



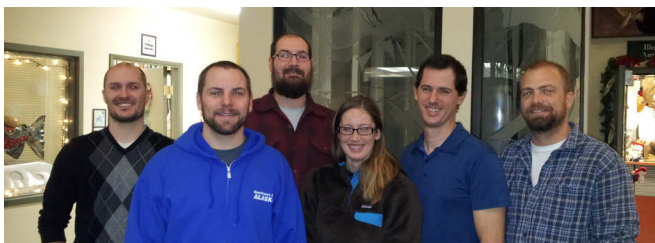
From the Office of the Director, Jeff Regnart  
Alaska Department of Fish and Game  
Division of Commercial Fisheries

# 2012 Director's Achievement Awards for OUTSTANDING SERVICE

The Director's Achievement Award for Meritorious Service is the highest award given by the division to an employee who has shown excellence in his or her work during the preceding year or years. The Director's Achievement Award for Outstanding Service is given to employees whose performance is clearly superior to that of others in similar positions or to employees who have made significant contributions to the division over the last year. Special Event Awards are work efforts that result in the completion of a special project that exceeds expectations in both time and scope. Candidates for an award are nominated by staff through their respective Regional Supervisors or Section Chiefs. I am pleased to announce that the following individuals have been selected to receive the Director's Achievement Awards for 2012.

**Kuskokwim Fisheries Team**

Kevin Schaberg, Travis Elison, Chris Shelden, Zach Liller, Brittany Blain, Doug Bue, Brian Latham, Scott Ayers, Amy Brodersen, Janet Bavilla, Alice Bailey, Colton Lipka, Steven Hall, and Cameron Lingnau  
Region III • Anchorage/Bethel

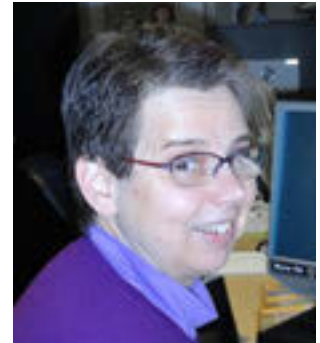


From left to right: Zach Liller, Travis Elison, Kevin Schaberg, Amy Brodersen, Scott Ayers, Chris Shelden.

Bill Davidson  
Regional Management Coordinator  
Region I • Sitka



Iris Frank  
Fish and Wildlife Technician V  
Region I • Douglas



Shannon Royse  
Publications Specialist II  
Region II • Anchorage



Chris Shelden  
Kuskokwim Assistant Area Management Biologist  
Region III • Anchorage/Bethel



Kally Spalinger  
Fisheries Biologist II  
Region IV • Kodiak



Shellene Hutter  
Seafood Industry Coordinator  
Headquarters • Juneau





From the Office of the Director, Jeff Regnart  
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# 2012 Director's Achievement Award for SPECIAL EVENTS

## Kuskokwim Fisheries Team

Kevin Schaberg, Travis Elison, Chris Shelden, Zach Liller, Brittany Blain,  
Doug Bue, Brian Latham, Scott Ayers, Amy Brodersen, Janet Bavilla,  
Alice Bailey, Colton Lipka, Steven Hall, and Cameron Lingnau  
Region III • Anchorage/Bethel

The Kuskokwim Area fisheries team is recognized this year for outstanding performance and dedication to the users and the resource of the Kuskokwim River during the 2012 salmon season.

While salmon seasons around our state are standard, the 2012 salmon season of the Kuskokwim area constitutes a special event based on its complexity. Unexpectedly low returns of Chinook salmon around the state were significantly pronounced in this area. Unforeseen natural events, such as flooding, ice, erosion and other weather factors, compounded 2012 management issues. Confusion, misinformation, and sometimes contentious public discussions related to management decisions—which are par for the course in the natural resource arena—also experienced an increased degree of complexity for this area in 2012.

Our staff's performance warrants recognition based on the following:

- Exemplary dedication to outreach, transparency, and approachability for users, sister division staff, and our federal counterparts.
- A significant increase in positive working relationships with stakeholders and working group participants.
- Innovation in addressing issues. For example: 1) conducting the first postseason after-action review, an inclusive and candid discussion for moving forward and 2) revision of escapement goals though increased data using the best applicable methodology.
- Pronounced professionalism, perseverance through adversity, and outstanding commitment to service of the public and the resource in the face of adversity.



From left to right: Zach Liller, Travis Elison, Kevin Schaberg, Amy Brodersen, Scott Ayers, Chris Shelden.  
Not pictured: Brittany Blain, Doug Bue, Brian Latham, Janet Bavilla, Alice Bailey, Colton Lipka, Steven Hall, Cameron Lingnau.



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# 2012 Director's Achievement Award for MERITORIOUS SERVICE

Bill Davidson

Regional Management Coordinator • Region I • Sitka

In between memorable roosterfish excursions on the Sea of Cortez, Bill obtained his undergraduate degree at the University of California-Berkeley and his Master's Degree at Oregon State University. His background served him well at Sheldon Jackson College in Sitka where he worked as a faculty member and manager of the college's salmon hatchery in the 1980s. He was hired to be the assistant area management biologist for the Division of Commercial Fisheries in Sitka in February 1991, became the area management biologist in August 1995, and was promoted into his current position in December 2004.

Bill embodies the dedication to sustainable fishery resource management that is essential to carrying out the department's mission. He has, throughout his career, applied a thoughtful, well-reasoned approach to the many fishery management actions he has implemented. Those management actions have directly impacted the salmon, herring, miscellaneous shellfish, and shrimp populations he has been responsible for managing, as well as the users dependent on those resources for their livelihoods.

When not at his desk reviewing fishery management plans, answering the many questions he gets from the public, or in the seat of an airplane conducting salmon or herring surveys, Bill can often be found on his boat, the F/V *Trilobite*, with some combination of his wife Nancy, son Hank, or daughter Kelsey, taking advantage of the fantastic fishing opportunities in Sitka Sound.

It is for these reasons, and many more, that the division is proud to present Bill Davidson with the Director's Meritorious Service Award for 2012.



Bill well understands the balancing act inherent in providing economic opportunity critical for the region and its communities, while at the same time providing for sustained yield. Bill is also one of the most amiable people you could ever hope to meet and is well regarded amongst his peers and members of the public for his openness and willingness to listen. This is a trait that has been beneficial during the many contentious Alaska Board of Fisheries and other public meetings at which Bill has very ably represented the department.



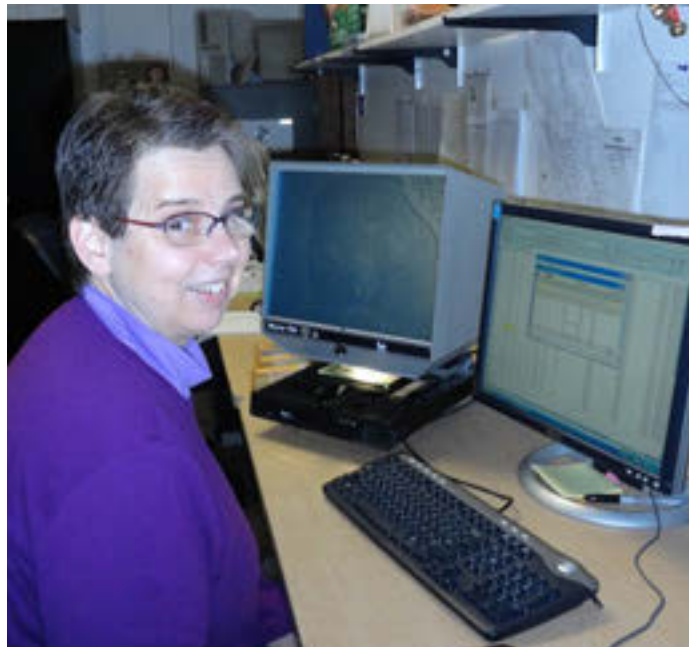
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# 2012 Director's Achievement Award for OUTSTANDING SERVICE

Iris Frank

Fish and Wildlife Technician V • Region I • Douglas

Iris Frank has worked for the division in the Douglas Region 1 office since 1982; however, she began her career with the department in Soldotna in 1977 as a seasonal Fish and Wildlife Technician I port sampler. By 1981, Iris had been promoted to a Fish and Wildlife Technician III and was working in Cook Inlet. In the early fall of 1981, Iris agreed to a fantastic opportunity to travel around Southeast Alaska with a beach seine, a book of field purchase orders, and scale sampling supplies as part of a two-person sockeye escapement scale sampling team. Iris moved to Juneau and worked as a port sampler in Juneau and Excursion Inlet from 1982 to 1985. In 1986, amongst many other assignments, Iris started ageing and digitizing salmon scales collected in Southeast from the commercial catch and escapement. During this year she also began learning to visually differentiate the scale patterns of Chilkat and Chilkoot sockeye stocks harvested in the Lynn Canal drift gillnet fishery. By 1990, Iris had been promoted to a Fish and Wildlife Technician IV and became the lead sockeye scale ager and digitizer at the Southeast Alaska Region 1 Scale Aging Laboratory and the Region 1 Data Coordinator. Iris also supervised and participated in port sampling in Excursion Inlet and Juneau. In 2002, Iris was promoted to a Fish and Wildlife Technician V, and took on the



task of supervising and overhauling the District 111 gillnet tender riding project.

Iris applies ages to approximately 80-100,000 sockeye scale samples on an annual basis. She receives, catalogs, and edits all of the scale sample data collected by the Region 1 Commercial Fisheries catch sampling and field sampling projects, as well as projects conducted by other government agencies and research groups. Iris prepares data for entry into the regional database, corrects errors, and ages scales with extreme attention to detail and unparalleled dedication.

Over the past three decades, Iris has become an invaluable asset to the division. Iris' background with the department, experience in the field, port sampling experience, scale aging and digitizing, as well as data analysis, provide a wealth of knowledge to fishery managers and researchers, permit holders, fish processing personnel, and the general public.

Iris's contribution to the division and the department over her thirty-five seasons of employment have been outstanding. Her work ethic, expertise, and integrity are deserving of high recognition. It is for these reasons, and many more, that the division is proud to present Iris Frank with the Director's Outstanding Service Award for 2012.



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# 2012 Director's Achievement Award for OUTSTANDING SERVICE

Shannon Royse

Publications Specialist II • Region II • Anchorage

Shannon Royse began her career with the department as a Publications Technician II with the Division of Sport Fish in 2005. In October 2008, when she was offered a lateral transfer to the Division of Commercial Fisheries, Shannon jumped at the chance and has been with the division for the past four years. Initially, Shannon started as the Publications Technician II for the division in Anchorage, serving both regions II and III, before she was promoted to Publication Specialist II in early 2012.



Shannon has extensive knowledge of software packages, particularly Microsoft Office Word and Excel, reference management software EndNote, and Adobe Acrobat Professional, and is often called upon by staff for assistance diagnosing document problems. Her position requires that she have detailed knowledge of scientific format and writing styles, which she has mastered as she frequently references this knowledge, as well as specialty style and

convention manuals. In fact, when asked for assistance drafting the new joint divisional fisheries writer's guide, she contributed so much that in the end she was asked to be a coauthor.

Ms. Royse not only serves regions II and III Commercial Fisheries staff, but is often more than happy to answer questions and help staff within other sections and regions, as well as her Division of Sport Fish counterparts, with whom she works very closely. In addition to keeping her large-volume workload moving, Shannon is part of the Commercial Fisheries Information Center team and provides back up assistance for Info Center staff when the need arises, answering phones and public inquiries.

Shannon's attention to detail is superb; she spends much of her time preparing and fine-tuning the layout of division reports, formatting files from various software programs into a single final file, advising authors on format of tables and figures for readability, verifying citations, and cross-referencing text to referenced material, all while working with authors to make the final changes for publication in both print and electronic formats.

Shannon is always eager to learn and take on a new challenge. Her hard work, dedication, positive attitude and publication expertise make her a true asset to the division. It is for these reasons, and many more, that the division is proud to present Shannon Royse with the Director's Outstanding Service Award for 2012.

Shannon is always eager to learn and take on a new challenge. Her hard work, dedication, positive attitude and publication expertise make her a true asset to the division. It is for these reasons, and many more, that the division is proud to present Shannon Royse with the Director's Outstanding Service Award for 2012.



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# 2012 Director's Achievement Award for OUTSTANDING SERVICE

Chris Shelden

Kuskokwim Assistant Area Management Biologist • Region III • Anchorage/Bethel

In 1994, Chris Shelden began his career with the Department of Fish and Game working in Bristol Bay as a seasonal technician at various tower, weir, and sonar projects. He worked for several seasons in Bristol Bay, spending his winters as caretaker of a remote fishing and hunting lodge. In 1999, he was hired into a seasonal crew position working at the Kogruklu River weir, a longstanding program in the Kuskokwim River drainage, and was quickly promoted to crew leader. While he spent the next several years at the Kogruklu River weir, he became increasingly involved with various Kuskokwim salmon projects, in the herring program, assisting with report writing, and assisting with the Kuskokwim River Salmon Management Working Group (Working Group). In 2006, he was hired into his first Fishery Biologist position to serve as coordinator of the Working Group process and assist Kuskokwim Area managers. After working in several Kuskokwim Area Fishery Biologist I and II research positions, he was hired into his current Assistant Area Management Biologist position in 2011, overseeing the Working Group process, serving as project leader of the Kuskokwim Area subsistence harvest survey program, and assisting with management of Kuskokwim Area fisheries.

Throughout his career, Chris has shown great aptitude at working in remote locations conducting fisheries management and research programs. He maintains a unique and effective skill set for working with Kuskokwim Area harvesters and the subsistence way of life practiced in this remote corner of the state. His many years participating



in research and management in the Kuskokwim Area have given him insight and understanding of its fisheries resources that few maintain. From interacting with users in their remote homes and fish camps to publishing emergency orders and news releases out of the Bethel field office, he has developed a well-rounded skillset that has served the department well. He values the benefits of outreach and education when interacting with users, and is very proactive in his outreach efforts. He has quickly earned the respect and trust of many Kuskokwim Area harvesters and his coworkers, who also benefit from the positive working relationships Chris has strived to develop.

The 2012 season was very difficult and trying for staff, and especially so for Kuskokwim River subsistence users. A weak and very late Chinook

salmon run resulted in unprecedented restrictions in the subsistence fishery in an effort to achieve escapement goals throughout the Kuskokwim River drainage. This created much frustration and contention among Kuskokwim River subsistence users. Chris was very proactive, interacting with the public and addressing their concerns, and ensuring the high level of activity within the Working Group was well coordinated and effective both inseason and postseason. His levelheadedness and ability to cope with stressful situations and interacting with an increasingly upset public, was exceptional and appreciated by his coworkers and Working Group members. The department is fortunate to have such a dedicated and hardworking biologist in the Kuskokwim Area and Chris is most deserving of the 2012 Director's Award for Outstanding Service.



From the Office of the Director, Jeff Regnart  
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# 2012 Director's Achievement Award for OUTSTANDING SERVICE

Kally Spalinger  
Fishery Biologist II • Region IV • Kodiak

Kally Spalinger is a second-generation ADF&G biologist, following in footsteps of her father, retired Westward Region management biologist, Al Spalinger. She was raised in Kodiak, and after her college years at Humboldt, she returned to offer her talents to ADF&G Westward Region, for which we are thankful.

Kally is a pleasure to work with because of her friendly personality, but also because she is knowledgeable, dedicated, and an enthusiastic employee that ensures her program is well-run, progressive, and meets ADF&G's operational and public interaction needs. She is self-motivated, possesses high standards, is well organized, and uses exceptional judgement.

Kally is the project leader for Westward Region Marine Resources Trawl Surveys. She oversees two trawl surveys and spends up to 30 days at sea each year. Trawl surveys span four fishery management areas: Kodiak, Chignik, Alaska Peninsula, and Eastern Aleutian Islands, a distance of over 600 nautical miles. Commercial fishing provides a substantial portion of the economies for residents of this region and fisheries supported by the marine resources survey are annually valued over \$40 million. Because of her close association with the fisheries management program, she routinely assists the public with fishery management issues.

Marine resource trawl surveys allow ADF&G staff to assess annual stock health and establish harvest levels for commercially-important Tanner and king crab stocks. Trawl surveys also assess abundance, distribution, and condition of groundfish stocks, and sample a wide array of noncommercial vertebrate and invertebrate species. The survey also collects abiotic data to determine location preference by life stage and to help address issues such as climate change. Kally is respected in the trawl research community and collects specialized data for National Marine Fisheries Service by providing annual contributions to federal walleye pollock stock assessment in the Gulf of Alaska. She also assists the Department of Environmental Conservation and University of Alaska with dietary analysis, age and growth studies, as well as reproduction and maturity studies for shellfish and groundfish.

Kally is recognized for her advancement of the trawl survey. She has incorporated at-sea electronic data collec-



tion and developed compatible hardware for a unique survey environment, while ensuring accurate data collection and storage methods. She ensures the integrity of data collected at sea, ensures data are stored onboard the vessel, and ultimately, ensures that the data are included in regional databases. She maintains the historic trawl survey database and prepares survey data reports, as well as manages a myriad of budgets that collectively fund the surveys.

Kally is working toward an integrated onboard survey database that links the wheelhouse navigational computer to the onboard database. This integration will load GPS coordinates, time, and other pertinent survey trawl tow information directly into the database. Efforts are underway to develop the next generation of tools for capturing fish measurements; this includes barcodes for species, length measurements, and sample sizes. Kally has implemented digital calipers for crab sampling and automatic entry of measurements. To improve working conditions and promote program loyalty, she has purchased ergonomic survey equipment; some technicians have worked for her their entire career.

To better inform subarea fishery management, Kally has undertaken migratory tagging studies of adult Tanner crab to assist managers with inseason fishery management. In addition to her survey duties, she collaboratively developed an improved standardized guide for determining Tanner crab shell condition.

Kally cataloged trawl survey historic and current survey stations, and generated population estimates suitable for year-to-year comparison. Annually, she develops area-swept population abundance estimates. She has evaluated trawl survey design, and assessed station habitat utilizing seabed classification programs and bottom-typing sonar to improve annual biomass estimation. She brings forward well-prepared and easy to understand survey data summaries in the format needed by managers to make harvest level decisions and calculation of available resources for commercial utilization.

Kally has clearly performed superbly, and it is with pleasure and great pride that Kally Spalinger is awarded the 2012 Director's Achievement Award for Outstanding Service.



From the Office of the Director, Jeff Regnart  
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# 2012 Director's Achievement Award for OUTSTANDING SERVICE

Shellene Hutter

Seafood Industry Coordinator • Headquarters • Juneau

Shellene Hutter serves as the division's Seafood Industry Coordinator, where the process of recording harvests taken in Alaska's commercial fisheries begins; therefore, she fills a mission-critical position. Shellene interacts extensively with the seafood industry and demonstrates the highest level of customer service and responsiveness. There are periods during the year when this position is extremely busy and must respond immediately to



requests from fishermen and processors for code plates and fish tickets so these folks can start their operations. Her motto might be "Bring me your tired, stressed, and tardy; I will calmly get them code plates and fish tickets, and set them on their way down to the sea."

In her four years in this position, not only has Shellene guided many people through the process required to buy and sell seafood, she managed the paper fish ticket stock for the totality of Alaska's commercial fisheries. If that weren't enough, every spring about 1,800 reports arrive at her desk from processors, catcher-sellers, and direct marketers documenting their buying and production activities for the preceding year. Shellene enters the data from these reports into the Commercial Operators Database and performs basic data verification and error checking. The information contained in the Commercial Operator's Annual Report comprises the state's primary source of economic information on Alaska's commercial fisheries.

When not doing the above, Shellene fills data requests and responds to requests from the seafood industry, the public, ADF&G staff, and other state and federal agencies for information on Alaska's fisheries, regulations, staff contacts, and reporting requirements. Her dedication to

superior customer service is an excellent reflection on the information section, the division, and ADF&G as a whole. There's no question too obscure or too difficult for her to track down the answer to, or the one person out there that knows the answer to that particular question. There's no question too simple or too basic for her to answer with patience and understanding to new participants or those just beginning to navigate the seafood industry. As a result of these qualities, she

is frequently relied upon by staff to answer questions. Due to her hard work, diligence, and friendly disposition, she has developed an excellent rapport with fishermen, staff at seafood buyers and processors, with the general public, ADF&G staff here at Headquarters and around the state, Wildlife Troopers, and the Department of Revenue.

Besides performing her workplace duties with aplomb, Shellene brings energy and excitement to the office and her coworkers. Shellene came to Juneau and got her degree in fisheries at University of Alaska because she knew she wanted to work in fisheries. Originally, from Pittsburgh, Pennsylvania, Shellene has steel in her DNA, Pittsburgh Steel(ers) that is. The Steelers' Terrible Towel hangs in a place of honor in her office. You can always get a good idea how the Steelers did from the intensity of the sparkle in her eye come Monday morning during football season. She enjoys the outdoor lifestyle that Alaska has to offer and particularly, the small town life that is so characteristic of coastal Alaska. Shellene is an outstanding ADF&G employee and her colleagues here at the Division of Commercial Fisheries Headquarters are pleased to see her get this recognition. The division is proud to present Shellene Hutter with the Director's Outstanding Service Award for 2012.