop the program and educate the public about Oregon's fish resources. These include:

- Presentations to groups, teaching classes, conducting tours, and holding workshops
- Hosting displays or booths at fairs and festivals, and preparing written materials such as articles, news releases, websites, brochures, and STEP publications
- Training STEP volunteers or project cooperators with the technical skills that allow them to conduct or assist with projects
- Maintaining or constructing equipment or facilities
- Assisting with program administration and other activities

FishWorks, a quarterly newsletter, is published to highlight STEP and R&E Program activities and provides information on upcoming events and the value of projects to fish management.

Inventory and Monitoring

Volunteers assist ODFW in conducting a variety of inventory, monitoring and evaluation projects to provide information on Oregon's salmon, steelhead and trout, their habitats, and associated fisheries. The major types of activities conducted through STEP are:

- Angler or creel surveys
- Fish passage or culvert inspections
- Fish population or distribution survey or monitoring
- Fish life history or other investigations
- Stream and other aquatic habitat surveys
- Miscellaneous monitoring activities (e.g., water quality monitoring)

To conduct these surveys, volunteers become skilled in sampling methods and learn a wide variety of fish or fishery sampling techniques, including adult and juvenile fish traps, electro-fishing gear, seines, gill nets, trap nets, snorkeling, hook and line, radio telemetry, and creel surveys.

Habitat Improvement

Each year, volunteers conduct or assist with numerous habitat improvement projects on private and public lands throughout Oregon. These include efforts to improve or restore:

- Fish passage
- In-stream habitat
- Riparian, off-channel, wetland, or floodplain habitat
- Stream nutrients through fish carcass placement
- Aesthetic qualities through the Keep Oregon's Rivers Clean program

Although the stream nutrient enrichment program is not strictly a STEP activity, many carcass placement projects rely heavily on the manual labor of STEP volunteers, as access to sites can be poor and carcasses must be placed in a manner that simulates natural distribution and conditions. Carcass placement occurs in streams where populations of spawning anadromous salmonids are well below historic levels.

STEP is in a unique position in that it can bring all aspects of restoration under one program. These include pre and post project monitoring, technical guidance, equipment, labor, and access to funding and outreach.

KORC program was created to collect and recycle discarded angling line and tackle continued in 2013-2014. Currently, over 100 stations have been installed and are being maintained by volunteers within the fish districts.

Fish Culture

STEP volunteers conduct or assist with all stages of fish propagation, including collecting and spawning adult fish, incubating eggs, and rearing, acclimating, and releasing juvenile fish. STEP volunteers often work in conjunction with ODFW fish hatcheries at one or more of the stages in the fish production cycle. In a few locations where there are no ODFW hatchery programs due to lack of facilities or hatchery capacity, STEP volunteers operate facilities that perform the entire rearing cycle from broodstock collection to release. In both cases, STEP propagation efforts are guided by ODFW management objectives, and are consistent with the guidelines, practices, and protocols outlined by hatchery management policy.

Because STEP fish culture projects are an integral part of ODFW fish management programs, oversight of STEP propagation activities occurs in a variety of ways. Initially, STEP propagation proposals go through an approval process at the local, regional, and Fish Division levels within ODFW to ensure the projects will meet fish management objectives and are consistent with policies regarding potential impact to native fish populations. Specific legal limitations regarding STEP also exist that, in addition to ensuring the projects are in compliance with other applicable goals, policies, rules, and plans, limit the duration and size of projects. STEP propagation projects operate on three to five year cycles depending on the type of project and fish species involved. Once the cycle is complete, the project must be reviewed through a formal renewal process. In addition, STEP propagation projects that rear and release more than 100,000 fish must receive authorization from the Commission. Presentation of the project at a Commission meeting also serves as an opportunity for public comment. Public comment during the propagation project review process can also be submitted directly to staff or can be provided when the project is presented for review by STAC at a regularly scheduled STAC meeting. If public interest warrants, ODFW may choose to hold additional public meetings to present and discuss projects under review.

The importance of STEP fish culture efforts to Oregon's fish resources has provided program activities some legal protections such as not having to obtain water rights for approved STEP projects. STEP biologists work closely with volunteers to ensure a facility complies with the applicable operating and reporting requirements for ODFW fish hatchery facilities and those of STEP. The program biologists also help carry out the project logistically, work with other ODFW staff to coordinate cooperative propagation efforts, and provide technical assistance. STEP fish propagation facilities are funded, built, operated, and maintained by the volunteers with ODFW assistance and oversight.

The purpose of STEP fish propagation programs is to rehabilitate or supplement populations of naturally-produced salmon and trout or augment fisheries with hatchery fish. Thousands of volunteers have assisted Oregon's fisheries through their involvement in STEP and their donation of money, materials, equipment, and countless hours of time and labor. Without these efforts, ODFW's propagation ability would be greatly diminished in many areas.

Many projects have more than a single purpose and often serve as educational opportunities to increase public understanding and stewardship of Oregon's fish resources and the aquatic environment.

STEP fish culture projects are generally grouped into the following types:

- Classroom egg incubation program projects that release unfed fry, also known as the "Fish Eggs-to-Fry" program
- Stream hatchbox projects that release unfed fry
- Fish rearing projects. All activities included here involve feeding and caring for fish
- Projects that acclimate fish before release
- Projects that collect adult broodstock
- Miscellaneous activities including volunteer help at ODFW hatcheries for maintenance, broodstock collection, spawning, marking, stocking, and other duties, and salvage of wild fish

Northwest Region

Lower Willamette STEP

Jeff Fulop, STEP Biologist
Todd Alsbury, District Fish Biologist
Tom Murtagh, District Fish Biologist

Lower Willamette STEP covers the Department's North Willamette Watershed District (NWWD), and with the Portland metropolitan area inside its boundaries, has the largest population of any STEP district in Oregon. The large angling population presents the district with the challenge of meeting the varied needs of a broad and changing demographic. There are also numerous fish management constraints associated with conservation and recovery of native fish species and species listed under the Endangered Species Act (ESA). The district mission is to provide ongoing and improving angling opportunities, improvements to habitat for fish and wildlife, and a continuing contribution to the quality of life that people in this area have come to enjoy and expect.

The district covers waters from the eastern slopes of the coast range east to Mt. Hood, and from the city of Clatskanie south to Salem. The larger river basins include the Columbia, Willamette, Sandy, Clackamas, Tualatin, Molalla, Yamhill and Pudding and their many tributaries. The varied landscape includes farmland, urban areas, forest lands, mountains and wetlands. Fish species include salmon, steelhead, a variety of trout and sturgeon. There is also a wide diversity of warm water angling opportunities with several species of warm water game fish present in the district.

Population growth along with the associated development and urban sprawl, and the ever-changing constituency continue to place considerable strain on the natural resources. District staff strives to maintain a balance between fish and wildlife protections, continued opportunities in fishing, hunting or outdoor viewing enjoyment, while meeting the new demands on the resources associated with rapid population growth and development.

EDUCATION AND PROGRAM DEVELOPMENT

Family Fishing Events

STEP coordinated and produced eight Family Fishing Events in the NWWD, continuing the efforts of getting local youth and adults actively involved and interested in fishing. With most of the people in the district residing in urban areas, holding these close-in events provides opportunities for participants of all ages to experience the outdoors while discovering that they can remain close to home.

Angler Education Instructors at a Family Fishing Event.

For 2013-2014 the events were held at Canby Pond in Canby, St. Louis Pond in Gervais, Trojan Pond in Rainier, Mt Hood Community College Pond, Shorty's Pond in Molalla, and Sheridan Pond in Sheridan. The events attracted over 2,000 participants, many of them first-time anglers. Several hundred trophy trout in addition to legal-sized trout were stocked for the events.

Under the guidance of the STEP biologist, volunteer groups including the Association of Northwest Steelheaders (ANWS), ODFW Angler Education Instructors, and members of the angling community provided assistance in teaching kids about fishing, handling their catch and selecting the right equipment, as well as how to interact with the environment. Volunteers also assisted in setting up equipment and provided help at the registration areas. More than 60 volunteers donated over 440 hours of time helping to make these events successful.

Fish Eggs-to-Fry Program

NWWD STEP has been a leader in the Eggs-to-Fry program for several years and continued to see interest and growth in the classroom incubator program in 2013-2014. An expanding enthusiasm and desire to integrate the program into classroom curriculum again brought several new schools to STEP, with the participation numbers annually exceeding 200 classrooms. These incubation projects hatched eggs and released nearly 80,000 unfed salmon and trout fry into a dozen different STEP-approved lakes, ponds, and streams within the NWWD. Several local chapters of the ANWST, the local OSU Extension Service (4-H), CREST, OMSI, Oregon Zoo and Reed College sponsored classroom incubation projects in schools around the Portland Metro Area. With the tremendous growth of the program, its success would not be possible without the dedication of the many volunteers donating dozens of hours.

Other Outreach

STEP staff continued to write the angling recreation report for the NWWD, providing updated information to local anglers about all types of fishing opportunities in the area. This report is published weekly on the ODFW website and is one of the most popular destinations on the site.

STEP staff continued to take the lead as author and editor of the NWWD portion of the Spring Fishing Forecast and the Winter Steelhead Fishing Guide both found on the ODFW website, various online publications, and distributed to local media.

STEP staff attended monthly meetings of several local angling groups, keeping this valuable

volunteer base aware of upcoming opportunities and issues. Monthly meetings also provide a venue to show appreciation for volunteer efforts.

STEP staff participated in several outreach activities by attending summer camps, assist at local fishing events, and visiting area classrooms to perform fish dissections or discuss STEP in the schools and career opportunities in the natural resource fields.

STEP staff represented the NWWD at the 2014 Oregon State Fair and the 2014 Sportsmen's Show providing information and updates about ODFW activities and STEP opportunities in the NWWD and around Oregon.

INVENTORY AND MONITORING

Sandy River Broodstock Collection

STEP, along with the Sandy Chapter of ANWS and other volunteers, assisted NWWD staff performing weir trap monitoring on the Sandy River in an effort to avoid possible vandalism and accidental injury. STEP volunteers also assisted in broodstock collection at the traps along with sorting and passing of wild spring Chinook salmon.

HABITAT IMPROVEMENT

Stream Nutrient Enrichment Program

The 20th year of the district's stream nutrient enrichment program was completed with cooperation from the Clackamas Hatchery, Sandy Hatchery, the United States Forest Service, and the USFWS Eagle Creek Hatchery. The carcasses are intended to mimic historic run densities of spawning Chinook, steelhead, and coho salmon in area streams and increase stream nutrient levels for aquatic organisms.

Students from Milwaukie High School tossing carcasses.

Over 200 youth volunteers and 60 adult volunteers contributed to the project, placing over 58,000 pounds of coho and Chinook salmon carcasses in the Sandy River Basin, the Clackamas River Basin, and the Yamhill Basin. Volunteers from the ANWST (the Association of Northwest Steelheaders), students from various local schools, SOLV (Stop Oregon Litter and Vandalism), members of the Sandy River Watershed Council and Clackamas River Watershed Council, and the Confederated Tribes of the Grande Ronde assisted with the carcass distribution effort.

Line and Tackle Collection

North Willamette STEP now has Keep Oregon Rivers Clean (KORC) stations in place along six rivers and lakes. These line and tackle collection stations can be found on the Sandy River, Clackamas River, Blue Lake Park, Herman Creek, St Louis Ponds, Canby Pond, and Salish Ponds, all maintained through volunteer efforts. Additional materials are being prepared for new stations to be installed in several popular fishing spots in the district.

FISH CULTURE

Fish Acclimation Projects

Acclimation facilities have been a key component of fish release strategies in the NWWD for several years and operation of these facilities is an important function of STEP. Releases from acclimation sites are intended to coincide with hatchery production and provide increased angling opportunities on the Willamette, Clackamas, Sandy and Molalla rivers. Recent improvements in local fisheries can be credited to these acclimation projects and their success can be directly attributed to the efforts of volunteers and the over 800 hours they contributed to the projects this past year.

Since the spring of 2014 an acclimation pond has been operated on Trout Creek near its confluence with the Molalla River. Daily operation of this facility is performed entirely by volunteers from the Coastal Conservation Association (CCA) and the NW Steelheaders. During March and April of 2014 nearly 100,000 Chinook salmon smolts were acclimated and released from the facility in an effort to improve runs that have been struggling in recent years. Releases in 2013 should return to the Molalla as adults in the coming spring 2015 and hopes are high for an improved spring Chinook salmon fishery in the river.

The Foster Creek Acclimation Facility continued to be a productive site for STEP. A change in management was made for 2014 at the Foster site. Since survival and return of summer steelhead appeared to be exceptional we increased the number of summer steelhead releases and direct released the spring Chinook smolts in line with the hatchery practices. Nearly 50,000 summer steelhead smolts were released from Foster Pond, and almost 25,000 winter steelhead smolts were acclimated and released into the Clackamas River in the early spring of 2014. This pond is located on Ris and Janet Bradshaw's property. Under the guidance of STEP, the Bradshaws and additional volunteers maintained the facility, performed all fish culture activities, and assisted with release. Anglers have seen a very productive fishery develop in this section of the Clackamas River in recent years, likely due to these smolt releases.

The Clear Creek Acclimation Facility was completed and put into production in spring of 2009. Spring of 2014 marked the sixth year of releases from this site. Feeding and daily maintenance was provided by volunteers from the McLoughlin Chapter of the ANWS who donated nearly 100 hours to this project. Over 168,000 spring Chinook salmon smolts were acclimated and released to provide additional returns of adult spring Chinook to the extremely popular Willamette River and Clackamas River sport fisheries.

The Eagle Creek Acclimation Facility, located at Eagle Fern Park on Eagle Creek, was completed and put into production in early 2010. With funding from an R&E grant provided by the Oregon Wildlife Heritage Foundation, this facility was built from the ground up on the banks of Eagle Creek a few miles up from the confluence with the Clackamas River. This site is operated in cooperation with STEP, the NWWD staff, Clackamas County Parks, and volunteers. Feeding and daily maintenance was provided by youth and adult volunteers who donated over 65 hours to this project, with instrumental support provided by the Clackamas County Parks Department.

This Eagle Creek Acclimation project provided for the acclimation and release of over 190,000 spring Chinook salmon smolts into Eagle Creek. As a major tributary of the Clackamas River these smolt releases will be instrumental in providing additional returns of adult spring Chinook

to the Willamette and Clackamas rivers, as well as reintroducing a once popular spring Chinook fishery to Eagle Creek.

The Bull Run River Acclimation Facility saw its fourth year of production in 2014 at the site of the decommissioned PGE Bull Run Powerhouse. Releases of spring Chinook salmon from this acclimation site are part of a district strategy to address problems involving stray rates of Sandy Hatchery spring Chinook by giving the salmon a return destination away from the wild fish sensitive Upper Sandy Basin. All spring Chinook smolts in the Sandy River are now released at this acclimation site instead of at Sandy Hatchery so management of this facility by volunteers is critical. The site at Bull Run saw over 134,000 spring Chinook smolts released in spring of 2014, with tremendous help from volunteers with the Sandy Chapter of ANWS.

Broodstock Collection

The collection of broodstock winter steelhead on the Clackamas River and spring Chinook salmon on the Sandy River was completed with assistance from the NW Steelheaders, individual volunteers, and local fishing guides. This project is instrumental in NWWD fish management goals and would not happen without the help of these volunteers.

Liberation

STEP provided regular back up support for NWWD trout stocking activities in 2013-2014, both by assisting Region fish liberation truck drivers at stocking sites and driving a portable liberation truck, delivering fish directly to local water bodies. The assistance of volunteers was often critical in completing successful stockings at difficult to access locations.

Schools and Groups that work with Lower Willamette STEP

The following is a partial list of schools, school districts, organizations, agencies, and other groups that work with STEP. Due to the large number of participants, it is possible that some groups were inadvertently left off this list. Please contact (503)-947-6211 if your program has been left off this list.

Elementary, Middle, and High Schools	St. Thomas Moore School
Ainsworth Elementary School	Sunnyside Elementary School
Alliance Charter Academy	Sunnyside Environmental School
Alpha HS	Stafford Primary School
Archbishop Howard School	Stoller MS
Arleta Elementary School	Sweetbriar School
Astor School	SW Charter School
Banks Elementary School	Tom McCall Upper Elementary School
Barlow HS	Trillium Creek Primary School
Beavercreek Elementary School	Trost Elementary School
Bilqiust Elementary School	Tualatin Valley Academy
Boeckman Creek Elementary School	Westgate Christian School
Bolton Primary School	Westridge Elementary School
Boones Ferry Primary School	West Linn HS
Bridlemile Elementary School	West Sylvan MS
Buckman School	Whitford MS
Carus Elementary School	Willamette Primary School
Cascade Academy	Winterhaven School

Catlin Gabel Lower School
Cedar Oak Park School
City View Charter School
Clackamas HS
Clackamas River Elementary School
Clarkes Elementary School
Cornelius Elementary School
Creative Science School
CREST/West Linn-Wilsonville SD
Deep Creek Elementary School
Deer Creek Elementary School
Earl Boyles Elementary School
East Sylvan MS
Echo Shaw Elementary School
Emerson School
Estacada HS
Estacada Junior High
Ewing Young Elementary School
Farmington View Elementary School
Faubion School
Fir Grove Elementary School
Five Oaks MS
Floyd Light MS
Forest Hills Lutheran School
Forest Park Elementary School
Fowler MS
Free Orchards Elementary School
Gaffney Lane Elementary School
Gladstone HS
Gordon Russell MS
Grout Elementary School
H.B. Lee Elementary School
H.B. Lee MS
Happy Valley Elementary School
Harvey Clarke Elementary School
Hogan Cedars Elementary School
Imlay Elementary School
Inza Wood MS
Jackson MS
Joseph Gale Elementary School
LaSalle Prep School
Lee Elementary School
Lenox Elementary School
Lents Elementary School
Lewis Elementary School
Lincoln HS
Witch Hazel Elementary School
Wood MS
Orenco Elementary School
Patterson Elementary School
Pioneer Special School
Pleasant Valley School
Powell Valley Grade School
Poynter MS
Quatama Elementary School
Rachel Carson Environmental MS
Raleigh Park Elementary School
Raleigh Hills School
Rex Putnam HS
Reynolds HS
Ridgewood Elementary School
Riverdale Grade School
Sabin-Schellenberg Center
Salish Ponds Elemetary School
Sandy Grade School
Sauvie Island Academy
Scappoose HS
Skyline School
Springwater Environmental Sciences School
St. John Fisher School
St. Paul Elementary School

Colleges and Universities

Mount Hood Community College
OSU 4-H Extension Service
Reed College

Organizations

Association of Northwest Steelheaders
- Sandy Chapter
- Tualatin Valley Chapter
- McLoughlin Chapter
- Molalla Chapter
- Newberg Chapter

Coastal Conservation Association
NW Flyfishers
S.O.L.V.

Government

The Confederated Tribes of Grande Ronde
Metro Parks
City of Fairview
Oregon State Parks
Project YESS
Tualatin Hills Parks & Recreation

Lincoln St. Elementary School	US Forest Service
Linwood Elementary School	Clackamas County Parks
Lowrie Primary School	Weyerhauser Timber Co.
Miller Education Center	City of Portland/Water Bureau
Milwaukie HS	U.S. Fish and Wildlife Service
Minter Bridge Elementary School	Cleanwater Services
MITCH Charter School	**Watershed Councils**
Molalla River Academy	Clackamas River Basin Council
Molalla River MS	Sandy River Basin Council
North Plains Elementary School	Tualatin River Basin Council
Ogden MS	Johnson Creek Watershed Council
Oregon Episcopal School	

Mid-Willamette STEP

Karen Hans, STEP Biologist
Alex Farrand, Assistant District Fish Biologist
Elise Kelley, District Fish Biologist

The Mid-Willamette STEP district is a geographically diverse area in the South Willamette Watershed District (SWWD) reaching across the Willamette Valley from the crest of the Coast Range east to the crest of the Cascades. The Willamette River travels the length as it flows from McKenzie River confluence downstream to the agricultural lands north of Salem. Within this area, three major river systems flow from the western slopes of the Cascades into the Willamette (North Santiam, South Santiam, and Calapooia). Another five (Glen/Gibson, Rickreall, Luckiamute, Marys, and Long Tom) drain the eastern slopes of the Coast Range. The District is also one of the most populated regions of Oregon. Salem, Eugene, Corvallis, and Albany are the larger urban areas but a number of smaller cities, towns, and rural communities are scattered throughout. The natural resource concerns that have accompanied the area's historical land uses of timber harvest and agriculture have been complicated by the challenges posed by urbanization.

In spite of the growing human population and resulting changes to the landscape the Willamette River Basin continues to support a diversity of fish. Native among these include spring Chinook salmon, winter steelhead, rainbow and cutthroat trout. Several salmonid species have also been introduced including fall Chinook salmon, coho salmon, and summer steelhead. Although the focus of STEP efforts in this area is upon the native salmonids, the program through its educational, monitoring, and habitat efforts also provides benefits to the basin’s many other native fish.

A failure to recognize the importance of watershed rather than just stream health has led to the degradation and loss of aquatic habitats across Oregon. In this area, one of the results has been federal listings under the ESA of the Mid Willamette’s two native stocks of salmon and steelhead. In response, the State of Oregon and its citizens have initiated a comprehensive and cooperative community-based approach to watershed restoration under the Oregon Plan. Although all ODFW programs have an important role in this effort, STEP finds itself uniquely situated in that its responsibilities include many of the major components of the Oregon Plan. Most importantly, the foundation of STEP is community involvement with these activities. The

focus of STEP in this District has been therefore to involve area groups, schools and individuals in all aspects of ODFW's local fish management efforts.

Because the area's population is large and still growing, STEP must emphasize outreach and education in the Mid-Willamette basin. This is achieved in-part through direct community involvement with many ODFW activities but particularly monitoring and inventory efforts and educational programs. Adult and youth participation with these projects not only demonstrates the ability that communities have to assist with the more technical needs of fish recovery but also provides the "hands on" experience that allows for increased awareness and fosters stewardship. Of special interest have been new inventories on waters that are considered "at risk" and for which little or no fishery information exists. The data gathered has been essential to habitat protection and restoration efforts throughout the basin, especially those in the agricultural and urban areas.

EDUCATION AND PROGRAM DEVELOPMENT

Technical Assistance

During this period, the STEP Biologist gave presentations detailing fish resources, management issues and ODFW volunteer opportunities to a variety of interests including: students, teacher or other educational organizations; angler and conservation groups; Watershed Councils; and other federal, state, and local agencies. The District works with eight watershed councils in a variety of roles including providing general information, providing technical expertise to habitat and inventory projects, assisting with volunteer training, and assisting with the development of action plans and restoration priorities. The STEP Biologist provides technical assistance to many agencies and organizations on fish related matters including the road related repair or culvert replacements in Linn, Lane, Polk and Benton Counties, Department of State Lands regulatory actions, Oregon Department of Forestry enforcement actions, and habitat restoration projects throughout the district. The STEP Biologist is a member of the Oregon Watershed Enhancement Board Region 3 Technical Review Team; Long Tom Watershed Council, Calapooia Watershed Council, and Luckiamute Watershed Council's technical teams; and the Benton County Wetland and Riparian Workgroup. During the contract period the STEP Biologist attended 18 meetings, offering technical advice and fishery perspectives on a variety of district fish issues.

Youth Education

Students learning about aquatic life.

Many school districts in the mid-Willamette district send students to outdoor schools and this has provided the STEP Biologist with additional educational opportunities for the program. The STEP Biologist, or STEP volunteers, participated in 21 Outdoor Schools, day camps and summer camps including Forest Expo Day, Corvallis Parks and Recreation Summer Program. The STEP Biologist, along with volunteers from the Albany Chapter of ANWS and ODFW Angler Education Instructors hosted stations on fishing and fish biology at outdoor schools and summer camps organized by the Boy Scouts, OSU Extension Service (4-H), Corvallis School District, Camp Talouli, and U.S. Forest Service. At the fishing stations, students catch trout and sunfishes, and

learn about catch and release techniques. At outdoor schools with fish biology stations, students learn about fish anatomy, physiology, environment adaptations, habitat needs, and challenges posed by humans. One of the most popular activities at outdoor school is fish dissection. The students share a juvenile steelhead or salmon to dissect and learn the internal and external anatomy and physiology of the fish. The STEP Biologist also teaches watershed process to students at outdoor schools or at their schools. Two camp facilities have in-ground "river boxes" or a portable stream table is brought to the school to show how stream systems function.

One of the STEP Biologists most popular activities are fish dissection at district area elementary, middle, and high schools. Steelhead smolts from the South Santiam Hatchery are frozen individually each year and are then used for the dissections. Students work in teams to dissect the fish. Volunteers from the ODFW's Angler Education Program and the Mid Valley Chapter of ANWS as well as many parents and school volunteers assist with the dissection. For many students, this is their only opportunity to do a dissection on any type of animal as opposed to a plastic model or virtual computer program. The STEP biologist includes information on fish biology, such as how fish hear, see, detect odors, and osmoregulate in fresh and saltwater, as well as similarities between fish and human biology. The STEP Biologist will also dissect an adult salmon or steelhead carcass at Family Science Night events. During this reporting period, the STEP Biologist and volunteers hosted fish dissections at 12 elementary, middle school, high school classes, and to Family Science Nights in the district.

INVENTORY AND MONITORING

Fish Populations and Their Habitat in Streams

STEP again led the district's small stream sampling effort with fish surveys and hoop traps. These efforts involved students from local schools and district area landowners. The primary intent of this program has been to document the presence of cutthroat trout in waters where little or no fish information exists and to get a sense of relative abundance. However, additional benefits from the program come from raised awareness for the "little brown fishes" in the area and educational opportunities for students. Information on fish presence has in-turn been used by cities, counties, watershed councils, and state and federal agencies to develop habitat restoration and protection plans as well as to identify individual project opportunities. The data gathered from traps and surveys will be used in the future to plan habitat restoration projects.

Jane Goodall Environmental Middle School

In the Salem area, students from Jane Goodall Environmental Middle School and other local high schools assisted the STEP Biologist to sample local streams with seine nets and electroshocking. Students collected fish, macroinvertebrate, and habitat data on a restored section of Walnut Creek in Salem. Data from the sampling efforts will be used to produce a fish presence report on Salem area streams. The report will be made available to City, County, and State Agencies, as well as citizen groups and watershed councils.

Fish sampling.

Cutthroat Trout Surveys in the Long Tom River

STEP also partnered with the Long Tom Watershed Council on a study of cutthroat trout in three Long Tom River Basin sub-watersheds. The study, funded by a

Fish Restoration and Enhancement Program grant, is investigating the movements of cutthroat trout in Ferguson, Bear, and Owens Creeks by capturing fish then monitoring their movements around the basins with array stations. Data collected will also provide information on growth, survival, and population numbers. Volunteers worked together to monitor the traps, electroshock the creeks, tag the fish, and record data for the study. Teams of three volunteers worked in all weather conditions to check the traps three days a week from January to May. In all, 25 volunteers assisted with the study.

Staff worked with volunteers from STEP, Oregon State University, and watershed councils to assist with spawning and snorkel surveys on the Calapooia River, Crabtree Creek, and the Little North Fork Santiam River.

HABITAT IMPROVEMENT

Partnerships and Technical Assistance

Because much of the land in the Mid-Willamette basin is privately owned, restoration efforts rely heavily on the cooperative participation of private landowners. In addition to efforts with other state, local and federal agencies, STEP works closely with watershed councils, industry, individuals and the more traditional landowner assistance agencies to conduct stream nutrient enrichment, in-stream and riparian habitat, and fish passage restoration projects.

Students adding Christmas trees for habitat.

STEP is in a unique position in that it can bring all aspects of restoration under one program. These include pre and post project monitoring, technical guidance, equipment, labor, access to funding, and outreach. During this time period, STEP made ten site visits to offer technical and grant seeking advice to landowners throughout the district. The STEP Biologist provided technical advice to the USFWS, US Forest Service, Bureau of Land Management, as well as the Calapooia, Luckiamute, North Santiam, South Santiam, Long Tom, and Mary's River Watershed Councils on the fish passage and habitat restoration projects.

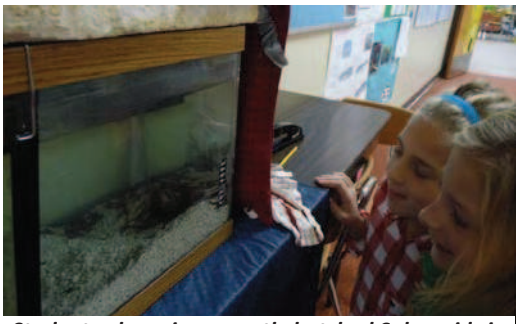
Carcass Placement

The placement of salmon and steelhead carcasses into area streams for nutrient enrichment is accomplished only through the efforts of volunteers and has surprisingly become one of the more popular STEP activities. To replicate historic abundance and distribution, fish are placed in five different rivers and streams in the district. This past year, salmon and steelhead carcasses that were used as brood for programs at the South Santiam Fish Hatchery were again placed in the Santiam and Calapooia basins. Volunteers from the Mid Valley Chapter of ANWS and STEP contributed many hours toward carcass enrichment efforts in the mid-Willamette district. Salmon carcasses were also distributed in the North Santiam River Basin. In all, over a thousand spring Chinook salmon and summer steelhead carcasses were distributed to the North and South Santiam River and its tributaries.

FISH CULTURE

ODFW fish propagation programs in the Mid-Willamette basin have evolved greatly over the last decade. With greater emphasis now placed upon the restoration and conservation of the basin's wild fish resources and the current federal listings of upper Willamette spring Chinook salmon and winter steelhead under the ESA, the STEP District's fish culture program looks much different from that of the 1980's. Concern surrounding the potential impacts of introduced fry upon native populations, and the primary need for habitat enhancement in those streams identified as deficient in natural production, have changed the focus of the program's efforts.

Fish Eggs-to-Fry Program



Students observing recently hatched Salmonids in their classroom incubator.

The Egg-to-Fry Classroom Program within the District is for educational purposes only and is not intended to contribute to fish production goals. However, as an educational program, it is without a doubt one of the most successful and cost effective ways to teach a large number of students about salmon and trout biology. In addition, students and adults participating in the program come away from the experience with a respect and appreciation for salmon and trout, and for their habitat. In the mid-Willamette STEP District, schools with students from kindergarten to high school and from urban and rural areas participate in the program. During this period, 53 classrooms raised 15,850 spring Chinook salmon and 36 classrooms raised 69,000 rainbow trout.

Eggs are delivered to each classroom by ODFW staff or volunteers. A brief presentation helps to prepare the students for the project and convey the importance of their effort. STEP volunteers, members of the ODFW's Angler Education Instructors, and Mid Valley Chapter of ANWS provide invaluable assistance with the classroom egg incubation program. These volunteers have recruited and "adopted" a number of schools in their local areas for which they provide information and incubation equipment, lend technical expertise, and assist during field trips to the release sites. The ODFW's Angler Education Instructors have been particularly active in the Salem and Corvallis areas where, with financial assistance from a STAC Mini Grant, they have placed incubators in area schools.

Spring Chinook salmon fry were released into the North Santiam, South Santiam, and Calapooia River Basins. Rainbow trout are released at a number of selected locations scattered throughout the valley including reservoirs and many local, isolated ponds. The fry stocking program in the ponds has had surprising success. One location is Pagoda Pond at the Oregon 4-H Center near Salem where hundreds of children every year participate in outdoor school and summer camp fishing programs.

Schools and Groups that work with Mid-Willamette STEP

The following is a partial list of schools, school districts, organizations, agencies, and other groups that work with STEP. Due to the large number of participants, it is possible that some groups were inadvertently left off this list. Please contact (503)-947-6211 if your program has been left off this list.

Elementary, Middle, and High Schools

- Albany High School
- Brooks Elementary
- Calapooia Middle
- Central Elementary
- Central Linn Elementary
- Chapman Hill Elementary
- Cloverdale Elementary
- Crescent Valley High School
- Foster Elementary
- Franklin School
- Frost Elementary
- Good Shepard Elementary
- Immanuel Lutheran
- Jefferson Elementary
- Jefferson High School
- Jane Goodall Environmental Middle School
- Kalapuya Elementary
- Kings Valley Charter
- Lebanon High School
- Liberty Elementary
- Monroe Elementary
- Monroe High School
- Newby Elementary
- North Albany Elementary
- North Albany Middle School
- North Salem High School
- Oak Grove Elementary
- Philomath High School
- Pratum Elementary
- Pringle Elementary
- Riverview Elementary
- Riviera Christian School
- Santiam Christian School
- Schirle Elementary
- Seven Oak Middle School
- Stayton Middle School
- Sweet Home Charter
- Timber Ridge Elementary
- Turner Elementary
- Whitworth Elementary
- Wilson Elementary

Colleges and Universities

- Chemekata Community College
- Oregon State University

Organizations

- Association of Northwest Steelheaders
  - Mid Valley Chapter
- Keizer Boys & Girls Club
- Camp Taloli
- Salmon Watch
- Starker Forest

Government

- Oak Ck Juvenile Detention
- Polk County Soil and Water
- Benton County Soil and Water

Watershed Councils

- Calapooia Watershed Council
- Long Tom Watershed Council
- Luckiamute Watershed Council
- Marys River Watershed Council
- North Santiam Watershed Council
- South Santiam Watershed Council
- Rickreal Creek Watershed Council

Upper Willamette STEP

Shannon Richardson, STEP Biologist
Kelly Reis, Assistant District Fish Biologist
Jeff Ziller, District Fish Biologist

The Upper Willamette STEP district coordinates volunteer efforts to maintain, protect, restore, and evaluate native populations and habitats of salmon and trout within the headwaters of the Willamette River. The major river systems in the district are the Coast Fork Willamette, McKenzie, and Middle Fork Willamette. Spring Chinook salmon are the only anadromous salmonid native to the area, although a summer steelhead run has been established in the McKenzie, Middle Fork, and mainstem Willamette Rivers. Resident and fluvial populations of rainbow trout, cutthroat trout, and bull trout are also found within the district. Hatchery spring Chinook salmon, summer steelhead, and rainbow trout are released in various streams and rivers within the district. In addition, rainbow, cutthroat, and brook trout are released into a number of High Cascade Lakes to provide a unique, often remote, fishery. Spring Chinook salmon and bull trout are federally listed as "Threatened" under the ESA.

Implementation of the STEP program in the Upper Willamette is shared between the STEP biologist and other district staff. Staff believes that assigning the STEP responsibilities broadly among all members allows greater flexibility and more effective integration of STEP activities throughout all fish management activities.

While the STEP volunteer base draws largely from local organizations, including the McKenzie Flyfishers, Cascade Family Flyfishers, Trout Unlimited, Coastal Conservation Association, McKenzie River Guides Association, Backcountry Horsemen, and the three local watershed councils, many of our active STEP volunteers are unaffiliated with any group or organization. Additionally, STEP works with industrial timber companies on a variety of habitat evaluation and improvement projects within the district. ODFW staff regularly attends meetings and make presentations to organizations, schools and universities, and other agencies to facilitate the free flow of information, answer questions, solicit ideas for new STEP projects and recruit additional STEP volunteers.

The Upper Willamette STEP biologist would like to recognize the staff from Leaburg Hatchery, McKenzie Hatchery, Willamette Hatchery, and Dexter Hatchery for their dedication to working with STEP. Their support and assistance is vital for the success of many projects.

EDUCATION AND PROGRAM DEVELOPMENT

Technical Assistance

The STEP Biologist served on the Coast Fork Willamette Watershed Council's Technical Committee tasked with providing technical expertise for projects sponsored by the council. Additionally, the STEP biologist also serves on the Row Basin Technical Team, a subgroup charged with, among other duties, administering settlement funds resultant from a retrofit on Dorena Dam, allowing for hydroelectric generation.

The STEP biologist chaired the Lane County Salmon Stewards Steering Committee, which, in partnership with McKenzie Watershed Council, provides experiential environmental education to over 1,000 local students each year through the Salmon Watch© program. The committee consists of representatives from Bureau of Land Management, Forest Service, Eugene Water and

Electric Board, the local school districts and others local organizations. In addition to the regular student field trips, the Salmon Stewards presented a community Salmon Celebration this year, hosted at ODFW's McKenzie Hatchery, which attracted over 170 participants.

STEP staff provided professional opinion on fisheries benefits of several proposed restoration projects and land acquisitions for partner agencies and non-governmental organizations.

Youth Education

STEP staff and volunteers hosted three Youth Angling Enhancement Program events located in Cottage Grove and Eugene. These events provided families with the chance to check out a fishing rod, obtain instructions on casting, and to catch one of the many trout that were stocked in each of the locations. These events continue to become more popular and repeat participants are seen each year. The third event, held at Eugene's Alton Baker Park, occurred on Free Fishing Weekend

STEP staff participated in a number of Salmon Watch field trips this year at Carmen Smith Spawning Channel along the McKenzie River and Whittaker Creek in the Siuslaw River basin. During these field trips, local students learn about salmon ecology, including lessons on macroinvertebrates, riparian zones, water quality, and salmon biology.

Teaching students about salmon biology during a Salmon Watch trip to the McKenzie River.

The STEP biologist provided technical assistance to the University of Oregon's Environmental Leadership Program this year. Small teams of undergraduates led by one graduate student from within the program commit three terms to addressing a specific project or need. Two teams were focused on aquatic projects and requested assistance with fish sampling and inventory methods, which occurred over three separate field days.

Program Outreach

STEP Biologist volunteers gave several presentations to diverse audiences and participated in several community events including:

- Oregon State University—presentation to undergraduate capstone class on Communication of Ideas in Fisheries and Wildlife Sciences
- Earth Day at Garden Lake Park
- Travel Lane County Kid's Adventure Club
- Thurston Middle School Outdoor School

In partnership with staff from US Fish and Wildlife Service, the STEP biologist convened a day-long training event for fisheries professionals from a variety of state, federal and tribal agencies, non-governmental agencies and universities. The workshop hosted Stewart Reid of Western Fishes, who presented a comprehensive overview of lamprey in the Upper Willamette River, which covered identification (including a practical identification session in the lab), life history, emerging research and research gaps. The event was well-attended and well-received. Funding

was provided by USFWS, US Forest Service, Bureau of Land Management and ODFW Fish Management.

The STEP Biologist began chairing the Education and Outreach Committee for the Oregon Chapter of the American Fisheries Society. This position promotes inter-agency and inter-organizational collaboration and provides a platform for supporting science education across many avenues. The committee chair is responsible for convening a session at each chapter meeting as well as hosting at least on committee meeting per year.

INVENTORY AND MONITORING

Fish Surveys

STEP staff assisted all three watershed councils in our management area with fish inventories this year. Methods included minnow trap, seine, and electrofisher surveys. STEP staff also assisted the Mid-Coast STEP district perform a release estimate from the Letz Creek facility. While this project is out of the Upper Willamette STEP district, many of the volunteers reside within our district and have a long relationship with district staff. The population estimate incorporated approximately 8 volunteers from the NW Steelheaders, Emerald Empire Chapter and consisted of a mark/re-sight sample using seine net.

High Cascade Lakes Sampling

In 2013, staff stocked 11 High Cascade Lakes with two different stocks of rainbow trout that were differentially marked in order to evaluate survival. During the summer of 2014, staff, assisted by volunteers, visited 10 of those lakes and sampled them using overnight gillnet sets. Additionally, volunteers assisted staff with collecting information on fish survival in the High Cascade Lakes by hiking into designated lakes. At each lake, they sampled for fish presence with hook and line, and recorded various physical and biological data.

HABITAT IMPROVEMENT

Carcass Placement

STEP staff worked with staff from the McKenzie Hatchery to out plant carcasses. Over 2,200 adult carcasses totaling nearly 27,000 pounds were distributed into the mainstem McKenzie River and spawning tributaries. In addition, STEP volunteers out planted approximately 1,200 carcasses to Little Fall Creek in the Middle Fork Willamette basin, due to the efforts of Coastal Conservation Association and Weyerhaeuser volunteers.

Little Fall Creek Fish Habitat Enhancement

ODFW staff partnered with the Forest Service, the Middle Fork Willamette Watershed Council and Weyerhaeuser to complete the second phase of in-stream habitat enhancement on Weyerhaeuser and Forest Service property in summer 2014. Although rock was incorporated into the first phase of work, this project consisted almost entirely of large boulder structures, making it the first project of this type in the Middle Fork Willamette River subbasin.

Contractor placing boulders on an in-stream habitat project on Little Fall Creek.

Mosby Creek Fish Habitat Enhancement

In summer 2014, a large in-stream habitat project was completed in Mosby Creek, an undammed tributary to the Row River in the Coast Fork Willamette subbasin. Partners on the project included the Coast Fork Willamette Watershed Council, Weyerhaeuser Corporation, the Bureau of Land Management, the National Council of Air and Stream Improvement (NCASI), the Upper Willamette STEP biologist and the Habitat Restoration Biologist out of the Umpqua District. The project took several years to fund, permit and coordinate, but the 5 boulder weirs are a complement to the similar first phase of work, which has recruited substantial spawning material.

FISH CULTURE

Classroom Egg Incubator

Approximately 10,000 spring Chinook salmon eggs were incubated in 89 classroom aquariums in 57 different schools as part of the Classroom Incubator Program. The unfed fry were released in December primarily at Alton Baker Canoe Canal in Eugene.

McKenzie River Trout Stocking

Staff and volunteers worked with the McKenzie River Guides Association and local hatcheries to stock over thirty river miles of the McKenzie River with legal-sized rainbow trout. The guides navigate an ODFW stocking boat downriver while a volunteer nets fish into the river. Nearly 98,000 legal and larger rainbow trout were released during boat stocking.

High Cascade Lakes Backpack Stocking

This popular program provides an opportunity for volunteers to stock fingerling trout into our High Cascade lakes by backpack. Participants provide their own packs, which staff line with double-thickness plastic bags. The bags are filled with water, ice, young fish and extra oxygen before being taped up so that the volunteers can head to the trailhead. This one-day event gets families outside and visiting our stocked lakes, as well as achieves our stocking goals for the year. This year, over 200 volunteers packed in more than 24,000 fingerlings.

Volunteers pack fish into the high Cascade lakes.

Schools and Groups that work with Upper Willamette STEP

The following is a partial list of schools, school districts, organizations, agencies, and other groups that work with STEP. Due to the large number of participants, it is possible that some groups were inadvertently left off this list. Please contact (503)-947-6211 if your program has been left off this list.

Elementary, Middle, and High Schools

Adams Elementary
Agnes Stewart Middle School
Arts and Technology K-8
Briggs Middle School
Buena Vista Elementary
Cal Young Middle School
Camas Ridge Elementary
Cascade Middle School
Cenntennial Elementary
Cesar E Chavez Elementary
Charlamagne Elementary
Churchill High School
Coburg Charter School
Corridor Elementary
Cottage Grove High School
Creswell High School
Dorena School
Edgewood Elementary
Edison Elementary
Elizabeth Page Elementary
Family School
Gateways High School
Gilham ElementaryHamlin Middle School
Holt Elementary
Howard Elementary
Kalapuya Middle School
Kelly Middle
Kennedy Middle
Laurel Elementary
Maple Elementary
McCornack Elementary
Meadowview Elementary
Mohawk High School
Network Charter School
North Eugene High School
Pleasant Hill High School
Prairie Mountain School
Ridgeline Montessouri
Ridgeview Elementary
River Road Elementary
Riverbend Elementary
Roosevelt Middle School
Shasta Middle School
Sheldon High School
South Eugene High School
Spencer Butte Middle
Spring Creek Elementary
Springfield Middle School
Thurston Middle
Twin Oaks Elementary
Village School
Walterville Elementary
Willagillespie Elementary
Willakenzie Elementary
Willamette High School
Willamette Leadership Academy
Yolanda Elementary
Yujin Gakuen Elementary

Colleges and Universities

Lane Community College

Organizations

American Fisheries Society
Association of Northwest Steelheaders
- Emerald Empire Chapter

Backcountry Horsemen
Cascade Family Flyfishers
Mckenzie Flyfishers
McKenzie River Guides Association
Trout Unlimited
World Salmon Council

Government

Lane County
US Forest Service
Bureau of Land Management

Watershed Councils

Coast Fork Willamette Watershed Council
McKenzie Watershed Council
Middle Fork Willamette Watershed Council

North Coast STEP

Ron Rehn, STEP Biologist
Robert Bradley, Assistant District Fish Biologist
Chris Knutsen, District Fish Biologist

The North Coast STEP area includes all of the coastal basins extending from Neskowin Creek north to the Columbia River, and from the Lower Columbia River tributaries to Plympton Creek. The North Coast STEP District covers all of Tillamook and Clatsop Counties, and portions of Columbia, Washington, Yamhill, and Polk Counties. This area holds fifteen major river systems and over 2,600 stream miles.

All district fish management staff work with STEP volunteers, but the STEP Biologist has primary responsibility for administering, coordinating and reporting program activities. Projects are identified and guided by local fish management and hatchery needs with a focus on outreach, habitat restoration, and fish propagation efforts.

Volunteer groups in the area have a high interest in fish culture programs. STEP volunteers operate two fish rearing facilities and one acclimation pond, and they provide key support to several ODFW hatcheries. The area also has a small hatchbox program using spring and fall Chinook salmon and a growing classroom egg incubation program involving students from seven school districts. Staff works closely with a number of watershed councils, educators, angling groups, and civic organizations throughout the district.

EDUCATION AND PROGRAM DEVELOPMENT

Education and Outreach

Other outreach and educational activities that occurred this year included: exhibits at the Tillamook County Fair, Washington Elementary Salmon Watch, Tillamook School Salmon Watch, presentations to the North Coast Chapter of ANWS, and Tillamook County Children's Clean Water Festival. The Tillamook County Children's Clean Water Festival is a day-long event in which every fourth grader in Tillamook County participates in activities and hands-on interactive displays pertaining to overall watershed health. The Salmon Watch and Clean Water Festival event had 495 students that participated in these events.

Over 130 5th grade students at mass fish dissections at Lewis & Clark Grade School.

Fish Eggs-to-Fry Program

The North Coast STEP classroom incubator program this year involved delivering eggs and giving presentations to students in 53 classrooms representing 23 schools, elementary through high school, the Bay City Public Library, and the Tillamook Forest Center. These programs participated in the hatching and releasing of spring Chinook salmon, fall Chinook salmon, winter steelhead, and summer steelhead fry into approved streams. Approximately 439 students were involved in this program.

Family Fishing Events

During this reporting period, 1,061 people participated in North Coast Watershed District (NCWD) Family Fishing Events and other organized fishing events. The Tualatin Chapter of ANWS provides many of the volunteers that assist the NCWD STEP program in providing guidance in basic fishing skills at these events.

The Tillamook Angler's Disabled Angler Fishing Day had approximately 260 people with disabilities participated in this year's event. Individuals with disabilities from across the state come to the Whiskey Creek Hatchery to enjoy a day of fishing, fun, and a BBQ. Camp Rosenbaum, where disadvantaged youths from Portland spend a week on the coast to experience fishing as one of the many activities had approximately 300 youths take part.

INVENTORY AND MONITORING

Temperature Monitoring

The Salmonberry STEP Monitoring Project continues to provide valuable data through winter steelhead spawning surveys and temperature and macroinvertebrate monitoring on the Salmonberry River. This information is utilized by ODFW and many other resource groups and agencies. Headed by Ian Fergusson, the Salmonberry STEP Monitoring Project has utilized volunteers from AmeriCorps, Clark-Skamania Flyfishers, Native Fish Society, Northwest Steelheaders, Oregon Trout, Rainland Flycasters, Sierra Club, and Trout Unlimited since 1993 to carry out these monitoring projects. Volunteers from the Salmonberry STEP Monitoring Project donated 316 hours last year.

Nehalem River Radio Telemetry Study

On February 2014 a 3-year telemetry project ended to determine baseline migration characteristics of adult hatchery and wild steelhead returning to the North Fork Nehalem River has been conducted. This project is an attempt to improve the winter steelhead sport fishery in the lower North Fork Nehalem and increase angler catch rates of hatchery fish. The following summarizes results of the study and additional work to be undertaken.

Average return rates (to the hatchery area) for steelhead captured and tagged in the lower river was similar among the three seasons 19 days (2011-12), 13 days, (2012-13), 13 days (2013-14). These results suggest that despite differences in flow regimes and water temperature among the three years, migration from tidewater to the hatchery likely happens over a period of weeks and not days. The pooled three-year average for all types (31 fish) was 15-days. Pooled average for fish staying in lower river is 16-days.

Our observations from two seasons (2011-12 & 2012-13) suggests that many green recycled fish remain in the system and are available for harvest although there is some indication that stray rates may increase for fish recycled late in the season. While telemetry was not conducted on recycled or stripped fish in 2013-14, our creel survey proposed for the 2014-15 season will provide more information on catchability of these fish.

Commencing December 2014, we will be implementing Phase 2 of the North Fork Nehalem Winter Steelhead Project (Evaluate the relationships between hatchery steelhead juvenile release location (hatchery volitional vs. two in-river sites) and subsequent adult catch by sport anglers): This is an effort to explore options at improving catch rates throughout the river. For this, existing winter steelhead hatchery production has been divided into three unique fin-clipped

groups that will be released as yearling smolts at three different points along the river (i.e. Hatchery, County Line, and Aldervale). As release groups return as adults, we will use creel surveys to evaluate their relative contribution to sport catch throughout the return period. Marking started with the 2011 brood that is scheduled for release in 2012. Creel surveys will then be conducted commencing with the 2015-16 return year. The creel survey will follow an access-access design where both catch and effort will be estimated using access-based surveys.

HABITAT IMPROVEMENT

Stream Nutrient Enrichment

As part of the ODFW stream nutrient enrichment program the STEP Biologist and other NCWD staff directed and assisted volunteers in the distribution of over 131,120 pounds of fish carcasses into 144 miles of north coast rivers and streams from the Little Nestucca to the lower Columbia River tributaries to benefit salmonids and other species.

FISH CULTURE

Volunteer Hatchery Programs

The Tillamook Anglers continue to operate Whiskey Creek Volunteer Hatchery, releasing approximately 111,651 spring Chinook salmon smolts and an additional 96,300 fall Chinook salmon fry into the Wilson and Trask rivers. The Nestucca Anglers also continue to operate Rhoades Pond, rearing 100,000 fall Chinook salmon smolts for release into Three Rivers and the Nestucca River.

Volunteer briefing before Three Rivers Spring Chinook broodstock round-up

This year, the Wild Winter Steelhead Broodstock Collection Programs continued on the Nestucca and Wilson Rivers, and wild fall Chinook salmon on the Nestucca River. Over 46 volunteer anglers participated in these programs, collecting over 269 wild fish to be used as broodstock by ODFW hatcheries.

High School Hatcheries

Astoria High School's hatchery program released 4,510 coho salmon and 4,565 Chinook salmon presmolts into Young's Bay. Warrenton High School's program released 4,646 coho salmon, 14,131 Chinook salmon, and 443 winter steelhead presmolts into Skipanon River.

Rhoades Pond Upgrades

Nestucca Anglers continue making upgrades and improvements to their STEP facility at Rhoades Pond adding a new cover for the fin clipping area, and the installation of a new alarm system. They received an R&E grant of $7,600 for the cover and a STAC mini-grant of $2,000 for the alarm system. The only major project remaining at this site is the replacement of the residence which we are currently working on.

Rhoades Pond volunteers clipping fins under new structure.

Schools and Groups that work with North Coast STEP

The following is a partial list of schools, school districts, organizations, agencies, and other groups that work with STEP. Due to the large number of participants, it is possible that some groups were inadvertently left off this list. Please contact (503)-947-6211 if your program has been left off this list.

Elementary, Middle, and High Schools
- Astoria High School
- Broadway Middle School
- East Elementary
- Hilda Lahti Elementary
- Jewell Elementary
- Lewis & Clark Elementary
- Mist Grade School
- Neahkanie Middle School
- Seaside Heights Elementary
- Tillamook Jr High
- Tillamook High School
- Warrenton High School
- Washington Elementary

Colleges and Universities
- None

Organizations
- Association of Northwest Steelheaders
  - Tualatin Valley Chapter
  - North Coast Chapter
- Rainland Fly Casters
- Rockaway Lions Club
- Nestucca Anglers
- Tillamook Anglers
- Twin Rocks Friends Camp
- WarHF, Inc.

Government
- None

Watershed Councils

CREST
Ecola Creek Watershed Council
Lower Nehalem Watershed Council
Necanicum Watershed Council
Nestucca Watershed Council
Nicolai-Wickiup Watershed Council
Skipanon Watershed Council
Tillamook Watershed Council
Youngs Bay Watershed Council
Tillamook Bay Estuaries Partnership
Bay City Library
Tillamook Forest Center

Mid Coast STEP

Christine Clapp, STEP Biologist
Derek Wilson, Assistant District Fish Biologist
John Spangler, District Fish Biologist

The Mid Coast District includes coastal watersheds from the Salmon River (Cascade Head) to Tahkenitch Lake, extending from headwater streams on the western slope of the Coast Range to their estuaries. This includes several large rivers including the Salmon, Siletz, Yaquina, Alsea, and Siuslaw. Direct ocean tributaries including the Yachats River and Beaver, Big, Tenmile, and Cummins Creeks also support Mid Coast salmonid populations. Siltcoos and Tahkenitch Lakes are two large coastal lakes in the southern Mid Coast that are especially important for Oregon coast Coho salmon. In addition to Coho, Mid Coast waters support populations of spring and fall Chinook salmon, summer and winter steelhead, Chum salmon, cutthroat trout, and other native non-game fishes.

Christine Clapp has lead responsibility for STEP program activities on the Mid Coast. The Mid Coast program works with volunteer groups, local schools, non-profit organizations, and state agencies on a variety of projects focused on fisheries management and watershed conservation through monitoring, education, restoration and propagation. Mid Coast volunteer groups include

Florence STEP, the Longview Hills Fishing Club, Central Coast Fly Fishers, Depoe Bay Salmon Enhancement Commission, Alsea Sportsman's Association, Association of Northwest Steelheaders (Emerald Empire and Albany chapters), Oregon State University's Fish and Wildlife Department, Boy Scouts of America, the Community Services Consortium and Career Tech High School.

Mid Coast volunteers work with district staff on a variety of projects throughout the basin. Education and outreach are important features of the Mid Coast STEP, and these programs continue to grow each year. Collaborative watershed education will become more essential as the Oregon Coast population – and pressure on the region's natural resources increases. Mid Coast STEP also assists with fish population monitoring through the operation of eight fish traps and volunteer/intern assistance with spawning surveys and estuary seining. Habitat restoration and angler access improvement projects are also important components of the Mid Coast STEP, fostering partnerships with private industry, state and federal agencies, watershed councils, local interest groups, fishing clubs, landowners and volunteers. The Mid Coast District also includes one of the oldest STEP propagation programs in the state, and fish culture programs are led at several different locations by passionate volunteers assisting with district harvest objectives.

EDUCATION AND PROGRAM DEVELOPMENT

Fish Eggs to Fry Program

During the 2013-2014 school year, the Egg-to-Fry program was active in 39 classrooms representing 13 schools (preschool-12), two state park visitor's centers, and two after-school program locations. Biologists and volunteers used the Fish Eggs to Fry program to teach students about salmon and trout life-cycles, habitat requirements and natural resource stewardship. Volunteers and staff train classroom and field assistants, deliver and maintain equipment, transport eggs, lead presentations and field trips, and coordinate with hatchery staff.

The program includes an introductory classroom presentation with egg delivery, habitat requirements and watershed presentation after incubation, and a fry release field trip. Many of these field trips are provided by a partnership between ODFW and the Oregon Parks and Recreation Department (OPRD), whose park rangers organize and host full day field trips at Beverly Beach State Park for participating classrooms throughout the county. Other participating teachers organize independent outdoor school days for fry release. Field trips include several education stations where students learn about aquatic food webs, water quality, fish habitat, watershed functions, and salmon biology through adult steelhead dissections. Dissections provide a comparative, hands-on approach to understanding salmonids and their habitat and life cycle requirements by learning about their anatomy and physiology.

Two high school interns mentored 13 classrooms and assisted with classroom presentations and field trips. In 2012, the Lincoln County School District adopted the Fish Eggs-to-Fry Program as part of their Ocean Literacy Initiative and designated it as core curriculum for all Lincoln County 3rd graders. For the first time this year, the Mid Coast Fish Eggs to Fry Program was involved in a Science Fair. Third grade students at Sam Case tested the effects of temperature and light on fish development and growth and presented their results at the regional Hatfield Science Fair, mentored by adult volunteer biologists from NOAA and USDA.

Family Fishing Events

Volunteers led six successful family fishing events on the Mid Coast at Devil's Lake (1st annual event), Olalla Reservoir, Eckman Lake, Big Creek Reservoir, Cleawox Lake, and the Lhuuke Illahee Fish Hatchery near Siletz. These 6 events had more than 941 youth participants and 700 accompanying adults. More than 117 volunteers, including high school and college students, contributed over 1690 hours to make these events successful. Additional youth angling events were offered at the Salmon River Hatchery and at Thissell Pond by Alsea Hatchery staff and volunteers. Mid Coast volunteers also spent a substantial amount of time fixing fishing equipment and putting together new fishing poles for events and after-school locations.

Other Education Activities

Teaching students about aquatic food webs.

Four Oregon State University students were mentored as ODFW interns, assisting with trap operations and learning about fisheries management. Three interns worked at the Alsea Hatchery during spring term, and one intern worked for the Mid Coast District at large during summer break, gaining hands-on experience in a variety of district activities. Two returning high school interns continued their work with Mid Coast STEP, assisting with the Fish Eggs to Fry Program, Family Fishing Events, field trips, outreach events and after-school programs. This year one high school intern started the Salmon River Science Club, leading watershed focused activities for elementary aged after-school students twice a week throughout the school year. Introductory presentations and angling activities were also introduced to after-school students and coordinators at Crestview Heights, Sam Case, and Seashore Family Literacy about opportunities for a watershed or river club at their location.

Mid Coast STEP continued to support the Schooner Creek GLOBE long term monitoring program, leading field activities in the fall and spring for comparative studies of river health, channel dynamics, and aquatic and riparian communities with 5th grade students from Taft Elementary. The STEP Biologist also taught a teacher workshop during the 2013 Coastal Learning Symposium to introduce teachers to the resources available through ODFW and teach them how to lead watershed activities with their students, with or without the help and support of STEP. Mid Coast STEP remains active with the Drift Creek Outdoor School, teaching aquatic science, angler education, and orienteering and mapping sessions for students. The Mid Coast STEP Biologist also led trap training and orientation for the Longview Hills Fishing Club and Community Services Consortium's natural resource crew high school students who operate the South Fork Schooner Creek fish trap twice per week from October to May. Students at Taft High School also worked in pairs to complete an adult steelhead dissection as part of a special fisheries elective course.

Teaching students about watershed health.

This year Mid Coast STEP also partnered with the Salmon Drift Creek Watershed Council to lead middle school students through field activities to monitor a large wood habitat restoration project on Schooner Creek. Students learned how to perform pebble counts, identify and sample macroinvertebrates, map river features and cross sections, and set-up photo monitoring points. Volunteers also assisted the STEP Biologist with a field trip to Olalla Creek for all the 4th grade students at Toledo Elementary. Students learned about watersheds by exploring and mapping Olalla Reservoir and Olalla Creek. They also surveyed the creek, dissected an adult steelhead and sampled macroinvertebrates to learn about river features and functions, salmon biology, aquatic food webs and water quality.

Outreach Activities

Mid Coast volunteers staffed ODFW booths at the 1st annual Sportsman's Expo and the Lincoln County Fair in Newport this year. The roll-out river and backyard bass game were set-up for youth cast practice, and informational flyers were provided about local volunteer opportunities with ODFW, Family Fishing Events, youth fishing libraries, and general information about STEP and STAC. The Longview Hills Fishing Club also hosted a lure making station at the Expo, helping kids make hundreds of fishing lures during the 3 day event.

Family Fishing Event at Eckman Lake on the new ADA accessible fishing dock funded by an ODFW Restoration and Enhancement Grant.

Mid Coast STEP continues to operate and advertise the aquatic science reference library and four youth fishing libraries in Lincoln County where kids can check out free fishing equipment and backyard bass for up to two weeks. The aquatic science reference library contains books about fish biology and ecology, watershed function, stream hydrology and ecology, and fish and macroinvertebrate identification to use for ODFW and Lincoln County School District education programs, and to loan to volunteers who are interested in learning more about freshwater science and salmonids.

The Mid Coast STEP Biologist participated in various public meetings and gave presentations to the Rotary Club and Youth Coalition of Lincoln County about volunteer and educational opportunities with ODFW. The STEP Biologist also reviewed undergraduate and educator scholarship applications for the Oregon Chapter of the American Fisheries Society and spoke to high school students at the Oregon Coast Community College Career Day about careers and volunteer opportunities with ODFW.

INVENTORY AND MONITORING

Population Monitoring

Volunteers helped monitor fish populations at several fish traps including South Fork Schooner Creek, Palmer Creek and Siletz Falls in the Siletz basin, the Bohannon fish trap on Drift Creek in the Alsea basin, Munsel Creek, Green Creek, and Whittaker Creek in the Siuslaw basin, and Little Woahink Creek trap in the Siltcoos basin. District staff coordinated, trained and assisted volunteers in fish trap operations including correct fish handling, species and gender identification, accurate data recording, and safety procedures. Volunteers handled all trap operations on South Fork Schooner Creek and assisted with various trap maintenance projects throughout the season, including building a new trap shed and foundation. These trap operations provide essential information on fish returns and stray rates for district management.

The four OSU interns hired this year mostly assisted with trap operations on the North Fork Alsea River and Siletz River. Our Mid Coast district summer intern also assisted with broodstock collection and estuary seining to monitor juvenile Chinook salmon in the Siuslaw, Alsea, and Siletz Rivers. District volunteers also assisted ODFW staff with spawning surveys in the Siletz and Alsea basins, and Depoe Bay Salmon Enhancement Commission volunteers completed spawning surveys on North Depoe Bay Creek.

OSU intern and ODFW staff collecting flow data on N. Beaver Creek for new instream water right.

The Mid Coast STEP Biologist also conducted a variety of inventory and monitoring activities. Stream flow and habitat data were collected for new instream water right applications for North Beaver Creek and D River to protect spawning, rearing and migratory habitat. The STEP Biologist also completed spawning surveys in the Alsea Basin and creel surveys for the pilot wild Coho fishery on Beaver Creek. Exploratory data were also collected to document eulachon distribution on the Mid Coast. Egg mats and ichthyoplankton nets were used to sample eulachon in the Yachats River and in Beaver, Tenmile and Big Creeks, but unfortunately none of the larval fish collected this year were eulachon.

HABITAT IMPROVEMENT

Habitat Improvement

The STEP Biologist continued to manage the Riparian Lands Tax Incentive Program for the Mid Coast, enrolling two new landowners with riparian improvement plans and checking compliance for several properties enrolled in the 1990's. The STEP Biologist also designed a large wood restoration project on Preacher Creek (Alsea) funded by the Oregon Watershed Enhancement Board (OWEB) to improve summer rearing and winter refuge habitat. Mid Coast volunteers also placed donated Christmas trees collected by Dahl Disposal into tidal channels along the lower Yaquina River to enhance rearing and refuge habitat and increase aquatic insect production for juvenile fish. This was the first year for Christmas tree "eco-cycling" on the Mid Coast, and volunteers are very excited to continue the program next year.

Volunteers continued to assist with maintenance of the restored Tami Wagner Wildlife Area on the Yachats River by participating in the wildlife staff's annual work party, and the Florence

STEP Group maintained the 200 trees they planted on 6 acres of ODFW owned property on the North Fork Siuslaw River last year. These maintenance activities will continue until the trees are free to grow.

In addition, Mid Coast STEP volunteers operated 45 SOLV and 15 monofilament line recycling stations throughout the year and organized litter patrols at popular beaches and fishing sites. Volunteers also assisted with River Clean-up events on the Siletz and Alsea Rivers, removing over 1000 pounds of garbage from approximately 100 river miles.

Nutrient Enrichment

As part of the ODFW stream nutrient enrichment program, the Mid Coast District distributed over 9,700 pounds of steelhead along with a few coho and Chinook into approximately 60 river miles. Mid Coast STEP is also planning a new Fall Chinook enrichment program on the Salmon River this coming winter.

Angler Access

Mid Coast volunteers and staff helped with the installation of a new ADA accessible fishing dock at Eckman Lake through an ODFW Restoration and Enhancement (R&E) grant. The Alsea Sportsman's Association and the Albany Chapter of the Association of Northwest Steelheaders (ANWS) continue to maintain and improve boat ramp facilities on the Alsea River.

FISH CULTURE

Broodstock Collection

Volunteer anglers continue to assist with wild winter steelhead broodstock collection programs on the Alsea and Siletz Rivers. Angler-caught fish contributed about 30 percent to the total number of broodstock collected this year. The other 70 percent were collected from adult fish traps by staff, volunteers and interns between December and May. Adults from both rivers were spawned at the Alsea Hatchery and their offspring were released as smolts the following year. Mid Coast staff, volunteers, and an OSU intern also collected hatchery summer steelhead from the Siletz River. Hatchery broodstock were taken from the Siletz trap and transferred to Cedar Creek Hatchery for spawning.

New basecamp shelter for volunteer winter steelhead acclimation on the Siletz River.

Mid Coast biologists provided coordination, technical support, and assistance to over 100 volunteers from the Florence STEP Group and the Emerald Empire Chapter of ANWS to operate the Siuslaw River winter steelhead hatchery program. Volunteers operated adult traps, spawned fish, and reared eggs to the eyed staged before transporting them to Willamette Hatchery. In the Siuslaw Basin, STEP volunteers collected winter steelhead for broodstock at Green Creek, Whittaker Creek, and Letz Creek traps. The Florence STEP group also spawned Coho salmon at the Munsel Creek trap for a small educational program at the Munsel Creek hatchery.

Fish Acclimation Projects

Volunteers continued to assist with winter steelhead smolt acclimation projects on the Mid Coast. Trapping and acclimation sites are located at Whittaker Creek, Green Creek, Munsel Creek, Letz Creek, and Palmer Creek. The Florence STEP group acclimated winter steelhead smolts at Green Creek (10,000) and Whittaker Creek (47,000), and the Emerald Empire Chapter of ANWS acclimated 11,000 winter steelhead smolts for release from the Letz Creek facility on the upper Siuslaw River.

The Longview Hills Fishing Club, Central Coast Fly Fishers, and the Community Services Consortium's (CSC) natural resource crew students operated an acclimation site at Palmer Creek in the Siletz basin for 37,000 winter steelhead smolts. Volunteers camped on-site for 7 days, cleaning screens and feeding fish daily. Community Services Consortium students also learned about survival skills, outdoor living, and fish management and monitoring at the Palmer Creek acclimation site.

North Depoe Bay Creek

The Depoe Bay Salmon Enhancement Commission continued to operate a coho salmon hatchbox project with 20,000 eggs from the Trask Hatchery. Eggs were incubated in two hatchboxes along North Depoe Bay Creek and then transported to North Depoe Bay Reservoir where they rear over winter prior to release. This program is supported by the community, and youth from the Neighbors for Kids after-school program and CSC natural resource crews assisted with daily operations and fin clipping in July, respectively.

Fin-clipping Coho with the Depoe Bay Salmon Enhancement Commission.

Munsel Creek Hatchery

Florence STEP volunteers operated an egg incubation facility on Munsel Creek to provide eyed eggs for the Siuslaw River winter steelhead program. Green eggs were collected from broodstock captured at Green Creek and Whittaker Creek and taken to the Munsel Creek Hatchery. Volunteers incubated approximately 332,000 eggs to provide enough eyed eggs for 85,000 smolts, 22 classroom incubators, and to hold eggs for the Letz Creek facility (which did not take eggs in 2014 due to infrastructure damage). In addition to steelhead, approximately 10,000 coho salmon eggs were incubated at the Munsel Creek Hatchery. All this year's coho were lost within days of hatching from unknown reasons.

Schools and Groups that work with Mid Coast STEP

The following is a partial list of schools, school districts, organizations, agencies, and other groups that work with STEP. Due to the large number of participants, it is possible that some groups were inadvertently left off this list. Please contact (503)-947-6211 if your program has been left off this list.

Elementary, Middle, and High Schools	**Organizations**
ABC Preschool	Alsea Sportsman's Association
Bright Beginnings Preschool	Association of Northwest Steelheaders
Crestview Heights Elementary	• Albany Chapter
Eddyville Charter School	• Emerald Empire Chapter

Florence School District Stream Team Montessori Preschool Neighbors for Kids After-School Program Nye Beach Montessori School Oceanlake Elementary Sam Case Elementary Siletz Valley School Siuslaw Elementary School Sonshine Nursery School Taft Elementary Toledo Elementary **Colleges and Universities** Oregon Coast Community College Oregon State University	Baptist Church of Waldport Boy Scouts of America Central Coast Flyfishers Community Services Consortium Depoe Bay Salmon Enhancement Commission Florence STEP Group Longview Hills Fishing Club Salmon Watch S.O.L.V. Trout Unlimited U DA MAN **Government** Bureau of Land Management Lincoln County Oregon Parks and Recreation Department **Watershed Councils** Alsea Watershed Council Mid Coast Watershed Council Salmon Drift Creek Watershed Council Siletz Watershed Council

Southwest Region

Umpqua STEP

Greg Huchko, STEP Biologist
Holly Huchko, Assistant District Fish Biologist
Laura Jackson, District Fish Biologist

The Umpqua Watershed and STEP area encompasses Douglas County and extends from Diamond Lake in the high Cascades to the Pacific Coast at Reedsport. Douglas County is the fifth largest county in the state, and the Umpqua watershed drains 3.2 million acres of land, and is the second largest coastal watershed in Oregon. About 90 percent of the land is forested and approximately 51 percent is publicly owned. The area is home to more than 100,000 people with Roseburg having the largest population of more than 20,000.

The Umpqua Basin supports runs of coho salmon, spring and fall Chinook salmon, and winter and summer steelhead. Other angling opportunities include rainbow trout at Diamond Lake, brook trout at various Cascade lakes, and a number of reservoirs that are stocked with trout and support warm water fish. STEP volunteer efforts range from educational projects and assistance with high lakes stocking to enhancing winter steelhead and fall Chinook salmon fisheries.

The Umpqua Watershed had another successful year with volunteers donating 18,236 hours. The program completed and/or developed 54 projects this year and reached over 5,500 people with its public outreach efforts alone. Below are highlights for the four main STEP categories.

EDUCATION AND PROGRAM DEVELOPMENT

The Umpqua STEP biologist helped coordinate 33 different educational events that reached 4,626 youth and 1,038 adults. This included four Free Fishing Day events that occurred in Douglas County, approximately 12 classroom incubators projects, as well as salmonid life-cycle classes and angler education programs.

Angler Education

The STEP biologist also worked with U.S. Forest Service and other state, federal and private organizations during the TSALILA Festival in Reedsport, OR. This year's event featured the 300 gallon "live" display tank. The species on display included spring Chinook salmon, coho salmon, and rainbow trout. Students were able to view these fish while the STEP biologist explained the life history and identification features of each species. A stuffed rendition of a salmon was used to explain the anatomy of fish. Students were able to do a dissection of this fish without the "yuck factor". Other educational programs completed this year included the Glide Forestry Tour, Creek Days in Myrtle Creek, and multiple YMCA events.

Kids fishing at Umpqua District Family Fishing Event.

Angler education programs took place at Bowman's Pond, Free Fishing Day events, and the Roseburg YMCA. These programs focused on knot tying, identifying various game and non-game fish, and how to use different types of fishing gear. Many local volunteers participated in these events.

Canyonville Education Events

The Canyonville acclimation site had over 770 students and 75 adults attend our releasing, life-cycle, and fin-clipping seminars. This included several different schools from southern Douglas County. There were over 75 volunteers with 6 stations for the three days of winter steelhead releasing. These different stations included the following subjects: anatomy, health condition (k-factor), trap and ladder operation, aquatic life, habitat, and fishing/boater safety that were all taught by volunteers. The STEP biologist did hands-on weighing, measuring and smolt condition data collection with the kids.

Additional developments

The Umpqua STEP biologist worked with the local Tribal biologist, volunteer group, and food banks in an effort to reduce the number of hatchery fish on the spawning grounds and to supply the local community with fresh salmon for consumption. Both our winter steelhead program and coho salmon programs have produced surplus hatchery salmon and approximately 150 fish were given to the local food banks. This program has not only been a benefit for those in need in the community but it has also proved to be a great cooperation between various organizations and agencies.

Another project being developed is a cooperative research effort between local ODFW staff, the Oregon Hatchery Research Center, OSU staff and the Cow Creek Tribe. The project will start in

the winter/spring of 2013 as a pilot effort to test feasibility. Starting in 2014 the research will begin, the early acclimation of eyed winter steelhead eggs will be tested. The information gained from this study will hopefully help STEP biologists and hatchery managers better understand the homing behavior of migratory salmonids. Management applications of the study could include lessening the likelihood of straying of hatchery fish and in turn benefiting fisheries by having more fish return to the targeted areas in which they are intended.

The first steps have been taken to repair the existing Cooper Creek rearing facility. This facility will be used for the rearing of approximately 150,000 pre-smolt fall Chinook salmon bound for the Calapooya River. This site has not been in operation for several years and is in need of major repair work. The first step of this project has taken place by Umpqua Fishermen's Association (UFA) volunteers this summer. The UFA has completed clean-up of the site in preparation for repairs to take place.

INVENTORY AND MONITORING

The STEP biologist coordinated volunteers and ODFW staff in monitoring steelhead, coho and fall Chinook salmon at various trapping locations throughout the district. This data is used during angling regulation proposal reviews as well as propagation proposals.

High Lakes Surveys

Two high lakes in the district were surveyed this year. These lakes are being evaluated to determine the success of our rainbow trout that are being used in various Cascade lakes. This data is also used to analyze the stocking strategies for the high lakes. Multiple volunteers helped with this project and we plan to continue these efforts into the future.

Galesville Reservoir

The UFA continued to monitor the success of coho salmon stocked into Galesville Reservoir. Anglers have been collecting data on the number of coho caught and whether or not they are fin-clipped. This information is used to help assess whether or not adult coho stocked into the lake are successfully spawning as well as giving us an idea of how many fish are being harvested annually.

Creel Log Books

Creel log books were again distributed to fishing guides on the Umpqua River to help collect fall Chinook salmon catch rates and effort of anglers. This is the second year of this project and we plan to continue to partner with fishing guides to help us collect data on this hatchery program.

Gardner Lake

Additionally the Gardiner Reedsport Winchester Bay (GRWB) STEP group has been monitoring water quality on Gardiner Reservoir to help improve water quality going into the hatch house. Water temperature, pH, dissolved oxygen, and algae will be monitored by Douglas Soil and Water Conservation and OSU Research. The information collected is being evaluated and will hopefully help solve hatchery related issues that affect egg survival in the hatch house.

HABITAT IMPROVEMENT

Carcass Placement

The Gardiner Reedsport Winchester Bay (GRWB) STEP group continued its participation in the nutrient enrichment program by placing Chinook salmon carcasses from spawning events at the hatchery into the North Fork of the Smith River.

Camp Creek

The in stream work for two major tributaries was completed this year. This work was the idea of GRWB volunteers and the preliminary assessments and designs were done by volunteers. The instream work was done by ODFW and Partnership for the Umpqua Rivers (PUR) biologists. Subsequent monitoring will be done by GRWB volunteers. This habitat project will benefit fall Chinook salmon, coho salmon, winter steelhead, and cutthroat trout. Camp Creek is a tributary to Mill Creek which is a location where broodstock fall Chinook salmon is collected for the Lower Umpqua hatchery program.

FISH CULTURE

Due to an abnormally high water event in early September the Umpqua Fishermen's Association (UFA) was unable to collect fall Chinook salmon brood for the Calapooya Creek program. Therefore, no smolts will be released in the spring. The UFA did however assist with broodstock collection of coho salmon and the release of 60,000 coho smolts. Gardiner Reedsport Winchester Bay STEP volunteers will release approximately 125,000 pre-smolt fall Chinook salmon into Winchester Bay in the spring.

Fin clipping at Canyonville STEP facility.

Marking

The UFA conducted its own marking, with the use of volunteers and school students, and was able to adipose fin-clip fall Chinook salmon using volunteer labor. Approximately 300 students volunteered to clip 100,000 fish.

Gardiner Reedsport Winchester Bay STEP also utilized student volunteers to assist with fin-clipping and nearly 50,000 pre-smolts were marked during a one-week period. This was a very educational experience for the students and plans have been made for the schools to be involved again next year.

Crowding fish at Canyonville STEP facility.

Acclimation and Release

Winter steelhead acclimation and releases took place this past year at Eastwood Elementary, Canyon Creek acclimation site, and the Seven Feather acclimation site. These events not only contribute additional winter steelhead angling

opportunities in the basin but also provide a great educational experience for local students and adults. Over 70,000 winter steelhead were released in 2013.

High Lakes Stocking

The STEP program also coordinated the district's High Lakes stocking using volunteers from Oregon Equestrian Trails. Volunteers stocked 13 lakes in the district with over 17,000 brook trout and 4,000 rainbow trout. Over 30 volunteers assisted with this year's high lakes stocking and again the project was very successful.

Schools and Groups that work with Mid Coast STEP

The following is a partial list of schools, school districts, organizations, agencies, and other groups that work with STEP. Due to the large number of participants, it is possible that some groups were inadvertently left off this list. Please contact (503)-947-6211 if your program has been left off this list.

Mid-Coast

Elementary, Middle, and High Schools

- ABC Preschool
- Bright Beginnings Preschool
- Crestview Heights Elementary
- Eddyville Charter School
- Florence School District Stream Team
- Montessori Preschool
- Neighbors for Kids After-School Program
- Nye Beach Montessori School
- Oceanlake Elementary
- Sam Case Elementary
- Siletz Valley School
- Siuslaw Elementary School
- Sonshine Nursery School
- Taft Elementary
- Toledo Elementary

Colleges and Universities

- Oregon Coast Community College
- Oregon State University

Organizations

- Alsea Sportsman's Association
- Association of Northwest Steelheaders
  - Albany Chapter
  - Emerald Empire Chapter
- Baptist Church of Waldport
- Boy Scouts of America
- Central Coast Flyfishers
- Community Services Consortium
- Depoe Bay Salmon Enhancement Commission
- Florence STEP Group
- Longview Hills Fishing Club
- Salmon Watch
- S.O.L.V.
- Trout Unlimited
- U DA MAN

Government

- Bureau of Land Management
- Lincoln County
- Oregon Parks and Recreation Department

Watershed Councils

- Alsea Watershed Council
- Mid Coast Watershed Council
- Salmon Drift Creek Watershed Council
- Siletz Watershed Council

Tenmile, Coos, and Coquille STEP

Gary Vonderohe, STEP Biologist
Tom Rumreich, STEP Biologist
Chris Claire, Assistant District Fish Biologist
Mike Gray, District Fish Biologist

The Tenmile, Coos, and Coquille STEP area is located on the southern Oregon coast and is recognized as having been the birth place of STEP over thirty years ago. The area is bordered on the north and east by the Umpqua Basin and by the New, Sixes and Elk Basins to the south. The area holds three major watersheds, the Tenmile, Coos, Coquille, and several smaller streams that flow directly to the ocean. Both the Coos and the Coquille watersheds have long inter-tidal reaches and large estuaries, while the Tenmile is dominated by several large freshwater lakes.

The area program emphasizes citizen involvement with efforts to protect and enhance salmon, steelhead, and trout.

Early in the development of STEP, education and outreach became a significant part of the local program, as it was recognized that educating the public and particularly area youth would be important toward achieving the long-term goals of STEP in general. Education through involvement increases awareness of the needs of native fish through habitat recovery and protection efforts. In addition to outreach activities, habitat restoration has been an important part of STEP with the initial habitat projects having taken place before the program was formally established. Large numbers of volunteers continue to be involved in the area's extensive fish culture program that includes broodstock development, spawning, egg incubation, rearing, and acclimation projects.

EDUCATION AND PROGRAM DEVELOPMENT

Millicoma Interpretive Center

The Millicoma Interpretive Center (MIC) continues to be a popular place for student groups and others to come and learn more about the life histories of salmon and steelhead. This past year the facility received its largest number of visitors since the facility began. Visiting student groups and the general public get a unique "hands-on" learning experience. Groups are involved with the collection of broodstock, spawning, egg and fry care, and fin-marking. Most of the student groups get an opportunity to incubate eggs in their classroom aquaria. This forges a great connection between their activities at MIC and the life-cycle of salmon.

Funds from an R&E Program grant along with many other donations have been dedicated to the repair and upgrades at the Millicoma Interpretive Center. When the facility was constructed in the early 1990's, volunteers had limited funding available to them to use in the construction of the facility. Many of the buildings have been degraded over time because of the very wet environment. The STEP biologist, along with students and volunteers, has been conducting the work for several months. The project is scheduled to be completed in 2014. The facility has already undergone an amazing transformation with the reconstruction of some of the buildings and walkway covers.

The R&E Program committed $23,000 in grant funds to purchase a series of kiosks that will provide an invaluable opportunity for visitors to have self-guided educational tours of the facility

when there are no scheduled activities occurring. The grant will also be used at Morgan Creek for interpretation signs and displays.

Family Fishing Events

Oregon Department of Fish and Wildlife hatcheries provided 1,700 legal rainbow trout for stocking in the vacant steelhead acclimation pond at Millicoma Interpretive Center. This has been a huge success with hundreds of children participating in the catching of these trout. Many children caught their very first fish this past year. Volunteers and hosts passed out many first fish certificates again this past spring.

A separate event was held at Empire Lake in the city of Coos Bay as part of the annual Child Bay Area Hospital's Family Fun Day. For a second year, 3,000 rainbow trout were stocked into the lake for the event. This year over 625 trout were caught with a total of 370 children participating this year. Lunch was provided to all participants by Northwest Natural Gas. There were also many other family friendly activities available that day.

On Eel Lake, the STEP biologists and volunteers held a fishing clinic on Free Fishing Weekend for the thirteenth straight year. This event features a course that children can learn everything from knot-tying to fish identification. Once the children complete the course they are allowed to fish in the net pen. The trout are fed by volunteers for approximately one-month prior to the event. Volunteers with the Eel/Tenmile STEP Association rear 1,000 rainbow trout in a net pen located in Eel Lake specifically for the clinic. A total of 280 children participated in this year's event at Eel Lake.

The STEP biologist facilitated the stocking of legal sized rainbow trout into portable fire suppression ponds for children to catch as part of five events. The first event was part of the North Bend Jubilee and a trout pond was placed in the Pony Village Mall in North Bend. This year an extensive angling clinic was added to the event in the mall. Children were taught knot tying, how to fish local lakes, spinner making, casting, and other needed angling skills. A second trout pond, in partnership with Safeway, was set up in Pony Village as part of a prostate cancer awareness event. Mingus Park in Coos Bay was the location of the third trout fishing event. This pond was a partnership with the Coos Bay Fire Department and part of the city's annual Fourth of July celebration. Ponds were also set up as part of the annual Charleston Seafood Festival. The Coos Bay Fire Fighters Association purchased a custom made fire pond for exclusive use at these fishing events.

Fishing poles and gear were provided to the children at these events. A total of 3,015 family members participated in the angling in the trout ponds. Most children caught fish to take home. A total of 1,000 fishing rods and reels were given to some of the children that participated in these events. The hope is to continue the trout ponds for many years to come. Local fire departments from North Bend, Coos Bay, Charleston, and the Coos Forest Protection District were instrumental in the setup of these ponds. Nearly 450 first fish certificates were given out as part of these events.

The STEP biologist helped teach about aquatic insects and casting a fly rod to 20 adults as part of a class for beginners held at Southwestern Oregon Community College. Many of the materials for the class were provided by Oregon Department of Fish & Wildlife.

The Coos Bay Fire Fighters Association raised over $2,000 to donate a custom made 2,000 gallon portable fire pond to be used exclusively for family fishing events

Coquille High School Educational Hatchery

Volunteers and students continued to work on the Coquille High School Educational Hatchery during the year. New informational and educational displays were installed at the site. During the winter, the high school students continue to be teachers themselves in what is now known to be "Tour Tuesday." Elementary school classes devote an afternoon learning salmon life histories and their struggle to survive. The high school students spawn and incubate salmon and steelhead eggs at the station which provides a wonderful "hands-on" experience for the younger students. This is a wonderful time to see the older students impart resource awareness and education to these younger students. For the adult volunteers and teachers, it is a time to sit back and enjoy.

Hundreds of students were involved with the marking of the fall Chinook salmon juveniles at Coquille High School this past spring. The Chinook are spawned, incubated and reared at the facility. This is a great "hands on" opportunity for students to take part in marking these fish so that they could be better monitored as they migrate to the ocean and back again to the facility. Many students said that marking the fish was the highlight of their entire school year.

This year students from the high school set up and helped operate a classroom aquarium at neighboring Lincoln Elementary School. The high school students presented a puppet show to several of the classes to involve them in the aquarium and the salmon that were in the incubator.

Student and faculty began an ambitious restoration project of the incubator building at the hatchery. Most of the siding and all of the windows in the incubation building was replaced. The remaining siding will be replaced in 2015. A new propane fired generator and alarm system was installed at the facility this past year. These new upgrades will be a significant improvement to maintaining water flow to the incubating eggs and rearing fish. Coquille High School Hatchery is the only pumped station in the district. The new alarm system will alert volunteers and students of water failures and the generator will allow time to correct the problem. The total cost of these upgrades was $12,000

Morgan Creek Hatchery

The reconstruction of the educational and fish cultural facilities continued at Morgan Creek Hatchery during the report period. Several new grants to increase the educational opportunities at the facility have been recently secured. These grants will focus on signs and interpretive kiosks that will help educate the 'drop-in" visitor.

A total of 1,060,181 Chinook salmon were marked at Morgan Creek during the report period. A total of 773,388 Chinook were marked by student groups and an additional 286,793 Chinook were marked by the auto mark trailer.

Noble Creek Hatchery

The STEP biologist helped volunteers write a grant to purchase an Oxygen Supplementation Unit, which was used to increase the amount of dissolved oxygen in the rearing raceways. Volunteers with Coos River STEP continued to use the deep matrix hatchboxes to incubate salmon at the hatchery until they are ready to be fed. Coos River STEP volunteers have continued to use the automatic fish feeders. These feeders automatically dispense fish food once an hour throughout the day. These feeders made a great improvement in the way we feed juvenile Chinook salmon at Noble Creek Hatchery. This past spring the Auto fin marking trailer was at Noble Creek for two weeks to adipose clip 100% of the hatchery Chinook releases.

Several members of the public came to see the trailer in operation. This was a great opportunity to talk to public about the importance of monitoring our hatchery releases.

Other Outreach

Since 2009, STEP has partnered with the Coquille Indian Tribe to operate a booth at the annual Salmon Celebration. The booth had a live adult Chinook salmon in a large aquarium, juvenile Chinook salmon, demonstrations on reading scales, extracting coded-wire-tags, decoding the tags, games and contests, as well as many informational displays. This booth was a huge success as over 700 visitors took time to learn more about salmon. Over 25 volunteers staffed the booth for the weekend. Many of the visitors to the booth left with a greater appreciation about salmon and salmon management.

INVENTORY AND MONITORING

Monitoring

The most important monitoring operation that volunteers are involved with each year is the fall Chinook salmon recruitment surveys that are conducted in the Coos and Coquille estuaries. In the Coos River Basin volunteers release in excess of two million Chinook salmon juveniles annually. With the large numbers of fish released, an evaluation of the impacts on wild Chinook salmon is needed. One way to measure the impacts is to monitor the growth and abundance of Chinook salmon in the estuary.

With the number of juvenile Chinook salmon collected in the Coos Basin, the STEP Biologist has been estimating the total number of juvenile Chinook in the basin using a mark/recapture estimate. This monitoring begins in the spring and continues through the fall of the year. Volunteers in the STEP program play a key role with assistance conducting surveys for this long-term monitoring project.

Volunteers seining.

HABITAT IMPROVEMENT

Habitat Restoration

Habitat restoration projects are an important component of the volunteer projects in the district. The largest habitat improvement project conducted by volunteers, mostly hosts at the facility, involved the planting of hundreds of trees along Morgan Creek and a newly restored wetland area nearby. Douglas fir and Western Red Cedar were the only trees planted this year at the location. Prior to planting, about one-half acre of invasive blackberries were removed.

Preparing to toss carcasses.

This year a local nursery again donated many large potted trees that are valued at over $3,000. Many of the trees donated and planted at Morgan Creek were over fourteen feet high. Most of the trees had steel mesh protection placed around them to protect them from beavers.

Carcass Placement

Salmon carcasses were again placed in numerous district streams during the report period. ODFW staff and volunteers placed over 6,800 salmonid carcasses into 6 different streams. Most of these carcasses were fish returning to Coos Basin STEP facilities.

FISH CULTURE

Large numbers of volunteers continue to be involved in the extensive fish cultural programs in the District. There are eight broodstock development, eight spawning, nine egg incubation, five rearing, and fifteen acclimation projects in the District. The fish cultural operations in the District involve the largest number of volunteers in recent years.

Broodstock Collection

Broodstock collection and development programs in the District continue to be a success overall. Volunteers involved in the collection of naturally produced salmon and steelhead for incorporation into hatchery programs donated a significant amount of time. The collection of naturally produced salmonids is always very labor intensive. For more than twenty years, a significant proportion of the steelhead has been acquired through angler donations. In the Coos River basin, about forty percent of the steelhead broodstock were again donated by anglers.

Students collecting broodstock at Morgan Creek.

Angler donations are a slow, time-consuming process that involves many volunteers. The steelhead collections in the Coos and Tenmile were back on track the past two seasons.

Fry Releases

The District STEP biologist coordinated the collection and distribution of salmon and steelhead eggs from ODFW hatcheries or STEP incubation facilities to volunteers. As a result, 73,882 fry and eyed coho eggs were released from a variety of hatchboxes in the Coos and Coquille basins. The eyed coho eggs are part of a six year research project in the Coos Basin to inject otolith marked coho salmon eggs into unused spawning gravels in the upper Catching Creek tributaries. This is a research project to test if injecting eyed eggs into streams with lower abundance of spawning adult coho will produce more adult coho three years later. There will be three years of egg injection and then three additional years of spawning surveys and reading otoliths to evaluate the project. The Chinook salmon fry releases in the Coquille River basin are conducted for the purpose of a payback program. These fry are a replacement for the loss of production of wild Chinook salmon that are taken and used in the lower river smolt program.

Pre-Smolt Releases

Large numbers of Chinook salmon pre-smolts are released in the Coos River Basin. The premise behind the releases is the recognized limitation of spawning habitat in the Coos watershed that is

available for Chinook salmon. Spawning habitat in the Coos began to be compromised in 1887 when the practice of splash-damming rivers started.

Splash-damming was a process by which logging companies ran logs down the rivers during freshet events with the use of a large dam that was removed at a designated time. Prior to running logs down the river, logs and rocks that provided critical stream habitat were removed. This activity removed the river gravel that Chinook salmon needed for spawning. The Chinook salmon pre-smolt program in the Coos addresses the limited spawning habitat by producing large numbers of juveniles to utilize the Coos estuary. Coastal fall Chinook salmon rear almost extensively in coastal estuaries and the Coos estuary is the largest in Oregon. A total of 2,356,948 Chinook salmon pre-smolts were released into the Coos Basin in the spring of 2014. All of the Chinook that were released in the Coos River basin in the spring of 2014 were marked. The addition of the auto mark trailer was a significant help in achieving the 100 % marking rate. The auto mark trailer marked all the Chinook at Noble Creek and 37% of the Chinook marked at Morgan Creek. Student groups at Morgan Creek marked the balance of the Chinook reared at that facility.

Since 2007, Chinook salmon have been released into the Fourth Creek reservoir as part of a cooperative partnership with the Coquille Indian Tribe. The fish are reared at Bandon Hatchery and acclimated in an alcove of the reservoir. A blocking weir was constructed to prevent the juvenile Chinook salmon from entering the reservoir proper. The acclimation this year was a success. The fish held and fed well in this new rearing area then left the reservoir in a timely manner.

In the fall of 2012, a trap was constructed and installed into the fishway at the tribal reservoir. A total of 198 Chinook salmon were trapped returning to the site. In addition to Chinook, 29 adult and jack coho were trapped in the fishway. These adults and jacks were the first returning coho salmon from hatchbox fry releases in the tributary streams of the reservoir.

Fish Eggs-to-Fry Program

Again this year the number of classroom egg incubation projects also increased in the district. A total of sixteen classroom incubators were operated at fifteen different schools, reaching a total of 176 classrooms. More classroom aquaria are planned in the near future. This past year over 5,200 students at fifteen schools observed eggs hatch and develop. At the time the eggs are distributed, the students are presented with a lesson by the STEP biologist on the biology of salmon eggs and salmon in general. This lesson further imparts resource ownership to the children.

Coos Fall Chinook Salmon Monitoring and Evaluation Plan

During this report period was the fifth and final year of the Coos Fall Chinook Monitoring and Evaluation Plan. Over 7,900 fall Chinook salmon returned to the Morgan Creek and Noble Creek STEP facilities in the Coos River basin. A total of 3,859 volunteers were involved in the fish cultural programs in the District.

The 100% fin mark rate of hatchery Chinook releases will also provide better monitoring and evaluation of the interactions of juvenile hatchery Chinook salmon with their naturally produced counterparts in the Coos Bay estuary.

During the report period, volunteers, staff, and students operated the South Coos River Trap as part of the monitoring and evaluation project. A total of 1,195 Chinook salmon were captured,

marked, and released into Coos River. The trap was also used to conduct a Peterson Mark Recapture Population Estimate of Chinook in the South Coos River. The ODFW staff estimate of Chinook salmon in the South Coos River basin based on the information gathered was 5,125 adults.

Rearing and Acclimation

In 2014, Chinook salmon presmolts were reared and released from the Coquille High School. A total of 14,500 presmolts were released from the facility. Students at the school participate in the entire process which includes trapping, holding and spawning the fish for the program. The eggs are fertilized and incubated through the "eyed stage." Coquille High School is the only facility other than Bandon Hatchery where eggs are incubated to the "eyed stage." An additional 10,220 Chinook salmon smolts were acclimated at the school.

Approximately 136,998 fall Chinook salmon smolts were released from three locations in the Coquille River basin. Two of the groups were placed into acclimation sites in the lower portion of the river. The two acclimation sites are Sevenmile Creek and Ferry Creek. As a result of the Coastal Multi Species Plan the direct release of smolts were discontinued in the Coquille River Basin. The acclimation site at Ferry Creek in the City of Bandon was expanded and improved. The number of Chinook acclimated in Ferry Creek was increased to 59,150 Chinook smolts. This acclimation was extremely successful this year in that the fish held and fed well during their acclimation period. This was a significant outreach opportunity in that this acclimation involved hundreds of tourists and local community members to the project. The acclimation of a larger number of Chinook smolts should provide a good source of broodstock when they are trapped at Bandon Hatchery which is located just upstream from the acclimation site.

STEP volunteers operated a total of twenty rearing or acclimation projects during the report period. Acclimation sites continue to be improved with each passing year. These projects take a considerable amount of volunteer and staff time along with financial resources to operate.

Two grants were secured totaling $85,000 to install alarms and back-up systems at most rearing and acclimation sites in the district. These alarms and back-up systems will reduce fish losses due to water failure. As part of the upgrades to the incubation and rearing system in the STEP district, the STEP biologist along with volunteers constructed a 550 foot long concrete pathway at Morgan Creek to improve access by volunteers over a wide range of weather conditions.

The Ferry Creek Dam spillway at Bandon Hatchery was damaged when water seeped under the structure and caused extensive erosion. A portion of the spillway collapsed when the supporting material was washed away. The Ferry Creek Reservoir is a major source of water for Bandon Hatchery. Nearly three million Chinook from two stocks and 500,000 steelhead from four stocks are incubated at the hatchery. Bandon Hatchery rears 550,000 Chinook for the Coos River Basin and 120,000 steelhead smolts for the Coquille River Basin. Rainbow trout are also reared for stocking into several local lakes. The Ferry Creek Reservoir is a major source of municipal water for the City of Bandon. A STEP biologist, Bandon Hatchery staff, and volunteers began an extensive repair of the spillway. An estimated 23 yards of concrete are needed to be pumped under the spillway to stabilize the structure. Repairs began in the summer of 2014 are scheduled to be completed in December. Estimated cost of the repairs is $15,000. Funds for the repairs have been donated from local STEP groups.

Schools and Groups that work with Tenmile Coos Coquille STEP

The following is a partial list of schools, school districts, organizations, agencies, and other groups that work with STEP. Due to the large number of participants, it is possible that some groups were inadvertently left off this list. Please contact (503)-947-6211 if your program has been left off this list.

Elementary, Middle, and High Schools
- Bandon High School
- Blossom Gulch Elementary School
- Bob Belloni Ranch
- Coos Bay School District
- Coquille High School
- Harbor Middle School
- Hillcrest Elementary School
- Lakeview High School
- Lighthouse School
- Lincoln Elementary School
- Madison Elementary School
- Marshfield High School
- Medford High School
- Millicoma Mid. School
- Myrtle Point High
- Myrtlecrest Elementary School
- North Bay Elementary School
- North Bend High School
- North Bend Middle School
- Ocean crest Elementary
- Powers Elementary School
- Sunset Middle School

Colleges and Universities
- Central Oregon Community College
- Southwestern Oregon Community College

Organizations
- Bay Area Sportsman Association
- Boy Scouts of America
- Coos River STEP
- Coos County STEP
- Coquille River STEP
- Eel Tenmile STEP
- South Coast Anglers STEP

Government
- None

Watershed Councils
- None

Lower Rogue STEP

John Weber, STEP Biologist
Steve Mazur, Assistant District Fish Biologist
Todd Confer, District Fish Biologist

The Lower Rogue Watershed District is part of the Rogue Watershed District. The Lower Rogue Watershed District includes coastal basins from Four Mile Creek south to the California border. New River, Elk and Sixes Rivers, Euchre Creek, Rogue River, and other miscellaneous coastal tributaries are included in this district.

The focus of the STEP program within the district is to utilize volunteer resources to accomplish management objectives. The STEP Biologist works primarily with local clubs, landowners, timber companies, watershed councils, educators, and school groups. The majority of volunteers that engage in STEP activities in this watershed district belong to one of two local STEP groups: Oregon South Coast Fisherman (OSCF) or Curry Anadromous Fishermen (CAF).

The groups consist primarily of retired individuals interested in performing meaningful work that will help restore and maintain fish populations within local watersheds.

The CAF's primary focus is aquaculture and education while the OSCF's focus is on population monitoring, broodstock collection, and habitat restoration. All groups consider fishery education

a high priority and often cooperate with other local entities to accomplish common objectives. January 11, 2013 the Oregon Fish and Wildlife Commission adopted the Rogue Fall Chinook Species Management Unit (SMU) Conservation Plan. The plan sets conservation criteria and desired status goals for wild fall Chinook salmon in the Rogue River and five coastal watersheds south of Elk River. The plan was developed by ODFW in collaboration with multiple government agencies and a public advisory committee. The two district STEP groups provided representatives for the advisory committee. In addition, the majority of the monitoring projects that STEP volunteers participate in (in the Lower Rogue Watershed District) are defined management strategies embedded in the plan. The culmination of the plan has focused the STEP groups on fishery management in the District.

Volunteers participated in projects associated with fish culture, education of youth, habitat restoration, and population monitoring. Fish culture and population monitoring comprise the majority of volunteer effort.

EDUCATION AND PROGRAM DEVELOPMENT

Program outreach news releases were written for local newspapers, radio, and TV stations. The objective was to recruit volunteer involvement, inform the public of project results, and give volunteers recognition for their accomplishments.

The Lower Rogue STEP biologist made 38 presentations at organized fishing group meetings. Primary topics discussed were fish management policy, habitat problems and solutions, angling regulations, STEP guidelines, district management objectives, and volunteer recruitment.

A total of 44 presentations were made to students at local schools. Topics included: Salmonid life history, fish anatomy, fish culture, angling, habitat protection, and restoration. Some of the presentations involved a field trip relative to the topics discussed.

Indian Creek Hatchery Tours

Annually, Curry Anadromous Fishermen conduct tours of the Indian Creek STEP Hatchery throughout the summer. The visitors to the lower Rogue River sign up for the tours at the Indian Creek RV Parks. The tours give the volunteers the opportunity to teach about salmonid life history, STEP volunteer opportunities, angling opportunities and the long history of the facility. The tours of the hatchery are a highlight for tourists that visit the lower Rogue River.

Azalea Festival

The Oregon South Coast Fisherman and STEP biologist conducted the annual portable fishing ponds at the Brookings Azalea Festival. The group has hosted the fishing event since 1989. Approximately 125 children participated this year. The event includes displays of various ongoing STEP projects which creates a great atmosphere to recruit young anglers and volunteers.

OSCF Donate Rod and Reels to Brookings Grade School

With the success of Reel Fish Days and new interest in youth angling, the Brookings third grade teachers expressed the need to have a few fishing poles at the school to loan out for student weekend fishing outings. In support of these outings a local fishing guide with OSCF donated 6 new rod and reel combos.

Free Fishing Day

On June 6, 2014 the annual free fishing day event was held at Libby Pond. Over 60 kids registered for the event organized by ODFW. Volunteers from CAF and OSCF sponsored the derby and were on hand to register children.

Kids were assisted with fishing tips, instruction, registration and measurement of trout. Hot dogs and beverages for the event were provided by CAF. Participants caught over180 rainbow trout during the derby. In addition fishing rods and equipment were donated to be given away in a raffle.

Ice Box Access

Oregon South Coast Fisherman maintained an access agreement with a Chetco River front landowner. The area has been a popular access point for local area anglers for many years. Beginning in 2001, OSCF has been involved with the cleaning and maintenance of the area. This opportunity may not have been possible without the OSCF's positive history working with the landowner. The gate will be opened during fishing season for access.

Slam'n Salmon Derby

In an effort to develop the STEP program and encourage volunteer involvement, the Lower Rogue STEP biologist and OSCF operated a booth during the annual Labor Day Slam'n Salmon Derby at the Port of Brookings.

Volunteers maintained a tent that housed a mobile aquarium with live adult salmon and displays demonstrating district STEP activities. Staff used this opportunity to discuss related projects and issues. An estimated 320 people visited the booth throughout the weekend and a number of people joined the STEP groups.

Reel Fish Day

The Lower Rogue STEP, Oregon Parks and Recreation Department, and the South Coast Watershed Council office sponsored Reel Fish Day, an angler education day for Brookings and Gold Beach Elementary School third grade classes. This event was held at Arizona Beach State Park and is designed to complement the STEP Fish Eggs-to-Fry program that has been offered over the last two decades. In 2014 all of the third grade classes in the Lower Rogue STEP district attended the event.

Volunteers taught casting, line tying, and hook baiting. An aquatic education curriculum was presented once the core skills of angling were taught. Youth fished with assistance from Angler Education instructors in the pond which was stocked with trout prior to the event. Participants were given the option to keep or release their fish.

Those that chose to retain their catch were taught the responsibility of packaging and cleaning their fish for a meal. With the success of Reel Fish Day the Brookings, Port Orford, and Gold Beach School Districts will continue to send their third grade classes to this event.

INVENTORY AND MONITORING

Chetco Scale Sampling

Oregon South Coast Fishermen volunteers assisted in an intensified fall Chinook salmon scale sampling effort conducted on the Chetco River. The sampling effort is planned to improve data

on age and hatchery/wild composition estimates for the Chetco River. The volunteers used drift boats and covered the mainstem reaches while ODFW sampled in the tributaries. During the 2013 brood year volunteers and staff collected 401 samples.

Estuary Seining

The STEP biologist and OSCF volunteers completed their 23rd year seining Chinook salmon smolts in the Chetco River estuary. The project consists of volunteers setting a juvenile beach seine at select stations bi-weekly from June through September. These index surveys characterize abundance and development of native fall Chinook salmon smolt. In addition, the data is used to indicate when hatchery Chinook salmon smolt should be released to have the least impact on native fish utilizing the estuary.

Huntley Seine volunteers and staff pulling the seine.

Winchuck River Screw Trap

Volunteers operated a downstream migrant trap just upstream of the Winchuck River estuary. Operation of the trap represents the continuation of a 25-year database.

The OSCF have operated the trap for the past thirteen years, doing work that would otherwise be unaccomplished under current district staffing levels. The data obtained from the trap is used by ODFW to assist in managing fall Chinook salmon.

The 2014 Winchuck trapping season concluded with 61 days of trap operation and an estimated 89,334 fall Chinook salmon migrated past the smolt trap site.

Huntley Park Seining

The Huntley Park Seining Project represents a continuation of a 39-year adult salmonid monitoring database. This project is conducted annually from July through October at Huntley Park on the lower Rogue River. The Huntley project is a high priority to the district and harvest managers.

The Huntley Park data is used to monitor stock abundance, age composition and hatchery/wild ratio of summer Steelhead, coho salmon, and fall Chinook salmon.

Later in the season, wild fall Chinook salmon broodstock are collected for the Indian Creek Hatchery STEP facility.

A number of STEP and local volunteers participate every year, rain or shine.

Chetco Snout Recovery Stations

During the fall two snout recovery stations were deployed to several Chetco River boat ramps. Volunteers solicited prizes for raffle to anglers that donated tagged snouts. Each station has cards for anglers to fill out to include with the snout. If the card is filled out correctly and the snout has a tag the angler will be entered into drawings that will be conducted throughout the 2014season.

Indian Creek Hatchery Monitoring

In an effort to better evaluate the Indian Creek Hatchery program, volunteers walked spawning ground surveys on Indian Creek. The data from this effort will be used to determine the effectiveness of the adult fish trap and to estimate the number of fish using Indian Creek.

HABITAT IMPROVEMENT

Stream Enrichment

Volunteers with the Curry Anadromous Fishermen and the Oregon South Coast Fishermen assisted ODFW with placement of fall Chinook salmon carcasses. A total of 2,809 fall Chinook salmon carcasses from Elk River Hatchery and Indian Creek STEP Hatchery were distributed in the Chetco River, Euchre and Brush Creeks and lower Rogue River tributaries. In addition, 100 steelhead carcasses of Chetco River origin were redistributed into the north and south forks of the Chetco River.

Students and volunteers replanting Jack Creek

Estuary Riparian Enhancement

District staff with help from Oregon Stewardship and local students improved estuary riparian habitat along Euchre, Hunter Creek, Pistol, and Winchuck rivers to improve Chinook salmon production. Oregon Stewardship contacted the landowners of the estuaries for access and planting on their property. Students from Brookings and Gold Beach schools planted willow and spruce trees in early spring of 2014 and followed up with watering and weeding. Reports indicate good growth and excellent survival of last year's plantings. This is an annual project that is difficult to achieve without the leadership of Oregon Stewardship.

Chetco River Fish Salvage

Oregon South Coast Fishermen volunteers spent six days salvaging stranded Chetco River fall Chinook salmon juveniles from off-channel pools. Volunteers located pools that were no longer connected to the river and that had a high risk of dewatering over the summer months. The majority of the fish salvaged were Chinook salmon, some juvenile winter steelhead was observed in the catch.

Fish Salvage volunteers seining juvenile salmonids from a side channel pool on the Chetco.

Salmon Run Golf Course Riparian Rehabilitation

Students with the Kalmiopsis grade school and OSCF spent numerous days removing invasive plants and replanting the riparian on Jack Creek a tributary of the Chetco River. In an effort to improve the quality of the riparian vegetation on Jack Creek the OSCF, Southcoast Watershed Council and Salmon Run Golf Course have collaborated with the school to remove Himalayan blackberries. The plan is to replant with native vegetation that better suit the fairways on the golf course. This is an annual effort with expectations to continue.

Port of Brookings Aerators

Historic water samples of the Chetco Boat basin identified areas of low dissolved oxygen. At the time OSCF obtained funding from various sources to purchase and maintain the aerators. Last summer the Port of Brookings and OSCF purchased equipment required for maintenance. With the funding the OSCF assisted the Port in getting the equipment back online.

FISH CULTURE

Chetco River Broodstock Collection

Volunteers and fishing guides assisted ODFW staff in collecting broodstock for the Chetco River hatchery programs. A total of 142 fall Chinook salmon and 102 winter steelhead were collected and transported to Elk River Hatchery.

Ferry Creek Acclimation

ODFW and OSCF acclimated fall Chinook in Ferry Creek Reservoir. Fall Chinook salmon were acclimated at the Ferry Creek Reservoir which is an unused water source for the City of Brookings that flows into Ferry Creek. Volunteers reared two groups of19,363 fall Chinook salmon smolts.

The goals of the acclimation project: 1) Increase harvest opportunity by increasing the length of time the returning adults hold in the Chetco estuary, and 2) reduce the proportion of naturally spawning hatchery fish in the wild population.

Feeding smolts at the Ferry Cr acclimation site.

Indian Creek STEP Hatchery (Lower Rogue)

Wild Lower Rogue fall Chinook salmon broodstock are collected, transported, and spawned at the Indian Creek Hatchery STEP facility. The resulting offspring are incorporated into a smolt program for supplementation of Lower Rogue Chinook salmon stock. A total of 84,320 fall Chinook salmon were marked and reared to smolts by volunteers. The full sized smolts were released into the Rogue River estuary in the late summer.

Euchre Creek Hatchbox

Boy Scouts raised and released a total of 11,878 fall Chinook at a hatchbox site on Cedar Creek a tributary of Euchre Creek. The Euchre Creek hatchbox project has a long history of youth involvement and has provided a streamside site to have discussions on salmonid life history, habitat requirements and population dynamics.

Schools and Groups that work with Lower Rogue STEP

The following is a partial list of schools, school districts, organizations, agencies, and other groups that work with STEP. Due to the large number of participants, it is possible that some groups were inadvertently left off this list. Please contact (503)-947-6211 if your program has been left off this list.

Lower Roque	
Elementary, Middle, and High Schools Azalea Middle School Brookings Harbor Christian School Brookings Harbor High School Driftwood School (Port Orford) Gold Beach High School Kalmiopsis Elementary School Pacific High School (Port Orford) Riley Creek School K-12 (Gold Beach) **Colleges and Universities** None	**Organizations** Curry Anadromous Fishermen Curry Sportfishing Oregon South Coast Fisherman Oregon Stewardship KBSC **Government** City of Brookings Curry County Port of Brookings Port of Gold Beach **Watershed Councils** Lower Rogue Watershed Council Port Orford Ocean Resource Team (POORT) South Coast Watershed Council

Upper Rogue STEP

Charles A. Fustish, STEP Biologist
Dan Van Dyke, District Fish Biologist

The Upper Rogue STEP district includes most of the Rogue watershed extending from the headwaters near Crater Lake downstream to Mule Creek near the community of Agness. Cole Rivers, an early Rogue District Fish Biologist, estimated there were about 2,400 miles of stream in the basin. The Rogue watershed has the largest human population of any coastal watershed in Oregon. Approximately 400,000 people live in the district, posing challenges for fish and wildlife resources but also providing a large number of schools, service clubs, sportsman's clubs, and volunteers to assist in various STEP projects that educate citizens and improve fish habitat throughout the basin.

The diversity of fish species native to the Rogue is narrow, but the river has and continues to produce large numbers of salmon and steelhead. The Rogue River is reported to possess the strongest runs of salmon and steelhead of all the coastal streams in Oregon. One species, the coho salmon, is listed as “Threatened” under the Federal ESA.

This year over 125 district STEP volunteers put in over 1,794 hours and drove 1,368 miles to complete the various projects described in this report to help meet District management objectives. Members of the local Coastal Conservation Association, Rogue Fly Fishers, Southern Oregon University, Middle Rogue Steelheaders, Stream Restoration Alliance, and the public worked together to place almost 40,000 pounds of salmon and steelhead carcasses from Cole Rivers Hatchery into Rogue River basin streams for nutrient enrichment. This is the second year

all suitable carcasses from Cole Rivers Hatchery were returned to local streams for nutrient enrichment. Sampling small, urban, and intermittent streams and developing passage and habitat improvement projects continued to be a high priority for the Upper Rogue STEP Program in 2013-2014. The work is intended to highlight fish use in streams that are often overlooked by agencies and the general public and encourage good stewardship among streamside landowners and cost-effective restoration projects.

EDUCATION AND PROGRAM DEVELOPMENT

Public Outreach

Spring Chinook salmon and summer steelhead adults on display at the annual SPAM Festival in Shady Cove.

The Upper Rogue STEP biologist continued to work with schools during the report period, with the primary activity being the Classroom Incubator Program, maintaining contact with schools throughout the activity, coordinating volunteers, and arranging for egg delivery. A total of 25 teachers participated in the program. In most cases a curriculum developed by STEP biologists was used to promote learning about egg development, salmonid life-cycles and fish habitat requirements. Presentations were made on the native fish of the Rogue River basin, their life cycles, physiology, and habitat to campers at Stewart State Park, and Valley of the Rogue State Park. Successful hatching and release of the fry into the Rogue River was hampered in 2013-2014 by soft shell disease. Only 29% of the eggs from spring Chinook salmon delivered to classroom incubators in October of 2013 were released into the Rogue River.

The Small Stream, Urban Stream, Intermittent Stream Project

The Small Stream, Urban Stream, Intermittent Stream Project of monitoring and outreach continued to be a focal point of the STEP program in the Rogue Valley. This effort is aimed at the following: creating awareness of the fish resources using these streams, in order to promote stewardship and protect habitat; gaining additional fish distribution information; and developing interest and support for restoration actions on individual streams. A total of 39 small, urban, and intermittent streams have been sampled with "hoop" traps since the start of the project in 2005.

Hoop trap placed in Ashland Creek.

Key to the project, volunteers operate upstream migrant "hoop" traps to survey for fish use during winter. This year upstream migrant hoop traps were operated on Wagner Creek (Bear Creek), Galls Creek (Rogue River), Ashland Creek (Bear Creek), Tolman Creek (Neil Creek), and Iron Creek (Applegate River). The trap data and restoration opportunities are communicated to the public through a variety of techniques. The Upper Rogue District STEP Biologist coordinates all aspects of the project: identifying sites; maintaining hoop traps; recruiting and training volunteers; writing brief summaries of survey results; and working to

publicize the results within the community. Information collected was presented at the Bear Creek Salmon Festival, 2 talks at Stewart State Park, 2 talks at Valley of the Rogue State Park and the SPAM Festival at Shady Cove. Information was also provided to the Medford Mail Tribune for an article on our increased nutrient enrichment program using carcasses from Cole Rivers Hatchery. Adult salmonids were displayed in a large tank on a trailer at the SPAM Festival at Shady Cove. The STEP Biologist discussed District STEP programs with interested members of the public at each event.

Training sessions were conducted to help volunteers successfully participate in district monitoring efforts. The STEP biologist provided training in fish identification, trap operation and safety practices in support of hoop trap surveys, and fish salvage. Fish identification workshops were conducted to help identify fish captured in traps and while salvaging fish from isolated pools in drying streams.

A 24 inch 12 volt HDTV monitor was used along with an underwater camera to show Ashland residents and visitors live steelhead and coho salmon juveniles in Ashland Creek within the City limits of the town of Ashland.

Eight members of Crater Bass helped ODFW host a Family Fishing Event at Reinhart Park Pond. ODFW provided loaner rods and reels and Crater Bass provided terminal tackle and instructions to the 34 children and 37 adults that attended the event.

The STEP biologist and 3 employees of the Siskiyou Field Institute taught 90 fifth graders how to sample and identify macroinvertebrates and juvenile fish from Deer Creek, a tributary of the Illinois River near Selma Oregon.

Other Outreach

Other specific outreach activities conducted by the Upper Rogue STEP Biologist:

- Staffed a display at the annual Bear Creek Festival at North Mountain Park in Ashland. On display were 18 juvenile steelhead 8 sculpins, 8 native crayfish, 4 nonnative “banded” crayfish and 1 damsel fly larvae. Discussion centered on salmon life histories and a variety of stewardship topics.
- Operated an underwater camera on Ashland Creek in Lithia Park to provide live fish viewing to the public and promote the concept that Ashland area residents live in the “headwaters” of Bear Creek.
- A mobile display tank with adult spring Chinook and steelhead was a big hit at the annual Shady Cove SPAM Festival. Salmon life history, habitat needs, and the importance of riparian habitat were discussed. Ways to conserve water to provide more for fish in streams were highlighted on posters and discussed.

INVENTORY AND MONITORING

In 2005, ODFW implemented a program of increased monitoring and outreach on small streams, urban streams, and intermittent streams of the Rogue Watershed. A key component is surveying for the relative abundance of salmon and trout using these streams during winter high flow periods. The information is collected to inform the public about the importance of these small streams as refuge for salmonids during winter storms. Volunteers were recruited through

ODFW's STEP and trained to monitor and identify fish species captured in the traps throughout the winter. To date 39 streams have been sampled. Since its inception, the project has been a useful tool in finding out where fish go during high flow periods and has increased our knowledge of the distribution of threatened coho salmon. Also, many fish passage barriers and habitat improvement projects have been identified throughout the Rogue District.

Fish Traps

In 2013-2014, 13 volunteers spent 402 hours sampling hoop traps placed in Galls Creek, Iron Creek (tributary to the Applegate River), Ashland Creek, Wagner Creek, and Tolman Creek in the Rogue River Basin.

Hoop traps were placed in both Ashland and Wagner Creeks during the winter of 2013-2014 to compare catches in Ashland Creek (with heated sewage effluent), with catches in Wagner Creek, a small stream in Talent. Heated effluent from the Ashland sewage treatment plant is released into Ashland Creek about 50 feet upstream from the 2013-2014 Ashland Creek sampling site. A secondary purpose of our trapping this year was to determine if heated flows in Ashland Creek affected juvenile salmonid migrations into Ashland Creek. The temperature was warmer during the winter months in Ashland Creek, than in Wagner Creek; however, it warmed up quicker and to higher temperatures in the spring in Wagner Creek when flows were significantly lower than those in Ashland Creek. Juvenile steelhead, sculpins and redside shiners were caught in both streams in similar numbers.

Cutthroat trout captured in a hoop trap in Iron Creek..

Hoop traps were placed in Tolman Creek (tributary to Neil Creek) and Galls Creek below culverts under Interstate 5 that are partial barriers to upstream fish migrations. Low flows during the winter of 2013-2014 appear to have had a major impact on the ability of fish to migrate upstream into these smaller tributaries of Neil Creek and the Rogue River. We only captured 2 juvenile steelhead below I-5 in Tolman Creek and 10 juvenile steelhead below I-5 in Galls Creek.

Iron Creek in the Applegate River basin was trapped with a hoop trap for the first time during the winter of 2013-2014. While a small stream, the riparian habitat along Iron Creek is fairly intact, and is probably the reason it is utilized by adult steelhead, juvenile steelhead, juvenile coho salmon, and juvenile and adult cutthroat trout. The trap also caught 2 native crayfish and 3 Pacific Giant Salamanders.

A total of 30 volunteers spent 301 hours checking downstream migrant traps on Jones Creek and Murphy Creek. The purpose of the project on Murphy Creek was to move downstream migrating fish from above an irrigation diversion that takes all the water in the creek to the flowing waters of the Applegate River 1.5 miles downstream. During the summer of 2014 volunteers moved 158 juvenile coho salmon, 114 juvenile steelhead, and 72 juvenile cutthroat trout from the trap to the flowing waters of the Applegate River.

In previous years the traps near the mouths of the East and West Forks of Jones Creek were installed in April or May just before GPID placed their dam boards in the Tokay canal where it crossed Jones Creek below the two forks. During the spring of 2014 we placed the traps in the

same locations on the East and West Forks of Jones Creek to monitor changes in the stream after the dam was removed and the irrigation ditch was placed in a siphon underneath Jones Creek. The stream channel was then reformed with ample passage for salmonids to get up into both forks. The winter of 2013-2014 was one of the driest on record, but still numbers of juvenile steelhead captured in the two traps was the second highest in the last 8 years. In previous years we only captured subyearling steelhead in the traps. This year we captured yearling and larger juvenile steelhead in addition to the subyearling steelhead we captured in the traps in the past. The presence of age 1 and older steelhead in the stream this year indicates that passage in Jones Creek for all ages of steelhead has been improved and that they are using this habitat. In the past, we believe that the dam into which boards were placed to keep the water in the GPID ditch was high enough that it only allowed passage of adult steelhead on spawning runs during freshets, thus explaining why we only caught subyearling steelhead in the traps in the past.

HABITAT IMPROVEMENT

Habitat Restoration

There are many culverts, particularly on the urban streams, and passage in and out of them is not always easy for salmonids. Oregon Department of Fish and Wildlife personnel and volunteers plan to develop wooden passage structures for passage barriers where feasible and allowed by the permit process, while funds are being sought for permanent repairs. Irrigation ditch crossings can block the movements of adult salmonids on their way upstream to spawn. When the same irrigation ditches are installed in the spring, they can capture the streams and downstream migrant salmonids and keep them from making it to the ocean.

The small, urban, and intermittent stream project has located many structures that are blocking fish movements. Department personnel and volunteers are already working with irrigation districts and other water users to fix these problems.

Stream Nutrient Enrichment

Hatchery carcasses being counted and chopped with a guillotine.

This was the second year volunteers participated in a program aimed at returning as many carcasses as possible from fish returning to Cole Rivers Hatchery to streams to provide nutrient enrichment for juvenile salmonids. All carcasses were held for a period of two weeks at -10 degrees Fahrenheit to reduce the possibility of peoples' dogs from becoming infected with Salmon Poisoning Disease. A total of 6,470 carcasses from coho, Chinook, and steelhead, weighing approximately 39,432 pounds were placed by 44 volunteers in 127 hours in stream reaches totaling 26 miles where each species is found and which met DEQ water quality criteria.

FISH CULTURE

Egg-to-Fry Program

A total of 5,750 eyed spring Chinook salmon eggs from Cole Rivers Hatchery were delivered by three volunteers to 21 classrooms from Prospect to Cave Junction in the Rogue River Basin

during the fall of 2013. A total of 1,668 survived to swim-up stage and were released into the Rogue River. Numbers were low this year because the eggs suffered from soft shell disease.

Schools and Groups that work with Upper Rogue STEP

The following is a partial list of schools, school districts, organizations, agencies, and other groups that work with STEP. Due to the large number of participants, it is possible that some groups were inadvertently left off this list. Please contact (503)-947-6211 if your program has been left off this list.

Elementary, Middle, and High Schools
- Allendale Elementary
- Brighton Academy
- Crater High School
- Fruitdale Elementary
- Hidden Valley High School
- Hoover Elementary
- Howard Elementary
- Imagine that Creative Children's Learning Center
- Jacksonville Elementary
- Jewett Elementary
- Lincoln Elementary
- Lorna Byrne Middle School
- Madrone Trail Charter School
- Mae Richardson Elementary
- North Medford High School
- Orchard Hill Elementary
- Outdoor Discovery School – Talent Elementary
- Prospect Charter School
- Prospect Elementary
- Prospect Middle School
- Rogue River Elementary
- Ruch Elementary
- St Mary's School
- Various Homeschools
- Wilson Elementary

Colleges and Universities
- Oregon State University
- Rogue Community College
- Southern Oregon University
- Western Oregon University

Organizations
- Coastal Conservation Association
- Crater Bass
- Kokanee Power
- Middle Rogue Steelheaders
- Rogue Flyfishers
- Southern Oregon Flyfishers

Government
- Ashland Parks and Recreation Department
- BLM – Grants Pass
- City of Ashland
- City of Cave Junction
- Grants Pass Irrigation District
- Jackson County Parks Department
- Josephine County Parks Department
- Medford Irrigation District
- Oregon State Parks
- Phoenix Public Utility Department

Watershed Councils
- Ashland Watershed Council
- Bear Creek Watershed Council
- Illinois Valley Watershed Council
- Seven Basins Watershed Council
- Stream Restoration Alliance of the Middle Rogue
- Upper Rogue Watershed Association

High Desert Region

Eastern Oregon STEP

Jennifer Luke, STEP Biologist
Shannon Hurn, Erik Moberly, Mike Harrington, Brett Hodgson, Rod French, Jeff Yanke, Jeff Neal, Tim Bailey, Eastern Oregon District Biologists

The Eastern Oregon STEP program is administered by the ODFW High Desert and Northeast regions. These regions together cover the entire state east of the Cascades. This area includes the following major watersheds: Deschutes, Klamath, Malheur, Malheur, Lake, John Day, Umatilla, Grande Ronde, and Owyhee.

Releasing steelhead fry in Deschutes River

The STEP Biologist and local volunteers work with ODFW districts and hatcheries to identify specific projects requiring volunteer recruitment, supervision or training. Project definition and direction come from the individual fish management districts and are based on the annual needs. The STEP program focuses its efforts on monitoring trout populations, conducting aquatic education programs, stocking fish, and restoring fish habitat.

Volunteers assist with a variety of surveys including electro-fishing, trap netting, redd, and snorkel surveys. ODFW fish biologists utilize information gathered from these surveys to evaluate, monitor fish species, and meet fish management objectives.

Activities involving schools, teacher education, and general public education about fish populations and their habitats are a high priority for the Eastern Oregon STEP district. STEP volunteers eagerly share their knowledge of both fishing and conservation and their involvement fosters the next generation of conscientious anglers and conservationists.

EDUCATION AND PROGRAM DEVELOPMENT

Kokanee Karnival

Kokanee Karnival Youth Education Program continues to be a popular education program for Deschutes, Jefferson, and Crook County elementary students. In 2013-2014, 360 students participated in the Kokanee Karnival Comprehensive Education Program. This program includes classroom activities as well as field trips to learn about salmon, trout and their habitat. The students also tour a hatchery and attend a spring fishing clinic.

Approximately 1,600 students participated in the Kokanee Karnival Electives Program in which teachers sign up for classroom activities such as raising trout, basic trout biology class, and (or) angler education. Kokanee Karnival receives exceptional support from both the volunteer community and our financial sponsors. Partners for the Kokanee Karnival include STEP, Central Oregon Flyfishers, Sunriver Anglers, USFWS, and the Deschutes National Forest. The STEP

biologist serves on the Kokanee Karnival steering committee, coordinates portions of the program, and provides training, technical assistance and volunteer recruitment.

In 2013-2014, the STEP biologist recruited and scheduled volunteers to serve as instructors at Kokanee Karnival's six-day angling clinic. The STEP biologist prepared activities and materials for the Trout Dissections, Angling Clinic, Fall Streamside field trip, Fish Eggs-to-Fry, and Kokanee Karnival classroom presentations.

Fishing at pine nursery

Outreach Events

The STEP biologist participated in salmon and trout related outreach activities for students of all ages. The STEP biologist presented information or provided materials for events sponsored by the following events: Ponderosa, Silver Lake, Powell Butte, Crook County Middle School and High Lake's Elementary "Science and Fisheries Field Trips ," Madras 4-H Pond Tour, Ochoco Creek field days, and Prineville's "Fin, Feather and Fire Festival."

The STEP biologist attended several Central Oregon Flyfisher and Sunriver Angler group meetings for volunteer recognition and outreach purposes.

Klamath Falls Steelhead Dissection and Fish Eggs to Fry

The STEP biologist along with staff from U.S. Fish and Wildlife Service offered a Fish Eggs to Fry and Salmonid Dissection in Klamath Falls. Teachers were provided lesson plans for related activities. Rainbow trout eggs were delivered to teachers along with steelhead from Cole River Hatchery for fish dissection classes.

INVENTORY AND MONITORING

East, Paulina, Lava Lake Invasive Tui and Blue Chub Control

Three popular trout fishing lakes (East, Paulina, and Lava) have deteriorated due to an over-population of invasive chub. As part of a five year chub control plan, OSU Cascade interns and volunteers are mechanically removing chub with trap and fyke nets. The STEP biologist and district staff directed the efforts of the interns and local volunteers. Trap nets are set on the shoreline during chub spawning season, and nets are emptied daily. The interns and volunteers are trained to set the nets, remove fish from the nets, haul fish to the disposal site, and collect biological data. In conjunction with mechanical control, ODFW will implement a modified fish stocking program to enhance biological chub control through the use of piscivorous rainbow trout. In 2014, STEP volunteers, along with ODFW staff, removed 10,000 pounds of chub from these lakes. Based on mark and recapture estimates in East Lake, up to 40% of the spawning chub are being removed from East Lake.

Volunteer sampling native redband trout on the North Fork Crooked River.

North Fork and South Fork Crooked River Trout Survey

The district biologist and STEP biologist coordinated and supervised volunteers who assisted with electrofishing and hook & line population surveys on the North Fork and South Fork Crooked Rivers. Volunteers assisted biologists by hiking into remote areas, carrying sampling gear, netting fish, and collecting biological data. The North Fork and South Fork Crooked River often provide excellent trout angling opportunities to anglers willing to hike into remote areas and get away from the crowds.

Upper Deschutes Redband Trout – Radio Telemetry/Fish Movement Study

Oregon Department of Fish and Wildlife has begun a study on the middle Deschutes River investigating baseline fish assemblages, response of trout to both restored stream flows and water management. A critical aspect of the project was to identify refugia of redband trout and seasonal movement patterns. Redband movement in the middle Deschutes River had never been documented and the use of radio telemetry will identify movement during irrigation and non-irrigation seasons. Ryan Carrusco (NRS1) tagged thirty redband trout and volunteers assisted with tracking by using the radio telemetry equipment.

Spawning Surveys- Redband and Bulltrout

Volunteers are paired with local biologists and trained to identify and count redds. Redband spawning surveys are conducted from December through May in the Metolius River. Upper Deschutes redband surveys are conducted in May and bull char surveys in September and October. Volunteers are essential for completing these redd counts. Survey results are used by ODFW district staff to monitor fish populations.

FISH CULTURE

Fish Eggs to Fry:

Sixty one classrooms from all over Eastern Oregon, including Klamath Falls, Milton-Freewater, Elgin, Drewsey, and Vale raised trout in classroom incubators and used STEP publications, Fish Eggs To Fry and The Educator's Resource Guide for Hatching Salmon in the Classroom. The STEP biologist coordinated the classroom trout incubator projects and trained volunteers to assist teachers and give presentations. All rainbow trout were released in ponds or reservoirs.

Schools and Groups that work with Eastern Oregon STEP

The following is a partial list of schools, school districts, organizations, agencies, and other groups that work with STEP. Due to the large number of participants, it is possible that some groups were inadvertently left off this list. Please contact (503)-947-6211 if your program has been left off this list.

Elementary, Middle, and High Schools	Powell Butte Community School
Amity Creek	Roosevelt Elementary
Bear Creek Elementary	Sage Community School
Bend LaPine Online Classes	Saint Francis School
Central Christian School	Shasta Elementary
Chiloquin Jr&Sr High School	Sherman Elementary
Condon Grade School	Terrebonne Community School
Crook County Middle School	Three Rivers School

Dayville School Henley Elementary Heppner High School High Lakes Elementary Jewell Elementary John Tuck Elementary La Pine Elementary Lava Ridge Elementary Metolius Elementary Mid Valley Elementary Schools Miller Elementary School Milton-Freewater Parkdale Elementary Schools Pelican Elementary Peterson Elementary Pine Eagle High School Pine Ridge Elementary Ponderosa Elementary Ponderosa Middle School	Tule Lake Elementary Vern Patrick Elementary **Colleges and Universities** Oregon State University Cascades (Bend Campus) **Organizations** Central Oregon Flyfishers Klamath Country Flycasters Sunriver Anglers Sunriver Resort **Government** US Forest Service US Fish and Wildlife Service Burns Paiute Tribe **Watershed Councils** Walla-Walla Watershed Council

STEP Administration

Kevin Herkamp, STEP/RE Program Coordinator
Debbi Farrell, STEP/RE Program Assistant
Mike Gauvin, Recreational Fisheries Program Manager

This reporting period saw a significant change in program administration. Due to reductions in federal funding the STEP coordinator's position and duties were combined with the Restoration and Enhancement Coordinator.

EDUCATION AND PROGRAM DEVELOPMENT

Salmon Trout Advisory Committee

STAC held three meetings across the state:

- January 2013, Salem
- April 2013, Roseburg
- September 2013, Tillamook

Four vacancies were filled during this time period and one vacancy was recruited for. The thirteen STAC members are appointed by the Governor to represent the volunteer community in specific geographic areas of Oregon. One position was unable to be filled due to lack of applicants and remains vacant at the end of this reporting period.

FISH CULTURE

Coastal Multi-Species Conservation and Management Plan

The CMP was adopted in June 2014 and guides fish management actions relative to fishing opportunities, hatchery programs, predation on salmonids, and habitat needs in the planning area. STAC and STEP staff were involved in the review of the plan and it applies to most of the STEP propagation programs. Overall STEP operations remained unchanged with the exception of shifts to release locations, improved fin marking and monitoring, decrease in the use of unfed fry releases, and minor adjustments to improve management.

Schools and Groups that work with Headquarters STEP

The following is a partial list of schools, school districts, organizations, agencies, and other groups that work with STEP. Due to the large number of participants, it is possible that some groups were inadvertently left off this list. Please contact (503)-947-6211 if your program has been left off this list.

Elementary, Middle, and High Schools None **Colleges and Universities** Western Oregon University Oregon State University	**Organizations** Association of Northwest Steelheaders **Government** None **Watershed Councils** None

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APPENDICES

Appendix 1: Salmon and Trout Enhancement Program Advisory Committee (STAC)

Member	Region	Term	Term Expires
Richard Bertellotti	North Coast	First Term	January 14, 2017
Gary Stover	North Coast	First Term	October 19, 2017
Brian Hudson	Mid-Coast	First Term	January 11, 2016
Deborah Yates	Umpqua	First Term	December 31, 2017
Curtis Bennett	Tenmile, Coos, Coquille	First Term	January 1, 2016
Ken Range	Lower Rogue	First Term	March 31, 2017
L. Keith Miller	Upper Rogue	First Term	January 14, 2017
Lin Howell	Lower Willamette	Second Term	July 22, 2018
Tom VanderPlaat	Lower Willamette	First Term	Jan 11, 2016
Don Wenzel	Mid-Willamette	First Term	January 14, 2017
Jeff DeVore	Upper Willamette	First Term	December 31, 2017
James Phelps	Northeastern Oregon	First Term	March 31, 2016
Vacant	Eastern Oregon		

*List current as of September 30, 2014

[1] A maximum length-of-service policy of two 4-year terms was implemented in 1996.

Appendix 2: Salmon and Trout Enhancement Program (STEP) Staff

Statewide:

Kevin Herkamp, STEP/R&E Coordinator
4034 Fairview Industrial Dr.SE, Salem, OR 97302
Email: Kevin.Herkamp@state.or.us
Phone: (503) 947-6232
Fax: (503) 947-6202

Debbi Farrell, R&E / STEP Program Assistant
4034 Fairview Industrial Dr.SE, Salem, OR 97302
E-mail: Debbi.L.Farrell@state.or.us
Phone: (503) 947-6211
Fax: (503) 947-6202

North Coast STEP:

Ron Rehn, STEP Biologist
4909 Third Street, Tillamook, OR 97702
E-mail: Ron.F.Rehn@state.or.us
Phone: (503) 842-2741
Fax: (503) 842-8385

Mid-Coast STEP:

Christine Clapp, STEP Biologist
2040 SE Marine Science Dr., Newport, OR 97365
E-mail: Christine.M.Clapp@state.or.us
Phone: (541) 265-9894 x253
Fax: (541) 867-0311

Umpqua STEP:

Greg Huchko, STEP Biologist
4192 N. Umpqua Highway, Roseburg, OR 97470
E-mail: Greg.F.Huchko@state.or.us
Phone: (541) 440-3353
Fax: (541) 673-0372

Tenmile, Coos, and Coquille STEP:

Gary Vonderohe, STEP Biologist
P.O. Box 5430, Charleston, OR 97420
E-mail: Gary.R.Vonderohe@state.or.us
Phone: (541) 888-5515
Fax: (541) 888-6860

Tom Rumreich, STEP Biologist
P.O. Box 5430, Charleston, OR 97420
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Phone: (541) 888-5515
Fax: (541) 888-6860

Appendix 2 (continued)

Lower Rogue STEP:
John Weber, STEP Biologist
P.O. Box 642, Gold Beach, OR 97444
E-mail: John.A.Weber@state.or.us
Phone: (541) 247-7605
Fax: (541) 247-2321

Upper Rogue STEP:
Chuck Fustish, STEP Biologist
1495 E. Gregory Road, Central Point, OR 97502
E-mail: Chuck.A.Fustish@state.or.us
Phone: (541) 826-8774
Fax: (541) 826-8776

Lower Willamette STEP:
Jeff Fulop, STEP Biologist
17330 SE Evelyn Street, Clackamas, OR 97015
E-mail: Jeff.S.Fulop@state.or.us
Phone: (971) 673-6034
Fax: (971) 673-6071

Mid Willamette STEP:
Karen Hans, STEP Biologist
7118 NE Vandenberg Avenue, Corvallis, OR 97330
E-mail: Karen.M.Hans@state.or.us
Phone: (541) 757-4186 x251
Fax: (541) 757-4252

Upper Willamette STEP:
Shannon Richardson, STEP Biologist
3150 E. Main Street, Springfield, OR 97478
E-mail: Shannon.E.Richardson@state.or.us
Phone: (541) 726-3515 x28
Fax: (541) 726-2505

Eastern Oregon STEP:
Jennifer Luke, STEP Biologist
61374 Parrell Road, Bend, Oregon 97702
E-mail: Jennifer.A.Luke@state.or.us
Phone: (541) 388-6366
Fax: (541) 388-6281

*List current as of December 2, 2014

Oregon's Fish Restoration and Enhancement Program 2013-2015 Biennium Report

Executive Summary

About the Restoration & Enhancement Program

On June 29th, 1989, the Oregon Fisheries Restoration and Enhancement Act was signed into law. Since then the Restoration and Enhancement (R&E) Program, under the guidance of the citizen-led R&E Board, has provided over $50 million to a wide variety of sport and commercial fishery projects throughout Oregon. A seven-member volunteer board, appointed by the Oregon Fish and Wildlife Commission (Commission), review project proposals submitted by non-profit organizations or public groups including the Oregon Department of Fish and Wildlife (ODFW). Final funding approval for projects is determined by the Commission.

Funding, Revenue and Expenditures

Dedicated funding for the program includes a surcharge ($1-$10) on all Oregon angling licenses and commercial gillnet and troll permit fees ($74 and $64, respectively). A fee of $0.05 per pound on all commercial salmon and steelhead landings also helps generate funding for the R&E Program.

The projected revenue for the current biennium is approximately $4.6 million. In addition approximately $1,000,000 remained at the end of the 2011-2013 biennium and was carried over. Added together, the projected amount of available funding for the current biennium is approximately $5.5 million, however the approved limitation is only $4.7 million. Program awards through December 5th, 2014 total nearly $528,000 for administrative activities and $3,567,067 for project grants.

Project Accomplishments

In this biennium, approximately $2.25 million (48%) was awarded to restoration projects, $1.85 (40%) million was awarded to enhancement projects, and $550,000 (12%) was not awarded by the time of this report. The Commission approved 86 projects from July 2013 through December 2014, and 3 were carried over from the 2011-2013 biennium. Of the 86 projects approved thus far, 12 were related to hatchery maintenance or propagation efforts, 13 were fishing access and opportunity projects, 22 were monitoring or research projects, 13 were habitat restoration projects, 6 helped improve or restore fish passage, 8 were education projects, 2 contributed to fish liberation activities, and 6 were classified as miscellaneous projects.

R&E projects create economic stimulus in rural and urban communities throughout Oregon. Many local businesses not only supply materials for local R&E enhancement projects but also receive economic benefit from the anglers participating in fisheries that benefit from R&E Program activities.

An electronic copy of the full report is available at http://www.dfw.state.or.us/fish/RE/history.asp or by contacting the R&E Program Coordinator at (503) 947-6232 or odfw.step@state.or.us.

2013-15 R&E Legislative Report

Oregon's Fish Restoration and Enhancement Program 2013-2015 Biennium Report

Inside this issue:

Introduction

On June 29th, 1989 the Oregon Fisheries Restoration and Enhancement Act of 1989 was signed into law. The act established the Restoration and Enhancement Program (R&E Program) at the Oregon Department of Fish and Wildlife (ODFW). The act allowed the Oregon Department of Fish and Wildlife to initiate a grant program that provides $4-6,000,000 per biennium to projects throughout Oregon.

Funding is used to improve recreational fishing and commercial salmon fisheries by;

- Restoring state-owned fish hatcheries,
- Enhancing natural fish production,
- Expanding hatchery production, and
- Providing additional public access to fishing waters.

The program was reauthorized by the Legislature in 2009, extending its benefits to Oregon citizens and state fish resources through December 2019. This report to the Oregon Legislature provides an opportunity to review program accomplishments for the 2013-15 biennium.

Message from the Director

Oregon
John A. Kitzhaber, MD, Governor

Department of Fish and Wildlife
Office of the Director
4034 Fairview Industrial Dr SE
Salem, OR 97302-1142
503-947-6044
Fax: 503-947-6042
www.dfw.state.or.us

January 1, 2015

Greetings to the 78th Oregon Legislative Assembly,

I am delighted to share with you the 2013-15 Legislative Report for the Oregon Department of Fish and Wildlife's Fish Restoration and Enhancement Program (R&E Program). The Fish Restoration and Enhancement Act of 1989 allows the Oregon Department of Fish and Wildlife to restore state-owned fish hatcheries, enhance natural fish production, improve fish passage and protection facilities, and provide additional public access to fishing waters using funds obtained from a dedicated surcharge on angling licenses and commercial salmon fishery fees.

Since 1989, the R&E Program, under the guidance of the citizen-led R&E Board, has provided more than $50 million to a wide variety of sport and commercial fishery projects. In the last biennium, the R&E Program allocated over $4 million to a variety of projects. This was matched by about $8 million in cash and in-kind contributions. This is a return of nearly $2 for every dollar spent by the program.

Highlights of work accomplished this biennium through the R&E program include:

- Over a $1 million to maintain and upgrade ODFW hatcheries;
- Nearly $500,000 distributed to watershed councils and non-profits to implement habitat restoration projects; and
- Over $250,000 invested in monitoring to allow for expanded local fisheries, including the recreational harvest of Oregon Coast coho salmon.

I am proud of what has been accomplished through the R&E program. The R&E Program has helped address deferred maintenance needs, improved fish populations, enhanced ODFW's fishery management capacity, and made fishing more accessible to all Oregonians. It has also provided economic benefits to commercial fishermen and rural communities throughout Oregon. These accomplishments would not be possible without the support from anglers and the dedicated service of volunteer R&E Board members.

Thank You,

Curtis E Melcher
Interim Director

Message from the Board Chair

Oregon
John A Kitzhaber, MD., Governor

Department of Fish and Wildlife
Fish Division
4034 Fairview Industrial Drive SE
Salem, OR 97302
(503) 947-6201
FAX (503) 947-6202
www.dfw.state.or.us/

January 1, 2015

Greetings to the 78th Oregon Legislative Assembly:

On behalf of the Restoration and Enhancement (R&E) Board, I would like to express a sincere "Thank You" to the Oregon Department of Fish and Wildlife employees and other organizations for their efforts towards restoring and enhancing Oregon's precious fishery resources. The work to protect and maintain these resources is not an easy task. However, year after year, Oregonian's continue to enjoy all that Oregon has to offer. This is very impressive.

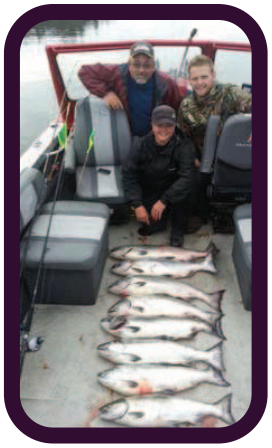
As you read through this document, you will notice fees go directly to improving fishing opportunities through activities such as maintaining and improving hatcheries, fish stocking, restoring healthy lakes and reservoirs, and improving public access. The demand across the state far exceeds the funds available which requires the R&E Board to prioritize funding and make recommendations to the ODFW Commission.

In addition to fishing opportunities, R&E provides funding for work that is critical to restoring habitats and sustainable populations of salmon, trout, and other species across Oregon. A large part of R&E's success is because fees are leveraged with the work of Watershed Councils, the Salmon and Trout Enhancement Program (STEP), volunteer organizations, and other agencies to play a valuable role in stream restoration efforts.

It is a pleasure to serve you on the R&E Board. The Board and I will continue to ensure this program serves the best interest of Oregonians and provides the greatest return to our sport and commercial interests. Thank you for supporting R&E and making it the success story it is.

Sincerely,

Greg Silbernagel
Chairman
ODFW Restoration and Enhancement Board



R&E Funding Sources

Revenue for the program is generated by a ($1- $10) surcharge on sport fishing licenses along with revenues from commercial gillnetting and troll fishing permits fees ($74 and $65, respectively). A fee of $0.05 per pound on all commercial salmon and steelhead landings is also dedicated to the program.

Projected Revenue 2013-15

Commercial landing fee*	$476,080
Commercial permits*	$170,000
Recreational license surcharges*	$4,335,000
REVENUES TOTAL*	$4,981,080

Sport Revenue Sources	
Resident Sports Pac License	$4
Resident Juvenile Sports Pac License	$1
Resident Combo Angling License	$4
Resident Angling License	$4
Resident Juvenile Angling License	$2
Non-Resident Angling License	$10
Non-Resident Juvenile Angling License	$2
Daily Angling License	$2
7-Day Angling License	$5
Commercial Revenue Sources	
Trolling Permit Fee	$65
Gillnetting Permit Fee	$74
Salmon and Steelhead Landing Poundage Fee	$.05 / lb.

*Revenue projected through June 2015. Revenue may vary depending upon actual number of recreational fishing licenses and commercial permits sold and commercial landings total.

Benefits to Recreational and Commercial Fisheries & Oregon

"R&E dollars directly benefit the anglers and fisheries that provide them "

The R&E program provides benefits to all of Oregon's fish species, both freshwater and marine, that provide valuable sport and commercial fishing opportunities.

R&E projects create economic stimulus and public infrastructure in communities throughout Oregon. Many local businesses supply materials to local projects funded by R&E or receive economic income from fisheries benefited by R&E projects.

"Since 1989, R&E has provided nearly $50 million to fishery projects throughout Oregon."

How the Program Works

- ♦Grant awards are awarded proportional to the revenues (9% commercial, 91% recreational).
- ♦Expenditures are evenly split between restoration and enhancement projects (50%/50%).
- ♦Any public entity or private non-profit organization may request funds.
  - ♦Examples of organizations that have received funding include fishing groups, STEP groups, conservation groups, school districts, federal, state or local agencies, parks departments, port districts, watershed councils, and soil and water conservation districts.
- ♦Projects must meet the definition of either Enhancement or Restoration.
- ♦Anyone requesting funds complete an application including basic project information, a description of the work, and the estimated of benefit to recreational and commercial fisheries.
- ♦Complete applications are reviewed by an ODFW Review Team for technical merit and consistency with policies.
- ♦Proposals are then presented to and reviewed by the Board.
- ♦Projects recommended by the Board are then presented to the Oregon Fish and Wildlife Commission (Commission) for final funding approval.

The R&E Board

The R&E Board consists of seven volunteers from around the state that review and recommends proposals to the ODFW Commission for funding approval. Members are appointed by the Oregon Fish and Wildlife Commission and can serve no more than two, four-year terms. The board is made up of:

- 3 representatives of the commercial fishing industry,
- 3 representatives of sports fishing interests, and
- 1 representative of the public.

Specific duties of the R&E Board members include:

- Hold 3-4 public meetings per year to:
  - Review applications and make funding recommendations.
  - Conduct program business
  - Seek public input concerning projects.
- Work with ODFW to solicit a variety of proposals that benefits fisheries.
- Serve as "ambassadors" for ODFW in their communities.
- Encourage local R&E projects.

Current R&E Board Members

12/2012-12/2016 –1st term
Public-at-Large Representative

Greg Silbernagel is a resident of Pendleton and the Umatilla Basin Watermaster. He has served as executive director of the Umatilla Basin Watershed Council and has served on several advisory committees.

12/2009-12/2017 – 2nd term
Sport Fishing Representative

Eugene resident Bob Bumstead is a retired schoolteacher and university professor. He has been involved with the McKenzie Watershed Council, ODFW advisory committees, Eugene salmon watch, and ODFW volunteer projects.

8/2007-8/2015 – 2nd term
Sport Fishing Representative

Jack Glass, of Troutdale, is a second-generation fishing guide. He has been a member of numerous ODFW working groups, five fishing organizations, and the Oregon State Marine Board Guide Advisory Committee.

8/2007-8/2015 – 2nd term
Seafood Processor Representative

Dixie Boley is a retired second grade teacher who lives in Gold Beach. She has fished commercially for 32 years and currently co-owns Fishermen Direct Seafood since1998. She is a member of various Associations and Committees.

8/2011-8/2015 –1st term
Troll Representative

John Alto is third-generation salmon troller from Sherwood. Since 1987, he has owned and operated a commercial dory and a wood salmon/albacore troller. He has gillnet fished and served on the Commercial Salmon Troll Permit Board.

12/2014-12/2018 –1st term
Gillnet Representative

Cary Johnson is a 4th generation commercial fisherman from Astoria. He owns/operates two gillnet boats, is director of the Clatsop SWCD, and serves on the Columbia River commercial fishery advisory board.

12/2014-12/2018 –1st term
Sport Fishing Representative

Richard Heap is a retired wildlife manager from Brookings. He has been Involved with STEP, a 2-term STAC member, an Angler Education Instructor, a representative on PFMC Salmon Advisory Subpanel, and a member of local fishing groups.

10/2006-10/2014 - term ended
Sport Fishing Representative

Lonnie Johnson, of Grants Pass, is a retired printer. He has been active with the Oregon Black Bass Action Committee, Oregon BASS Nation, several ODFW committees, and his local Kiwanis.

10/2006-10/2014 - term ended
Gillnet Representative

Gary Soderstrom is from Clatskanie and is a fourth generation Columbia River gillnet fisherman. He has also been involved with the Columbia River Fishermen's Protective Union and Lower Columbia River Watershed Council.

Restoration Projects Defined

Per Oregon Revised Statutes it is clear that half of the funds designated for Restoration were intended to address things such as deferred maintenance and to repair or replace existing infrastructure, primarily existing hatcheries, fish passage structures, fish screens, and equipment used for releasing fish.

RESTORATION PROJECTS (ORS 496.289(7)(b)) The restoration program focuses on Department projects to replace fish liberation equipment, repair fish hatcheries, and repair fish passage facilities and screens.	
Modification of existing fishways and existing screens	Rehabilitate, restore, or modify existing fishways and screens to maintain safe and effective passage and screening.
Hatchery restoration	Rehabilitate, restore, or modify existing hatchery facilities to maintain safe and effective hatchery operation and production levels.
Liberation equipment	Rehabilitate, restore, replace, or provide equipment for fish liberation.

Replacement Eckman Lake Fishing Dock (13-033)

Rhoades Pond Restoration and Shelter(13-048, 11-038)

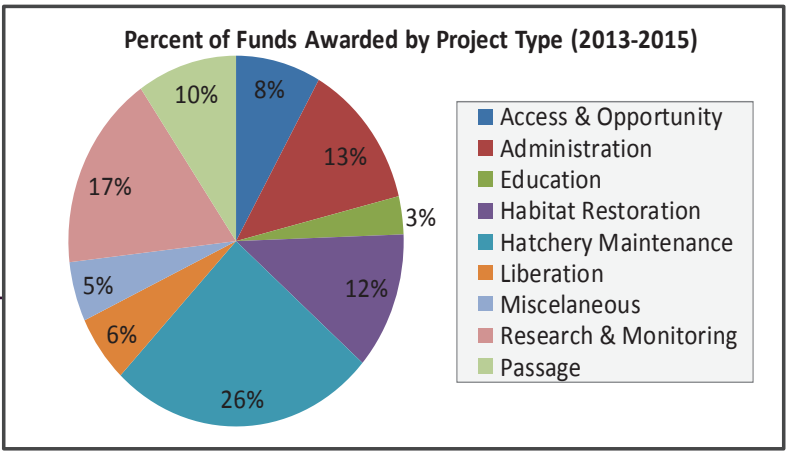
Enhancement Projects Defined

Per Oregon Revised Statutes, the half of funds designated for Enhancement were intended to address most of the other types of projects that in some way would directly benefit anglers or the fisheries they depend on.

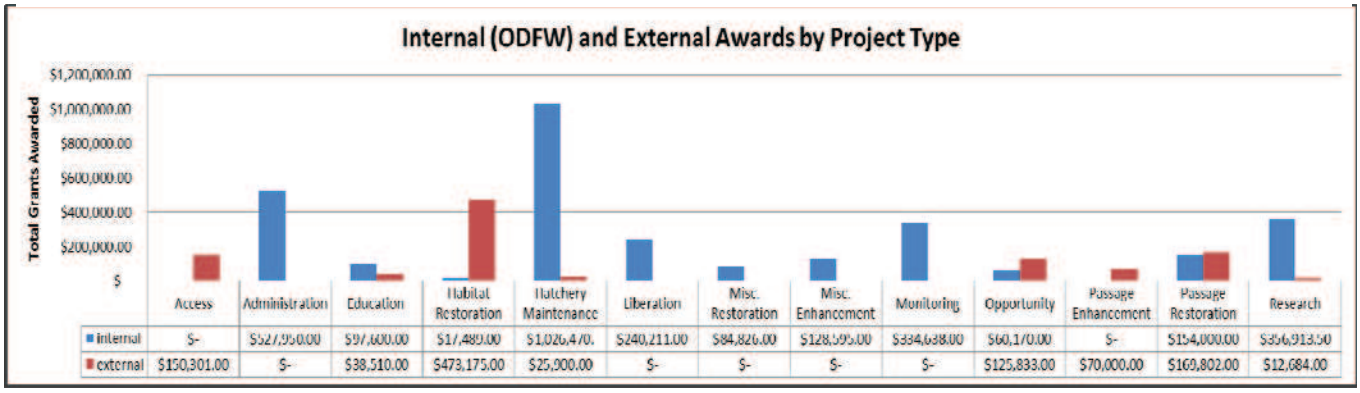
ENHANCEMENT PROJECTS (ORS 496.289(7)(a)) The enhancement program focuses on projects to increase fish production (either hatchery or natural production), improving fish management capabilities, and increasing recreational or commercial angling opportunities and access.	
Angler access	Improvement or creation of sites that allow anglers or commercial fishers access to fisheries (e.g., boat ramps, docks, trails, new ponds).
New fishways and screens	Installing new fishways or screens at locations that historically have not had them.
Habitat	Improvements to fish habitat that directly or rapidly benefit fish by addressing items such as limiting factors, which include fish carcass placement, fish passage, habitat modification, and others.
New hatchery equipment and technology	Hatchery equipment upgrades to increases the effectiveness and efficiencies of, or reduces the impacts of, hatchery operations.
Aquatic Inventories	Studies that characterize populations, habitat, or the effectiveness of other projects in order to create, maintain, or enhance fish populations and therefore fishing opportunities. Includes collecting information on the physical and biological characteristics of stream, lakes, or estuaries or information on recreational or commercial use of fisheries.
Public Education	Literature, demonstrations, or displays for fishermen or landowners regarding fish, fishing, or habitat. The goal should be to increase Oregonian's connection to, and use of, fishery resources of this state.

2013-15 Program Expenditures

R&E Program revenues are used to fund approved project grants and administrative expenses, including one full-time R&E Program Coordinator position, a full-time R&E Program Administrative Assistant, and partial funding for the Statewide STEP (Salmon and Trout Enhancement Program) Coordinator position.



The R&E administrative rules and statutes establish funding eligibility for projects that provide fisheries restoration or enhancement benefits, and that the R&E Board recommend "a mix of projects which provide a balance between restoration and enhancement benefits" to the Oregon Fish and Wildlife Commission for approval. In this biennium, approximately $2.25 million (48%) was awarded to restoration projects, $1.85 (40%) million was awarded to enhancement projects, and $550,000 (12%) was not awarded by the time of this report. The Commission approved 86 projects from July 2013 through December 2014, and 3 were carried over from the 2011-2013 biennium. Of the 86 projects approved thus far, 12 were related to hatchery maintenance or propagation efforts, 13 were fishing access and opportunity projects, 22 were monitoring or research projects, 13 were habitat restoration projects, 6 helped improve or restore fish passage, 8 were education projects, 2 contributed to fish liberation activities, and 6 were classified as miscellaneous projects. Of these categories, the greatest proportion of R&E funding was allocated to hatchery maintenance and propagation projects (26%), followed by monitoring and research projects (17%), habitat restoration projects (12%), passage projects (10%) and access projects (8%).



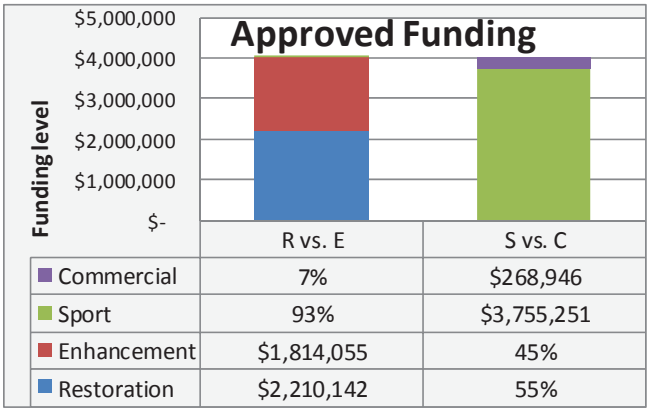
Summary

The projected revenue for the current biennium is approximately $4.6 million. In addition approximately $1,000,000 remained at the end of the 2011-2013 biennium and was carried over. Added together, the projected amount of available funding for the current biennium is approximately $5.5 million, however the approved limitation is only $4.7 million. Program awards through December 5th, 2014 total nearly $528,000 for administrative activities and $3,567,067 for project grants.

Developing and maintaining partnerships is a major focus of the R&E program. Partnerships allow ODFW to implement projects that otherwise would not be completed due to lack of funding or staffing. R&E partnerships provide the public with the opportunity to participate in hands-on activities and get a better understanding of resources and recreational fishery management challenges. These partnerships allow R&E to leverage matching funds from other funding sources. The R&E program has leveraged around $8 million in matching funds and in-kind contributions during the 2013-2015 biennium. This means that for every R&E dollar spent, nearly $2 in time, donated materials and money will be contributed toward the completion of approved projects.

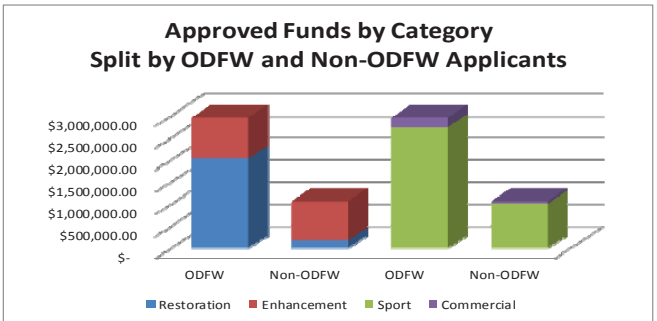
"Every R&E dollar awarded leveraged nearly 2 dollars in matching contributions"

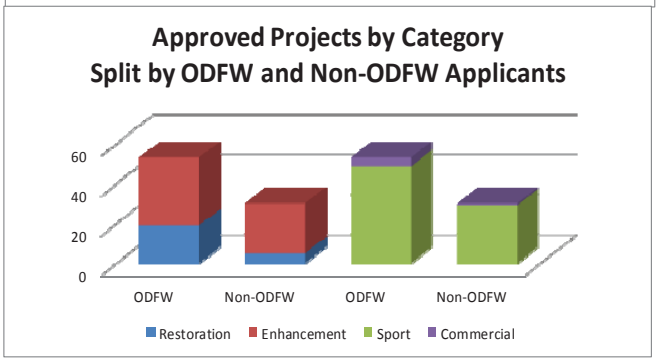
2013-15 Funded Projects



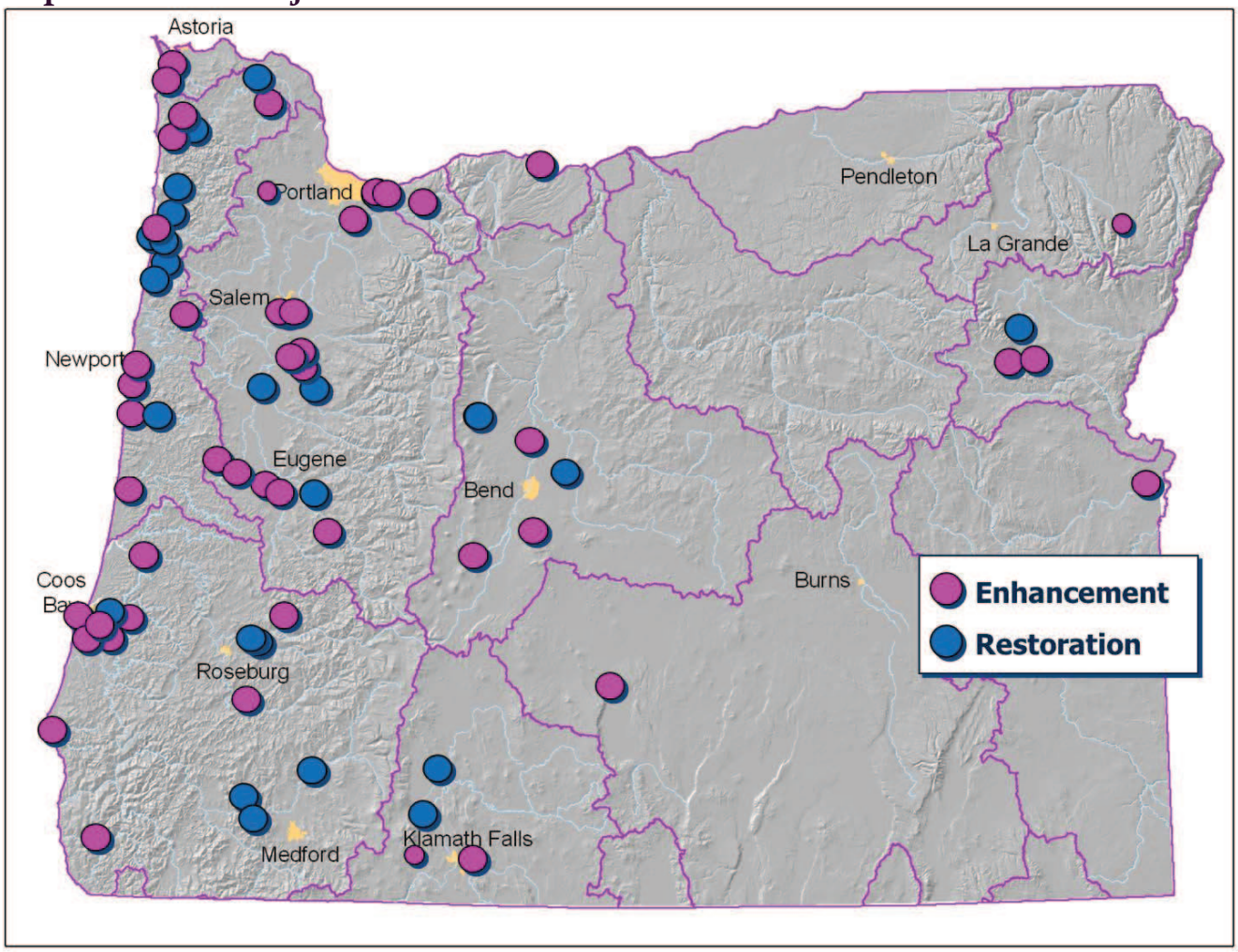
	R vs. E	S vs. C
Commercial	7%	$268,946
Sport	93%	$3,755,251
Enhancement	$1,814,055	45%
Restoration	$2,210,142	55%

- Up through December 2014, spending is on track to be consistent with the statutory obligations.
- 83 projects have been approved with ODFW projects accounting for 64% of the projects and 74% of the funding.





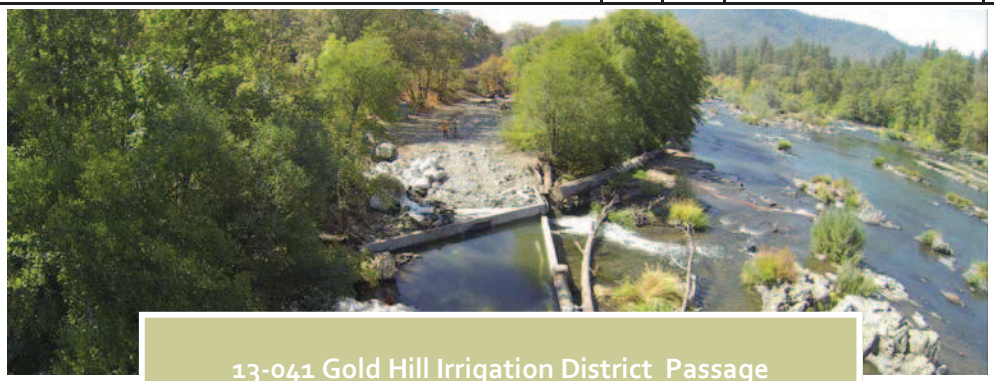
Map of Funded Projects



2013-15 Project List

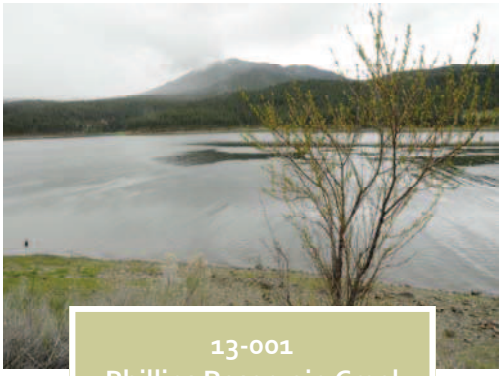
Project	Project Name	R/E	S/C	Type	Awarded
11-137	Equipment for Statewide Fishery Restoration (carry over)	E	S	Opportunity	$2,000.00
11-150	Lofton Reservoir Rotenone Treatment (carry over)	E	S	Opportunity	$17,225.00
11-163	Coos-Coquille-Tenmile District Request (carry over)	E	S	Misc. Enhancement	$800.00
13-001	Phillips Reservoir Creel Survey 2013 (Phase 2)	R	S	Monitoring	$9,380.00
13-002	Lower Crooked River Creel Survey (Phase 2)	R	S	Monitoring	$30,954.00
13-003	Increasing Catch of Santiam Steelhead by Scatter Planting	E	S	Research	$54,000.00
13-004	Salmonid Life History Research & Monitoring	E	C	Research	$53,549.00
13-005	STAC Mini-Grant Program	E	S	Misc. Enhancement	$50,000.00
13-006	STEP Fish Food Program	R	S	STEP Propagation	$207,711.00
13-007	STEP Classroom Incubator & Chiller Units	E	S	Education	$25,000.00
13-008	Chub Removal Internships in Deschutes High Lakes	E	S	Opportunity	$15,578.00
13-009	Klamath Hatchery Supply Line Replacement Project	R	S	Hatchery Maintenance	$71,665.00
13-010	Salmon River Weir Replacement Project (Phase 2)	R	S	Hatchery Maintenance	$154,000.00
13-011	Coos Falls Chinook Monitoring - The Final Chapter	R	S	Monitoring	$80,585.00
13-012	Coastal Wild Coho Fisheries Creel Surveys 2013	R	S	Monitoring	$100,000.00
13-013	Beck-Kiwanis Pond Warmwater Fishery Rehabilitation	E	S	Opportunity	$20,045.00
13-016	Ana Reservoir Hybrid Bass Supplementation	E	S	Opportunity	$1,300.00
13-018	Bilger Creek Restoration	E	S	Habitat Restoration	$20,310.00
13-024	Happy Creek Reconnection Project	E	S	Habitat Restoration	$27,600.00
13-025	Restoration Emergency Account	R	S	Misc. Restoration	$50,000.00
13-026	Enhancement Emergency Account	E	S	Misc. Enhancement	$25,000.00
13-027	South Langlois Creek Restoration	E	S	Habitat Restoration	$18,787.00
13-028	Hartman Pond Access	E	S	Access	$27,200.00
13-029	Power Pond Weed Removal	E	S	Access	$14,300.00
13-030	Cedar Creek Hatchery Railing for Pond Five	R	S	Hatchery Maintenance	$4,549.00
13-032	Alsea River Winter Steelhead Research Project	E	S	Monitoring	$89,000.00
13-033	Eckman Lake Angling Dock Replacement	E	S	Access	$68,801.00
13-035	Willamette Hatchery Disease Risks	E	S	Habitat Restoration	$39,946.00
13-036	Catching Creek Basin Coho Eyed Egg Injection	E	S	Monitoring	$12,684.00
13-037	McKenzie Hatchery Emergency Generator	E	S	Research	$45,000.00
13-038	Mill-Bear Creek Fish Passage Project	R	S	Passage	$12,600.00
13-039	Stream Nutrient Enrichment Expansion	E	S	Habitat	$25,800.00
13-040	Triangle Lake Ladder Evaluation	E	S	Misc. Enhancement	$6,750.00
13-041	GHID Fish Passage Improvement Project	R	S	Passage Improvement	$55,000.00
13-042	Jack Horner Creek LWD Enhancement	E	S	Habitat Restoration	$70,000.00
13-043	McKenzie Watershed Council Education and Outreach	E	S	Education	$4,590.00
13-045	R&E Grants Management System Development	E	S	Administration	$40,670.00
13-046	Clatskanie River Fish Passage Enhancement	R	S	passage	$44,000.00
13-047	Town Lake Outlet Structure Engineering Services	R	S	Opportunity	$4,800.00
13-048	Rhoades Pond Clipping Cover Restoration Project	R	S	Hatchery Maintenance	$11,300.00
13-049	Middle Deschutes Radio Telemetry Project	E	S	Monitoring	$2,155.00
13-050	Phillips Reservoir Monitoring and Evaluation	E	S	Monitoring	$3,148.50
13-052	Nehalem Hatchery Energy Conservation Program	R	S	Hatchery Maintenance	$68,883.00
13-054	Fielder and Wimer Dam Removals Phase I	R	S	Passage Restoration	$58,202.00
13-055	Assessing hatchery-wild hybridization in steelhead	E	S	Research	$66,454.00
13-056	Statewide Reward Tagging Program	E	S	Monitoring	$15,947.00
13-058	Cascade Lakes Creel Survey	E	S	Monitoring	$16,400.00
13-059	Wizard Falls Electrical Upgrade Phase I	R	S	Hatchery Maintenance	$69,477.00

Project	Project Name	R/E	S/C	Type	Awarded
13-060	Rock Creek Instream Enhancement 2014	E	S	Habitat Restoration	$72,100.00
13-061	Cole Rivers Trough And Pipe Purchase	R	S	Hatchery Maintenance	$89,920.00
13-062	McDonald Slough Reconnection Project	E	S	Habitat Restoration	$35,000.00
13-063	Noble Creek Watershed Restoration	E	S	Habitat Restoration	$49,592.00
13-064	Oak Ranch Creek - Salmon Passage Improvement	E	S	Passage	$70,000.00
13-065	Klamath Hatchery Road Gravel	R	S	Hatchery Maintenance	$5,000.00
13-066	Auto Fish dual sorter upgrade	R	C	Liberation Equipment	$32,500.00
13-067	Rock Creek Hatchery - raceway replacement	R	S	Hatchery Maintenance	$190,115.00
13-069	Klamath Portable Fishing Ponds	E	S	Education	$3,500.00
13-070	Millicoma/Morgan Creek STEP Education & Outreach	E	S	Education	$23,800.00
13-071	Port of Siuslaw Fish cleaning Station Addition	E	S	Opportunity	$20,380.00
13-073	Adult Salmon Hoist System	E	C	Hatchery Maintenance	$14,600.00
13-074	Camp Sherman Hatchery Property Enhancement	E	S	Education	$25,000.00
13-075	Boat Storage Facility	E	S	Misc. Enhancement	$10,000.00
13-076	South Santiam Adult Holding Pond Conversion	R	S	Hatchery Maintenance	$33,631.00
13-078	Coastal Wild Coho Fisheries--Creel Surveys 2014	E	S	Monitoring	$25,000.00
13-079	Town Lake Dam Restoration	E	S	Opportunity	$89,875.00
13-080	LCM PIT Tag Antenna - Coho Monitoring	E	S	Monitoring	$4,943.50
13-081	Sport Fishing Mobile App: Regulation and Mapping	E	S	Education	$37,700.00
13-082	Performance of triploid summer steelhead	E	S	Research	$24,160.00
13-083	N FK Nehalem R Steelhead Enhancement Project	E	S	Monitoring	$11,853.00
13-084	Recovering Coded Wire Tags in the Sandy Basin	E	S	Research	$11,250.00
13-085	Sullivan Gulch Bottomland Restoration	E	S	Habitat	$40,000.00
13-086	Camp Creek Phase II	E	S	Habitat	$52,400.00
13-088	Taylor Lake Aeration System Upgrade	E	S	Habitat	$17,489.00
13-089	Phillips Reservoir Fishery Monitoring Equipment	E	S	Monitoring	$4,272.00
13-090	Warmwater Project Equipment	E	S	Opportunity	$14,800.00
13-091	Warmwater Fishing in Oregon Brochures 2014	E	S	Access	$6,400.00
13-092	Rock Creek Hatchery - raceway replacement Phase II	R	S	Hatchery Maintenance	$393,230.00
13-094	UAV based fish and wildlife surveys	E	C	Monitoring	$30,000.00
13-095	Knight Park Information Kiosk	E	S	Education	$10,120.00
13-096	Cedar Creek CMP Upgrades	R	s/c	Hatchery Maintenance	$100,000.00
13-097	Broadway Park Fishing Access Improvement 2014	E	S	Access	$40,000.00
13-099	Owens Creek Trout Habitat Enhancement	E	S	Habitat	$21,640.00
13-100	Pacific Herring Assessment Methodology	E	C	Research	$13,500.50
N/A	R&E Administration	R/E	S/C	Administration	$428,948.00
N/A	STEP Coordinator	R/E	S/C	Administration	$56,332.00
N/A	R&E Website Maintenance Account	R/E	S/C	Administration	$2,000.00



13-041 Gold Hill Irrigation District Passage

2013-15 Project Summaries



13-001
Phillips Reservoir Creel

13-001 This project involves conducting a statistical roving creel survey at Phillips Reservoir in 2013. This creel survey will provide important data for monitoring and evaluation of fishery restoration activities at Phillips Reservoir including rainbow trout stocking changes, mechanical perch removal, tiger trout introduction and the potential introduction of tiger muskie as a biological control of yellow perch.

13-002 A creel survey to estimate angler effort, catch and harvest by gear type in order to assess angling impacts on the native and reintroduced anadromous fish populations in the Lower Crooked River tail water fishery below Bowman Dam. This information will allow assessment of fly angler concerns and enact management decisions if warranted.

13-003 Assessment of scatter planting of juvenile summer steelhead in the North and South Santiam rivers. Project will determine harvest and distribution of adult summer steelhead, compare findings with previous creels, conduct analysis of past and present smolt release strategies, and assess the potential benefits and risks of juvenile hatchery summer steelhead release strategies.

13-004 Enhance ODFW analytical capacity to include fish otolith preparation, archiving, analyses for morphology, age and growth estimates, and validation with estimates from fish scales. This proposal is for equipment and supplies and the proposal will support fisheries through better informed management.

13-005 The Salmon and Trout Enhancement Program Advisory Committee (STAC) Mini Grant program provides small grants up to $2,000 for projects throughout Oregon that further the goals and objectives of STEP.

13-006 The project will fund the purchase of fish food from July 1, 2013 through June 30, 2015 for use at STEP fish rearing and acclimation project sites throughout Oregon. STEP fish culture projects produce fish that contribute to recreational and commercial fisheries.

13-007 The project will fund the purchase of aquaria, water chiller units, pumps, and fittings that will be available for use in STEP classroom incubator projects statewide.

13-008 Funding to employ two seasonal interns to remove invasive chub (tui chub and blue chub) from East Lake, Paulina Lake and Big Lava Lake using trap nets and seines. The interns would also collect biological data to help evaluate the efficacy of the chub removal.

13-009 Replace 60yr+ steel pipeline to upper ponds with surplus HDPE pipe. Eliminate multiple old (undersized) sticky valves and replace with modern (large capacity) single valve connected to new manifold type header pipes. New water delivery system will dramatically improve flow, even out water distribution, increase carrying capacity, keep ponds cleaner, and aid in overall fish health.

13-011
Coos Falls Chinook Monitoring

13-010 Funding to purchase the materials and partially construct fish passage devices at Salmon River Hatchery. One will be for adult passage and one for juvenile passage.

13-011 Final year of the Coos Fall Chinook (ChF) Monitoring and Evaluation (M&E) project. This evaluation was developed as a result of the 2006 STEP Propagation Project Review for the Coos-Coquille-Tenmile Fish District. Intensified marking of hatchery ChF began in 2006 with adult returns starting in 2009. The M&E project was designed as a 5 year project. The project includes finmarking/tagging, angler creel, mark/recapture, spawning surveys, and estuary seining.

13-012 Multiple creel surveys on wild coho salmon fisheries along the Oregon Coast in 2013, from the Nehalem to the Coquille River.

13-013 Remove carp from a pond in Ontario and re-establish warm water fisheries that were present prior to the illegal introduction.

13-016 Alternate-year stocking of hybrid bass fingerlings in Ana Reservoir to maintain the unique fishery.

13-018 Clearing of blackberry, planting of native trees, and placement of 80 logs and 400 boulders at 19 sites in Bilger Creek, in the South Umpqua Watershed.

13-024 This project will reactivate surface flow to 1,825 feet of side channel; realignment of 2,000 feet of perennial tributary to a historic channel; and vegetation restoration of 115 acres of adjacent riparian, floodplain, and upland habitat In a tributary of the Lower Sandy River.

13-025 Establishes an emergency account to deal with situations that are classified as restoration.

13-026 Establishes an emergency account to deal with situations that are classified as enhancement.

13-027 This restoration project will improve instream and riparian conditions along 0.33 miles of South Langlois Creek (a tributary to New River on the southern Oregon coast). Project activities include the placement of large wood, the creation of off channel habitat, and the fencing and planting of the riparian area.

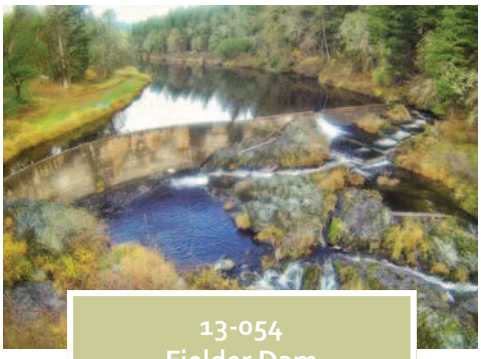
13-028 This project will construct a new floating angling dock, replace an existing floating dock, replace the rails and deck materials on an existing angling pier, and construct an ADA accessible trail to each of the access structures at the Hartman Pond public fishing area.

13-029 This project would include removal of vegetation using herbicides and upgrade the water delivery system at Powers Pond.

2013-15 Project Summaries

13-043 Education Materials

13-030 This project will replace old and insecure safety railing around public viewing pond at Cedar Creek Hatchery.
13-032 The project will evaluate hatchery steelhead production and release strategies that maximize angler harvest and avoids excess straying.
13-033 Replace the 30 year old wooden angling dock on Eckman Lake in the WB Nelson State Wayside
13-035 Research to evaluate pathogen transmission between hatchery and naturally reproducing populations, and the degree of pathogen amplification that occurs in hatcheries.
13-036 Research to evaluate the effectiveness of coho eyed egg supplementation to jump-start wild coho populations in portions of the Coos Watershed.
13-037 Purchase and install a 200KW emergency back-up generator used primarily to provide emergency power to the hatch house incubation system at the McKenzie Hatchery.
13-038 Replaces a 48" diameter culvert near Tillamook, where the Bear Creek tributary to Mill Creek passes under county-owned Brickyard Road. The existing culvert is perched, undersized, and misaligned with the stream channel. It is hindering fish passage to approximately 3.0 miles of quality fish habitat.
13-039 Purchase a 28' freezer trailer to store carcasses and a 20' flat bed trailer to improve the timing and effectiveness of carcass placements in streams around the Portland and Salem metro areas.
13-040 This project utilizes an underwater camera and DVR recorder to evaluate the number of coho salmon, steelhead and cutthroat trout that successfully migrate through the Triangle Lake fish ladder.
13-041 This project will improve operations and reduce harmful fish passage impacts to salmon and steelhead and other native fish species caused by the Gold Hill Irrigation District's (GHID's) existing irrigation diversion system on the mainstem of the Rogue River.
13-042 The project will introduce Large Woody Debris over a 1.2 mile reach on a tributary of the North Fork Nehalem River to increase spawning gravel recruitment, provide optimal pool and riffle habitat for fish, and increase connectivity to floodplain/off channel habitat.
13-043 Purchase equipment used in field-based education projects throughout the McKenzie watershed.
13-045 Develop a flexible and configurable grant management system for the R&E Program.
13-046 The Lower Columbia River Watershed Council will replace two road crossings that are fish passage barriers on the mainstem Clatskanie River.
13-047 This project will obtain engineering services related to repairs of the outlet structure at Town Lake.
13-048 Installing a 12'x100' vertical A-frame cover to provide shelter for Rhoades Pond fin clipping events.
13-049 Purchase as receiver and antenna for the Middle Deschutes Radio Telemetry Project
13-050 purchase of fish tags and other supplies to monitor and evaluate the introduction of Tiger Muskie in Phillips Reservoir.



13-054 Fielder Dam

13-052 This project upgrades the soft-start pump motor drives at Nehalem Hatchery with energy efficient Variable Frequency Drives
13-054 The will provide funding for the pre-implementation mapping, assessments, analyses, design work, permitting, construction drawings, and preparation of bid packages needed for removal of Fielder and Wimer Dams.
13-055 To collect steelhead tissue samples and develop genetics-based research to provide accurate estimates of hybrid fractions in major upper Willamette River tributaries. This work will provide information necessary to manage risk from hatchery summer steelhead in the upper Willamette River.
13-056 To implement a pilot tag reward program for recreational fisheries at three waterbodies. This project creates an informative and cost-effective tool to better understand how recreational fisheries are performing in relation to management objectives.
13-058 Implement a creel survey at selected cascade lakes to determine if management efforts are meeting the specific goals and objectives outlined in the Upper Deschutes River Subbasin Fish Management Plan.
13-059 To update critical electrical components to provide a safe reliable electrical supply and meet the current and future load demands at the Wizard Falls Hatchery.
13-060 Placement of 1,400 boulders, 20 trees and 51 logs at 19 sites along Rock Creek to improve fish habitat.

2013-15 Project Summaries

13-061 Purchase 16 Reiff Fiberglass Rearing Troughs to reduce disease and mortality and meet production goals at Cole Rivers Hatchery

13-062 install a new tide gate system consisting of two 6'x6' concrete box culverts equipped with default open, muted tidal regulator devices.

13-063 Replace six road crossings, remove three culverts, decommission 0.9 miles of Road, place 96 pieces of large wood, and plant native trees in 2.75 acres of riparian buffer along Noble Creek in Coos County.

13-064 Replace 2 road crossings to improve fish passage on nearly 8 miles of Oak Ranch Creek in Columbia county.

13-065 Re-surface 1/2 mile of gravel access road at the Klamath Hatchery.

13-066 The installation of a Northwest Marine Technologies dual sorter system in one of our AutoFish marking trailers to increase the number of fish processed by 20%-50% with no additional labor costs.

13-067 Rebuild 2 (of 6) 145'x20'x3' dilapidated raceways into 4 19'x70'x5' raceways at Rock Creek Hatchery .

13-069 Purchase two 14 ft. X 14 ft. portable fishing ponds to increase angler capacity, reduce waiting lines, stay dry, and put fish into kid's hands at the Klamath Kids Play Day and surrounding fairs.

13-070 Purchase a series of signs for the Millicoma and Morgan Creek STEP Hatcheries to provide information about the facilities, the programs at the facilities, and critical components of healthy watersheds.

13-071 Add a fish cleaning station at the Port of Siuslaw to allow up to 6 people to use the station at once. The station will include a roof, lighting, and be wrapped with chain link fencing to keep the Sea Gulls out.

13-073 fabrication and installation of a new adult salmon hoist/basket system at the Clatsop County Fisheries South Fork Hatchery site.

13-074 Improve the old Camp Sherman Hatchery property by surveying property boundaries, reclaiming the roadway, constructing a small parking area, and removing the decrepit concrete raceways.

13-075 Construct a storage shelter for a pontoon raft at the McKenzie Hatchery.

13-076 Convert an existing 70' x 160' oval adult holding pond into a rearing pond at the South Santiam Hatchery.

13-078 This project is for multiple creel surveys on wild coho salmon fisheries along the Oregon Coast in 2014, from the Nehalem to the Floras/New River system.

13-079 Replace the dam at Town Lake, remove a portion of the outlet culvert, and improve the ability to control outlet flow from the lake.

13-079
Failing Town Lake Dam

13-080 Add an antenna array at the Mill Creek trapping site to detect juveniles and adults that bypass our ODFW Life Cycle Monitoring (LCM) Project traps and improve data accuracy.

13-081 Integrate existing GIS data into the newly developed Sport Fishing Mobile Application so that each angling regulation location is readily accessible and understandable to Oregon anglers.

13-082 Evaluate the performance of triploid summer steelhead, relative to full-sibling diploid controls in the Upper Willamette River.

13-083 To implement the second phase of a multi-year effort to evaluate and improve winter steelhead fishing opportunities on the North Fork Nehalem River.

13-084 To evaluate an acclimation and release strategy for hatchery spring Chinook salmon in the Sandy Basin by detecting Coded Wire Tags (CWTs) in adult salmon returning to spawn.

13-085 This project will improve fish passage into 260 acres of over-wintering habitat in the Sixes River estuary, on Cape Blanco State Park; it will also restore ½ mile of channel, create 11.2 acres of open water, place 80 wood structures, and revegetate 23.7 acres of bottomland.

13-086 The placement of logs, whole trees, and trees with rootwads into 4.5 miles on tributaries to Camp Creek, Sagabeard Creek, and Footlog Creeks.

13-088 Replace the existing aeration system in Taylor Lake with a new air compressor, lines, and diffusers.

13-089 Purchase an 8' deep Merwin trap net and two holding pens for evaluation of fishery restoration activities including the introduction of sterile tiger muskie at Phillips Reservoir.

13-090 Purchase of two trap nets and repairs and improvements to an existing electrofishing boat used in the sampling of warmwater and other fisheries.

13-091 Printing of additional Warmwater Fishing in Oregon brochures, a series of ten brochures featuring warmwater fisheries across the state.

2013-15 Project Summaries

13-092 Rebuild the remaining 4 (of 6) 45'x20'x3' dilapidated raceways into 4 19'x70'x5' raceways at Rock Creek Hatchery.
13-094 Purchase two UAV quadcopters and the associated equipment and training to allow ODFW to transition from the use of manned helicopter flights to unmanned UAV flights for aerial spawning surveys.
13-095 Install a 6' x 10' kiosk with a 4' x 8' educational sign at Knight County Park in Otis, Oregon.
13-096 Purchase a back-up generator, building with the necessary components, incubators, and drum filter in order to provide reliable pumping for increased production and Cedar Creek Hatchery.
13-097 Replace a previously existing dock with a multi-use dock and ADA accessible kayak/canoe launch at the City of Seaside's Broadway Park, the only river access on the Neawanna
13-099 Restore a half mile of in-stream and off-channel rearing habitat and 7.5 acres of riparian and floodplain habitat for cutthroat trout in Owens Creek, a tributary of the Long Tom River downstream of Fern Ridge Reservoir
13-100 Evaluate methodologies to assess Pacific Herring population status in Yaquina Bay, and investigate the effectiveness of using acoustic surveys to estimate adult herring biomass in Yaquina Bay.

R&E Projects By County 2013-2015

The 83 R&E projects approved during the 2013-15 biennium are located throughout the state,.

County	Habitat	Fish Passage	Hatchery Maintenance & Propagation	Education	Research & Monitoring	Access/ Opportunity	Liberation	Miscellaneous	Total
Baker					3				3
Benton					1				1
Clackamas					2				2
Clatsop	1		2		2	1			6
Columbia		2							2
Coos	1			1	2	1		1	6
Crook					1				1
Curry	2								2
Deschutes				1	2	1			4
Douglas	3		2		1				6
Gilliam									0
Grant									0
Harney									0
Hood River									0
Jackson		2	1						3
Jefferson			1		1				2
Josephine									0
Klamath			2	1	0				3
Lake						2			2
Lane	1			1	4	1		1	8
Lincoln			1	1	2	1			5
Linn			1		2				3
Malheur						1			1
Marion					1				1
Morrow									0
Multnomah	1				0	1			2
Polk									0
Tillamook	1	1	3		1	2			8
Umatilla									0
Union									0
Wallowa					0				0
Wasco	1								1
Washington					0				0
Wheeler									0
Yamhill									0
Statewide			1	2	1	3	1	4	12
TOTAL	11	5	14	7	25	14	1	6	83

R&E Projects By County 1990-2015

The 1188 R&E projects approved since 1989 are located throughout the state, reflecting the general distribution of water and fishing opportunities in Oregon.

County	Habitat	Fish Passage	Hatchery Maintenance & Propagation	Education	Research & Monitoring	Access	Liberation	Miscellaneous	Total
Baker	2	1	0	0	5	4	0	4	16
Benton	5	3	9	2	10	5	0	3	37
Clackamas	5	1	12	0	9	4	3	1	35
Clatsop	4	3	38	3	13	4	0	5	70
Columbia	3	5	0	0	1	2	0	0	11
Coos	22	7	22	4	16	10	0	5	86
Crook	16	0	0	0	12	2	0	1	31
Curry	14	4	22	4	15	2	1	4	66
Deschutes	25	0	9	4	7	5	2	7	59
Douglas	33	5	25	4	13	4	2	4	90
Gilliam	1	2	0	0	0	0	0	0	3
Grant	15	1	1	0	0	6	0	2	25
Harney	5	1	4	1	8	4	0	3	26
Hood River	1	1	0	1	1	0	0	1	5
Jackson	10	5	5	4	6	3	1	2	36
Jefferson	6	0	5	2	2	4	1	0	20
Josephine	3	1	1	1	1	3	0	0	10
Klamath	16	8	5	1	2	2	0	0	34
Lake	8	8	1	0	1	4	0	0	22
Lane	18	4	15	9	16	11	0	5	78
Lincoln	12	2	17	14	14	2	1	6	68
Linn	1	1	13	0	3	5	0	2	25
Malheur	0	0	0	0	2	2	0	1	5
Marion	4	1	0	3	3	4	0	1	16
Morrow	2	0	2	0	0	0	0	0	4
Multnomah	5	1	7	5	7	4	0	3	32
Polk	1	2	0	0	0	1	0	2	6
Tillamook	29	7	37	3	11	14	2	3	106
Umatilla	7	1	1	0	2	12	0	2	25
Union	4	0	0	0	1	11	0	0	16
Wallowa	8	2	1	0	10	4	0	0	25
Wasco	6	0	6	0	4	3	0	1	20
Washington	0	0	0	0	0	2	0	0	2
Wheeler	1	0	0	0	0	1	0	0	2
Yamhill	0	0	0	0	1	0	0	0	1
Statewide	5	1	6	20	17	6	4	17	76
TOTAL	297	78	264	85	212	150	17	85	1188

Department of Fish and Wildlife
4034 Fairview Industrial Dr. SE
Salem, OR 97302

Phone: 503-947-6211
E-mail: odfw_step@state.or.us

We're on the Web!
www.dfw.state.or.us/fish/RE/

"ODFW Restoration and Enhancement funding plays a large role in supporting Oregon's 25-year angling plan through financial support to state and volunteer organizations. This organized growth towards sustainability keeps volunteers engaged in the future of Oregon's natural resources."
Greg Silbernagel, R&E Board Chair

R&E Strategies

The R&E Board and ODFW continues to pursue the following strategies:

- Recommend funding for projects that provide and ensure high-quality sport and commercial fishing opportunities around the state of Oregon for present and future generations.
- Support projects which seek to recruit and retain new anglers to the sport of fishing, and promote the diverse array of fishing opportunities in Oregon.
- Focus awards on projects that provide the greatest return to sport and commercial fishing interests.
- Encourage participation in the program by state watershed councils and other coordinated resource planning groups.
- Foster partnerships between fishing organizations, outdoor sporting retailers, ODFW, and local communities for the benefit of the state's fisheries resources.
- Make improvements to the R&E funding process which help ensure that funds are allocated to the most efficient and beneficial projects, while also maintaining a user-friendly and simplified application process.

As Oregon's population grows, it will continue to exert an ever-increasing strain on our public lands and resources. The R&E Program can help offset these effects by providing and promoting great fishing opportunities throughout the state, and demonstrating the connection between healthy fisheries and healthy watersheds. By connecting Oregonians to the outdoors through fishing and fish, the R&E Program encourages stewardship for our state's natural resources, which in turn helps to maintain Oregon's livability and natural beauty.

Oregon Department of Fish & Wildlife

2013 Volunteer Program Annual Report

The mission of the Oregon Department of Fish & Wildlife Volunteer Program is to actively involve citizens as volunteers in the protection and enhancement of Oregon's fish and wildlife resources for the enjoyment of present and future generations.

Oregon Department of Fish & Wildlife / 2013 Volunteer Program Annual Report

Oregon Department of Fish & Wildlife (ODFW) has six volunteer programs that provide opportunities for the citizens of Oregon to become actively involved in a broad and diverse spectrum of fish and wildlife activities. This report is designed to showcase the work and accomplishments of these volunteers and to report the extent of their time and commitment. A summary of the volunteer contribution made to ODFW in 2013 is outlined in the table below.

At ODFW we recognize that volunteers:

- Bring enthusiasm, energy, and ideas to our agency.
- Donate thousands of hours, which increases the quality and types of projects and services ODFW can offer.
- Are advocates for our agency and for the resource; they support our programs and work to protect and enhance fish and wildlife.
- Make a difference in their communities by actively participating in resource management activities.
- Bring a great range of expertise and skills to our agency.

ODFW Statewide Volunteer Programs	Number of Volunteers	Volunteer Hours Contributed	Dollar Value of Volunteer Time
Volunteer Host Program	175	44,279	$1,226,086
Region Volunteer Program	966	17,416	$482,249
Salmon and Trout Enhancement Program (STEP)	11,858	133,319	$3,691,603
Aquatic and Angler Education Program	1,091	7,984	$254,533
Hunter Education Program	630	17,037	$603,451
Outdoor Skills Education Program	202	2,850	$78,916
TOTAL	14,922	222,885	$6,336,838

Oregon Department of Fish & Wildlife
2013 Volunteer Program Annual Report

Volunteer Host Program

Volunteer Hosts are RV owners who live and work for a month or more at one of our ODFW wildlife areas, hatcheries, or offices. ODFW provides hook-ups and the volunteers donate an average of 20 hours per week per person during their stay. The Volunteer Host Program is coordinated by three staff at a total of 1.50 FTE.

There are currently 42 locations with Host sites throughout the state. Duties vary widely by location and time of year, but may include grounds maintenance, feeding fish, farming for wildlife, greeting the public, entering data, and assisting with outreach events.

Type of Host Site	Wildlife Management Hours	Wildlife Diversity Hours	Fisheries Management Hours	Outreach and Education Hours	Support Services Hours	Total by Type of Host Site
Wildlife Areas (10 sites)	795	1,549	15	222	14,203	16,784
Hatcheries (28 sites)	0	177	2,835	454	19,159	22,625
Offices (4 sites)	89	0	123	3	4,655	4,870
Total	884	1,726	2,973	679	38,017	44,279

Number of Volunteer Hosts: 171

Value of Volunteer Time for 2013: $27.69 X 44,279 hours = $1,226,086

Volunteers are equal to a Fish and Wildlife Technician, Step 4, at $27.69 per hour. This figure includes OPE costs.

Oregon Department of Fish & Wildlife
2013 Volunteer Program Annual Report

Region Volunteer Program

The Region Volunteer Program involves people from local communities in a wide variety of volunteer projects. This past year projects included constructing bird boxes with kids; assisting at fishing events and youth hunts; building wildlife viewing platforms and trails; replacing guzzlers for wildlife; removing invasive plants and planting native species; improving and maintaining equipment and facilities; assembling, placing and retrieving bear baits; assisting with deer census surveys; transporting and collecting biological samples; staffing hunter check stations; recycling steelhead or spawning salmon at hatcheries, and more.

In past years the program was organized by three members of volunteer staff (at 1.50 FTE). It has now been reduced to 1.00 FTE through an elimination of the 0.50 FTE Region Volunteer Coordinator position at the SWWD office.

In 2013 1,450 individuals learned more about ODFW projects and programs through volunteering. Region volunteers come from all walks of life, but include college students, retirees, scouts, Master Hunters and sporting club members. Some of these volunteers have

Wildlife Management Hours	Wildlife Diversity Hours	Fisheries Management Hours	Outreach and Education Hours	Support Service Hours	Total Region Volunteer Hours
5,133	2,142	3,164	1,975	5,002	17,416

Number of Region Volunteers: 996 Number of Miles Donated: 51,461

Value of Volunteer Time for 2013: $27.69 X 17,416 = $482,249.00

The statistics shown for the Region Volunteer Program include hours from ODFW's Northwest and High Desert Regions. The donated hours in most of the Southwest and Northeast Regions are not included.

Volunteers are equal to a Fish and Wildlife Technician, Step 4, at $27.69 per hour. This figure includes OPE costs.

Oregon Department of Fish & Wildlife
2013 Volunteer Program Annual Report

Salmon and Trout Enhancement Program (STEP)

STEP seeks to achieve the recovery and sustainability of Oregon's native salmon and trout through education and volunteer involvement with ODFW fish management efforts. The program has one full-time coordinator and one half-time administrative assistant (1.50 FTE). It is implemented in the field by eleven STEP biologists located around the state (nine at 1.00 FTE and two at .50 FTE= 10 FTE).

Volunteers work with STEP and other ODFW biologists to:

- Inventory and monitor fish populations and their habitats
- Restore and protect stream and riparian habitat
- Collect broodstock for hatchery programs and produce fish to supplement natural production or provide fisheries
- Inform and educate the public about Oregon's fish resources

The 2013 STEP Annual Progress Report will be available at: http://www.dfw.state.or.us/STEP/

Type of Volunteer	Number of Volunteers	Hours Donated
Youth	6,327	47,042
Adult	5,531	86,278
Total	11,858	133,319

Number of Volunteers: 11,858

Value of Volunteer Time for 2013: $27.69 X 133,319 hours = $3,691,603

Volunteers are equal to a Fish and Wildlife Technician, Step 4, at $27.69 per hour. These figures include OPE costs.

Oregon Department of Fish & Wildlife

2013 Volunteer Program Annual Report

Aquatic and Angler Education Program

The Aquatic and Angler Education Program utilizes the valuable resources of volunteers to deliver Angler Education classes and events at locations throughout Oregon. The program has one full-time coordinator and one part-time administrative assistant (1.50 FTE).

The program introduces beginning anglers to fishing in a safe, fun and responsible manner. Volunteer instructors conduct courses that cover basic angling skills, aquatic resources, angler ethics, responsibilities and water safety. The program also conducts nearly 100 fishing events each year through Free Fishing Weekend and the Youth Angling Enhancement Program. Agency staff, instructors and other volunteers are on hand with the gear, bait and knowledge needed to ensure that beginning anglers have a positive experience at these events.

Classes and events are conducted throughout Oregon in conjunction with a variety of groups including schools, boys and girls clubs, 4-H, scout troops, campfire groups, park and recreation departments, senior centers, the Association of Northwest Steelheaders, the Oregon Bass and Panfish Club, Multnomah Anglers & Hunters, and many others.

Type of Volunteer	Number of Volunteers	Hours Donated
Volunteer Instructor	476	4,488
Volunteer	615	3,469
Total	1,091	7,984

Number of Volunteers: 1,091

Number of Instructor Volunteer Hours: 4,488 at a rate of $35.42 = $158,964

Number of Volunteer Hours: 3,469 at a rate of $27.69 = $95,558

Value of Volunteer Time for 2013: $254,523.06

Value of Volunteer Time for Instructor Volunteers is equal to a NRS2, Step 4, at $35.42 per hour. Volunteers are equal to a Fish and Wildlife Technician, Step 4, at $27.69 per hour. These figures include OPE costs.

Oregon Department of Fish & Wildlife
2013 Volunteer Program Annual Report

Hunter Education Program

The Hunter Education Program utilizes the valuable resources of volunteers to deliver mandatory hunter education to Oregon's youth. The program has one full-time coordinator and one and a half administrative assistants (2.50 FTE).

The program's primary function is the instruction of firearm and hunting safety; however, the program is about more than safety. The program produces responsible, knowledgeable, and involved young hunters who understand the importance of complying with hunting laws and behaving ethically.

Classes and events are conducted throughout Oregon in conjunction with a variety of groups including schools, boys and girls clubs, 4-H, scout troops, campfire groups, park and recreation departments, non-profit shooting ranges, the Oregon Hunters Association, the National Turkey Federation, and many others.

Number of Volunteers: 630
Number of Volunteer Hours: 17,037
Value of Volunteer Time for 2013: $35.42/hr X 17,037 hours = $603,451

Value of Volunteer Time for Instructor Volunteers is equal to a NRS2, Step 4, at $35.42 per hour (this includes OPE costs).

Oregon Department of Fish & Wildlife
2013 Volunteer Program Annual Report

Outdoor Skills Education Program

The Outdoor Skills Education Program offers recreational training to people of all ages through specialized outdoor workshops. Specially trained volunteers introduce participants to a wide variety of activities and offer training in specific skills. Without these important volunteers committing their valuable time and resources to our program we would have a limited ability to reach out and offer the depth of programming that we now have.

Workshops are often co-sponsored by: state parks, hatcheries, gun clubs, wildlife areas, private game preserves, hunting and fishing organizations and clubs. The program has one full-time coordinator and one part-time assistant (1.50 FTE).

The program offers: family-friendly workshops open to everyone; Becoming an Outdoors-Woman (BOW) workshops for women seeking new or enhanced outdoor skills, and adult workshops for those 18 years of age and older.

The goals of the Outdoor Skills Education Program are to offer opportunities:

- to discover new outdoor skills and develop existing skills,
- to experience hands-on learning from friendly, competent instructors,
- to explore new areas of Oregon and find exciting recreational opportunities,
- to understand the role of hunters and anglers in conservation efforts,
- to meet new people with similar interests in the great outdoors.

Number of Volunteers: 202 (1 Certified, 201 Non Certified)
Number of Certified Volunteer Hours: 17 at a rate of $35.42 = $602
Number of Non Certified Volunteer Hours: 2,850 at a rate of $27.69 = $78,916
Value of Volunteer Time for 2013: $79,519

Value of Volunteer Time for Instructor Volunteers is equal to a NRS2, Step 4, at $35.42 per hour. Non Certified Volunteers are equal to a Fish and Wildlife Technician, Step 4, at $27.69 per hour. These figures include OPE costs.