

SOUTHEAST ALASKA PURSE SEINE FISHERY

MANAGEMENT PLAN, 1992



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**Alaska Department of Fish and Game
Commercial Fisheries Division
Southeast Region
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INTRODUCTION

This plan describes how the 1992 Southeast Alaska salmon purse seine fishery will be managed and discusses expected run sizes, harvest strategies, and related management issues. The plan is based on the Alaska Department of Fish and Game's (ADF&G) 1992 preseason pink salmon forecast and on historical escapement and fishery performance data. The ADF&G area management biologists listed at the end of this document are available to provide further details regarding the implementation of the management plan in their respective areas.

Regulations allow purse seine fishing in Districts 1 (Sections 1-C, 1-D, 1-E, and 1-F only), 2, 3 (Sections 3-A, 3-B and 3-C), 4, 5, 6, 7 (Sections 7-A and 7-B), 9 (Sections 9-A and 9-B), 10, 11 (Sections 11-A and 11-D only), 12 (Sections 12-A and 12-B), 13 (Sections 13-A, 13-B and 13-C), and 14 (Sections 14-A, 14-B and 14-C). Existing regulations also allow purse seining in terminal hatchery fishing areas at Nakat Inlet, Carroll Inlet, Neets Bay, Eastern Passage, and Hidden Falls. Although the areas specified above are generally open to seine fishing, regulations mandate that the specific open areas and fishing periods be established by department emergency order.

The purse seine fishery normally accounts for between 70% and 90% of the total commercial salmon harvest in the Southeast Alaska region. Because pink salmon are the primary species targeted by the seine fleet, management actions are based primarily on the abundance of pink salmon stocks. Other species are generally harvested incidental to pink salmon. On average, sockeye and coho salmon account for approximately 2%, chum salmon 7%, and chinook salmon less than 1%, of the total purse seine salmon harvest.

Tagging studies of adult pink salmon have demonstrated that pink salmon stocks originating from Southeast Alaska exhibit a distinct separation between the northern and southern portions of the region. For purposes of forecasting, catch tabulation, and management, Districts 1 through 8 are grouped as southern Southeast Alaska and Districts 9 through 14 as northern Southeast Alaska.

In-season assessments of pink salmon run strength are determined primarily from aerial surveys of spawning escapements in terminal areas and streams and from fishery performance data (catch-per-unit-effort or CPUE). In addition, the department often charters purse seine vessels to conduct test fishing assessments of run strength in a few small areas.

1992 Pink Salmon Forecast

A total return (catch plus escapement) of 56,700,000 pink salmon is predicted for all areas of Southeast Alaska in 1992. This includes 45,800,000 pink salmon for southern Southeast Alaska, 9,900,000 for northern Southeast Alaska, and 1,000,000 pink salmon produced by Alaska hatcheries. Subtracting the expected wild stock escapement goal of 26,500,000 and 200,000 hatchery broodstock from the predicted total return yields a harvest prediction of 30,000,000 pink salmon; 27,000,000 in southern Southeast, 2,200,000 in northern Southeast, and 800,000 hatchery-produced fish. The predicted total harvest of 30,000,000 pink salmon is 50% of the 1991 record harvest, and 6,000,000 fish less than the previous 10-year average harvest for Southeast Alaska.

An in-season prediction program based on weekly seine harvest and CPUE data has been in place in southern Southeast Alaska for the last two years. In 1990, the first in-season prediction for the southern Southeast Alaska pink salmon catch, made after the second week in July, predicted a total harvest of 20,000,000 pink salmon for the season. This was much closer to the actual harvest of 26,700,000 than the preseason prediction of 7,100,000. The first in-season prediction made in 1991, of 50,000,000 pink salmon, was the same as the preseason forecast and relatively close to the final 1991 season harvest of 43,500,000 fish. The in-season return prediction program for southern Southeast Alaska will be continued during the 1992 season. Harvest strategies may be modified if the in-season forecast for southern southeast Alaska indicates a pink salmon return significantly larger or smaller than the preseason forecast.

GENERAL MANAGEMENT GOALS

The primary management goals for the 1992 Southeast Alaska purse seine fishery are as follows:

1. Obtain overall pink and chum salmon spawning escapement goals with the best possible distribution to all systems.
2. Provide for an orderly fishery while harvesting those fish in excess of spawning escapement needs.
3. Minimize, to the extent possible, the interceptions of salmon destined for those fishing districts where weak returns are expected.
4. Promote a harvest of good quality fish within constraints dictated by run size and timing.

5. Manage the District 4 purse seine fishery consistent with the provisions of the U.S./Canada Pacific Salmon Treaty.
6. Manage for a catch of chinook salmon (28 inches or larger) of 11,400 fish, exclusive of new Alaskan hatchery-produced fish.
7. Manage the seine fishery in the waters of District 12, north of Point Marsden (along the Hawk Inlet Shore), and in Section 14-C north of the latitude of Porpoise Islands, consistent with the Northern Southeast Purse Seine Management Plan (SAAC 33.366).

GENERAL MANAGEMENT PROBLEMS

The department will strive to maintain the high quality of the harvest that occurred in 1991. This will mean an aggressive fishing schedule early in the season in areas where strong returns are expected. As long as run strength warrants, the department also intends to continue managing the seine fishery on a two-day-on/two-day-off fishing schedule during the peak of the season. This has worked well for both industry and the department in previous years and it alleviates some problems associated with obtaining high quality when large numbers of fish are harvested. Still, as in 1991, there may be times during the season when high pink salmon abundance in some areas warrants extensions of fishing time beyond the normal two-on/two-off fishing schedule.

Purse seine and processing company representatives have also expressed concerns regarding the possible harvest of poor quality summer chum salmon returns at the Northern Southeast Regional Aquaculture Association's (NSRAA) Hidden Falls Hatchery, and in Tenakee Inlet in District 12. Management actions for improving fish quality in these areas are discussed to a greater extent in the "Northern Districts" section of this management plan.

The first Sunday in July during which there would normally be a purse seine opening occurs on July 5th. To allow the fishing industry to commemorate Independence Day (July 4) in a community of their choice, rather than on the fishing grounds, the first seine opening in July will occur on Monday, July 6th.

CHINOOK SALMON HARVEST

Existing regulations require the department to manage the Southeast Alaska purse seine fishery for a harvest of 11,400 chinook salmon (not including Alaska hatchery-produced fish). The Board of Fisheries adopted this regulation as part of an overall allocation scheme among commercial users impacted by Pacific Salmon Treaty harvest quotas. In addition, the Board adopted chinook salmon size limits, and directed the department to manage the purse seine fishery such that incidental mortality from catch and release is minimized. Specific provisions for management of the seine fishery harvest of chinook salmon are as follows:

1. The seasonal purse seine catch limit will be 11,400 chinook salmon (excluding Alaska hatchery-produced chinook salmon).
2. Only chinook salmon 28 inches in length or larger (as measured from tip of snout to tip of tail) will count against the purse seine catch limit.
3. Non-retention of 28-inch and larger chinook salmon will be the primary management measure for maintaining the catch limit. Chinook salmon non-retention will be required early in the season when total salmon catch rates are low. This will allow more efficient release of chinook salmon and minimize the impact of incidental mortality. Retention of chinook salmon will be permitted for as long as possible during the time period when the catch rate for other species is high. Once the quota is reached, non-retention regulations will once again be required.
4. Purse seine fishermen may not sell chinook salmon between 21 and 28 inches in length. Fishermen are encouraged to avoid areas that contain concentrations of chinook salmon within this size range and to quickly release those which are caught to minimize mortality.
5. Purse seine fishermen may possess and sell chinook salmon that are less than 21 inches (approximately 5 lbs. or less); however, they will not count against the catch limit.

Implementation Plan

Purse seine fishermen can anticipate periods of non-retention of chinook salmon (28 inches or longer) during openings in June and most of July. Following the early season non-retention period, seiners will be allowed to retain chinook salmon 28 inches or larger until the catch quota is reached. This retention period is expected to be of short duration and will be announced via department news release.

During periods of non-retention, fishermen are encouraged to avoid fishing in areas with high concentrations of chinook salmon and to quickly release those caught in a manner that minimizes mortality. To ensure that small (less than 21 inches) chinook are not counted against the quota, the department needs the cooperation of the fishing industry. To accomplish this, the department will require that all chinook salmon sold that are 28 inches or longer be specified on fish tickets as species 410; this is pre-printed on each fish ticket. Chinook salmon 21 inches or less should be indicated on fish tickets as species code 411. This code will need to be handwritten on the fish ticket at the time of sale because it is not pre-printed.

SOUTHERN DISTRICTS PURSE SEINE FISHERY

1992 Pink Salmon Forecast

The 1992 pink salmon forecast for southern Southeast Alaska is for a total return of 45,800,000 fish with a harvest estimate of 27,000,000 fish. Parent-year (1990) pink salmon escapements exceeded escapement goals in Districts 1, 2, and 3. Overall, the distribution of escapements was very good with no apparent weaknesses in any of these districts. However, overall parent-year escapements to Districts 5 and 7 were below, and District 6 escapements equal to, escapement goals. As a result, the majority of the 1992 pink salmon return to southern Southeast Alaska should be produced from pink salmon stocks returning to streams in Districts 1, 2, and 3. Pink salmon returns to Districts 5, 6 and 7 should be sufficient, however, to allow limited seine fishing opportunity.

Management Problems

Escapements of sockeye salmon to Hugh Smith Lake in Boca de Quadra in District 1 have been below escapement goals in recent years. The estimated total adult return for 1992 is 42,300 sockeye. Because harvest rates can range from 20% to 90%, the escapement could also vary considerably. If escapements in early July are deemed inadequate, area restrictions may be implemented in early to mid-July in District 1 in the vicinity of Boca de Quadra south to Foggy Point. The duration and the extent of the closed area will be based upon observed escapement of Hugh Smith sockeye salmon and the need to harvest pink salmon stocks returning to the Boca de Quadra area. Long-term plans to rebuild the Hugh Smith sockeye salmon stock include in-season management actions, lake bio-enhancement, and coded micro-wire tagging studies to determine migration patterns and timing.

Management Plan

Management of the purse seine fishery in the southern districts consists of separate segments. These include the District 4 fishery (as it relates to the Pacific Salmon Treaty), the inside and outside waters pink salmon fisheries, the McDonald Lake sockeye salmon fishery, the fall chum salmon fishery in Cholmondeley Sound, and special hatchery terminal fisheries.

District 4

The District 4 salmon purse seine fishery will be managed under provisions of the four-year Annex to the Pacific Salmon Treaty for the northern boundary area (Southeast Alaska and northern British Columbia). The Annex requires the District 4 fishery to be managed so that the maximum, four-year (1990 to 1993) total harvest of sockeye salmon prior to statistical week 31 (July 26 in 1992) does not exceed 480,000 fish. In addition, the Annex specifies that when the catch of sockeye salmon in a given year reaches 160,000, no further daily fishing periods will be allowed prior to statistical week 31. Any underage, not to exceed 20% of the Annex ceiling, will be added, and any overage subtracted, from the subsequent four-year period.

Approximately 268,000 sockeye salmon were harvested during the period governed by the PST in 1990 and 1991 combined, leaving 212,000 sockeye available for harvest during the remaining two years of the District 4 PST Annex. The department will attempt to spread the harvest of the remaining sockeye salmon quota evenly across the next two years (i.e., approximately 106,000 sockeye salmon in 1992 and 1993). Due to the alignment of statistical weeks, the 1992 PST period will be three weeks, compared to three and four statistical weeks during the 1991 and 1990 seasons, respectively.

The 1992 season opening date for District 4 is Monday, July 6. The initial open period will be 15 hours. Additional fishing time during the next two weeks may be reduced depending on the catch of sockeye salmon. Purse seine fishermen should anticipate time and area restrictions in District 4 if the harvest approaches the in-season goal of 106,000 sockeye salmon. The conservation of local Alaskan sockeye salmon stocks will also be considered when establishing fishing time.

Beginning in statistical week 31 (July 26) and continuing until District 4 is closed, purse seine management will be based on the magnitude of the pink salmon returns to the inside fishing districts, and the need to harvest a portion of the returns in District 4. During this period, purse seine fishing time in District 4 should not be expected to be more than that allowed for the inside fishing districts. If returns

to inside districts develop below what is needed to meet spawning escapement needs, it may be necessary to curtail fishing time in the District 4 fishery.

Inside Water Pink Salmon Fishery

Intensive aerial surveys of streams supporting early-run pink salmon stocks, primarily Boca de Quadra and east Behm Canal in District 1 and Ernest Sound in District 7, will begin in late June and early July.

Seining in inside waters is expected to begin on Monday, July 6. The initial fishing period will be for 15 hours and will be confined to the southeast portion of Section 1-F. The southernmost section of District 2, south of Scott Point, is expected to open during the second week of the season. Section 7-A may be opened in the vicinity of Anan Creek during the first or second opening.

A conservative management approach will be followed for Clarence Strait in 1992. As in recent years, seining will be limited to the southern portion of District 2 until escapements of pink salmon to northern Clarence Strait, Ernest Sound, west Behm Canal, Cholmondeley Sound, and Kasaan Bay can be adequately assessed. Additionally, no seining should be expected in middle Clarence Strait, along the Ship Island and Tolstoi Shores, until it can be assured that pink salmon spawning escapement goals will be obtained in Districts 6 and 7.

Returns of pink salmon to District 3 are expected to be very good due to above average escapements to all portions of the district in the parent year. If the pink salmon run materializes as anticipated, purse seine fishing may begin in the district in late July.

McDonald Lake Sockeye

The department will monitor the sockeye salmon return to McDonald Lake in Section 1-D, in upper Behm Canal, beginning in early July by aerial surveys and test fishing with purse seine vessels. If a harvestable surplus is evident, a limited seine fishery in the immediate vicinity of Yes Bay will be allowed during mid-July to early August. If a fishery is authorized, the opening will be in conjunction with other seine openings and will be of short duration to minimize impacts on other stocks. It is estimated that the total adult return to McDonald Lake could be as high as 277,000. Harvest rates in recent years for the net fisheries have ranged from 16% to 59% of the total return. The sockeye escapement goal for McDonald Lake is 85,000 fish.

Fall Chum Fisheries

Some watersheds along the east coast of Prince of Wales Island, in District 2, produce late-run chum salmon that have traditionally supported fall purse seine fisheries. Although no formal forecasts are available for these returns, some expectations can be based on parent-year escapements. In the 1988 parent year, escapements were above average in Disappearance Creek and Lagoon Creek, the primary chum salmon spawning systems in Cholmondeley Sound. Chum salmon escapements were average for the Karta River in Kasaan Bay and in Moira Sound streams. Fishermen can expect the first fall-run chum salmon openings around September 10.

Terminal Hatchery Fisheries

For the 1992 season, seine fisheries may occur at the Nakat Inlet and Eastern Passage special harvest areas to harvest fish returning to Southern Southeast Regional Aquaculture Association (SSRAA) enhancement facilities. Additionally, seining may occur in the Klawock Inlet terminal area to harvest coho salmon returning to the Klawock Hatchery operated by ADF&G. No common property seine fisheries are expected for the Neets Bay or Carroll Inlet terminal areas in 1992.

The fisheries in Nakat Inlet and Eastern Passage (Earl West Cove) will be managed jointly with SSRAA, and in accordance with Board of Fisheries management plans. The open areas will be follows:

Nakat Inlet: The waters of Nakat Inlet between 54°50' N. latitude and 54°56' N. latitude.

Eastern Passage: The waters of Eastern Passage south of 56°24'50" N latitude and west of 132°06'21" W. longitude, with all waters of Madan Bay east of a line from the latitude of the channel marker in the narrows to the eastern tip of Channel Island (56°21'48" N. latitude, 132°09'24" W. longitude) to the navigational light on the northern tip of Channel Island to the southernmost tip of Point Madan (56°22'39" N. latitude, 132°09'42" W. longitude).

As of the date this management plan was published, SSRAA had not determined the rotational fishing schedule for Nakat Inlet and Eastern Passage. Once SSRAA finalizes the fishing schedule for these areas, the department will issue a news release listing the open fishing dates. Fishermen should check with the department or SSRAA, prior to fishing to obtain updated fishery information. Fishermen are also requested to ensure that fish caught in terminal areas are reported correctly on the fish tickets. This will enable the accurate documentation of fish taken from the special harvest areas, and allow area-specific catch sampling to determine contributions rates based on recovery of coded micro-wire tags.

NORTHERN DISTRICTS PURSE SEINE FISHERY

1992 Pink Salmon Forecast

The 1992 forecast for northern Southeast Alaska is for a total return of 9,900,000 pink salmon with a harvest estimate of 2,200,000 fish. The total escapement goal for northern Southeast is 12,000,000 pink salmon. Although the overall return prediction is below the total escapement goal, returns in some areas should exceed escapement goals. For example, overall pink salmon spawning escapement goals were achieved in the parent year (1990) in Districts 9, 10, 12, and Hoonah Sound (Section 13-C) and good returns are expected to most streams in these areas. Spawning escapements were variable in Districts 11, 14, and 15 and harvestable surpluses returning to portions of these districts may be limited. Poor spawning escapements to the outside portions of District 13, in Sections 13-A and 13-B, are expected to result in poor returns in 1992.

Management Problems

The total pink salmon return prediction for northern Southeast Alaska of 9,900,000 fish in 1992 is slightly below the overall escapement goal of 12,000,000 fish. Given this small return prediction, it will be very important to assess the overall run strength of the incoming pink salmon return to northern Southeast Alaska as early in the season as possible. Another early-season management concern will be to prevent excessive interception of weak salmon stocks in mixed stock fishing corridors (e.g., Icy Straits and upper Chatham Straits) until run strengths to near-terminal and terminal areas can be adequately assessed.

Management Plan

The northern Southeast Alaska area purse seine fishery management plan consists of separate segments for the outside areas of Sections 13-A and 13-B, the inside water areas, the fall chum salmon fishery, and the Hidden Falls Hatchery terminal fishery.

Inside Fishing Areas

The 1992 seining season will begin on Sunday, June 28, with an initial open period of 15 hours. Directed seining for pink salmon will initially be liberal in those terminal areas where escapement goals were met in the parent year. During the first open periods on Sunday, June 28 and Monday, July 6, seining will be allowed in most of District 10, portions of Tenakee Inlet, and at Hidden Falls in District 12. Areas open during early fishing periods in Tenakee Inlet will depend on assessments of local chum salmon run strength. Port Frederick, in District 14 (Section 14-B) and the outer portions of Section 13-C (Peril Strait) will also be open on June 28 and July 6 to allow for the harvest of an expected surplus of summer-run chum salmon.

Subsequent seining for early-run pink salmon returns will be based upon aerial survey and fishery performance assessments of run strength. Aerial surveys to evaluate incoming pink salmon run strength will begin in late June. Pink salmon catch rates in the Cross Sound troll fishery will also be monitored as an indicator of pink salmon run strength. In addition, a recent analysis conducted by department research staff found that it may be possible to accurately predict the total pink salmon harvest for northern Southeast Alaska from observed incidental catches of pink salmon at the Hidden Falls terminal hatchery fishery during the first three weeks of the season. Finally, the department intends to open a small section of shoreline at Point Augusta, in District 12, in conjunction with other scheduled openings in Tenakee Inlet and Port Frederick. This area is intended to provide an additional assessment of incoming run strength of early-run pink salmon.

By late July, middle and late-run pink salmon returns should begin entering the inside waters of the northern districts. Seining is expected to begin in District 9, Section 9-A, during mid-July near Red Bluff Bay, and in early August near Little Port Walter, where good escapements were achieved in 1990. Openings are also expected in late-July along the Admiralty Island shore in Section 9-B.

Seining in District 12 (Chatham Strait) may expand in late July, depending on the observed run strength of the middle-run pink salmon stocks. The Whitestone Shore area in District 14 may also open in mid-July, with fishing times and areas corresponding to the observed strength of local stocks. The Homeshore area in District 14 may be opened for short periods in mid-August to harvest pink salmon surplus to the spawning needs of streams adjacent to Excursion Inlet. The short openings will be designed to minimize the harvest of non-local salmon stocks.

Hawk Inlet Shore Fishery

The Admiralty Island shoreline between Funter Bay and Point Marsden, in Chatham Strait, is known as the Hawk Inlet Shore. Fishing is allowed in this area to harvest pink salmon stocks migrating northward

to Lynn Canal and upper Stephens Passage. During July, the department will manage the Hawk Inlet Shore in accordance with 5AAC 33.366. **NORTHERN SOUTHEAST SEINE FISHERY MANAGEMENT PLAN**. This management plan stipulates that any portion of the area north of Point Marsden may be open when a harvestable surplus of pink salmon is observed. Openings must also consider the conservation of all species, and the area must be closed during July after 15,000 sockeye salmon are harvested.

A harvestable surplus of pink salmon returning to the Taku River is not expected in 1992 due to low parent-year (1990) escapements. As a result, an early-July seine fishery will not occur in the Hawk Inlet Shore area. Purse seine openings along the Hawk Inlet Shore after mid-July will be based on assessments of abundance of other north-migrating pink salmon stocks in the upper Stephens Passage and Lynn Canal areas. During August, openings along the Hawk Inlet Shore may extend northward to the latitude of Hanus Reef Light when north-migrating pink salmon stock strength warrants. In addition, if north-migrating pink salmon returns are poor, and south-migrating stocks are strong, seining may be allowed only south of Point Marsden.

Hidden Falls Terminal Hatchery Fishery

The Hidden Falls Hatchery, operated by the Northern Southeast Regional Aquaculture Association (NSRAA), expects a total return of approximately 935,000 chum salmon in 1992. Approximately 600,000 will be available for common property harvest in 1992. Initial openings in the terminal harvest area will occur on June 28 and July 6. Further openings will depend on cost recovery and broodstock needs for the hatchery. Fishermen are advised that openings after July 6 at Hidden Falls may be announced on a 24-hour notice.

Fall Chum Salmon Fisheries

Portions of the northern fishing districts support distinct returns of fall-run chum salmon which are harvested by purse seine gear. No formal forecasts are available for these runs. Escapements of fall-run chum salmon during the parent years (1987 and 1988) were generally good and fall fishing opportunities are anticipated in Port Camden, Security Bay, and Excursion Inlet. These fall-run chum salmon fisheries will be managed on the basis of visual observations of run strengths in the bays beginning in mid-August and continuing through September.

Outside Fishing Areas (Sections 13-A and 13-B)

Management of Sections 13-A and 13-B, along the outer coastal areas of Baranof and Chichagof Islands, is distinct from the management of the northern inside fishing areas. Pink salmon returning to streams in Sections 13-A and 13-B appear to enter directly from the ocean and do not pass through major inside migration corridors.

Poor overall pink salmon returns are expected to the outer coastal fishing areas and no general seining is expected until run strengths can be determined. Aerial and vessel surveys will begin in early July. Although poor overall returns are expected, a notable exception may be for returns to Slocum Arm, where parent-year spawning escapements were good. Pending observation of run strength, limited seining could begin there as early as the last week of July.

Summer chum salmon returns will be monitored to determine run strengths beginning in early July. If harvestable surpluses can be identified, fishermen may expect portions of Sections 13-A and 13-B to be open by early to mid-July. Openings to harvest chum salmon may be expected in Slocum Arm, West Crawfish Inlet, Portlock Harbor, and Whale Bay.

Directed fisheries on chum salmon returning to the NSRAA Deep Inlet Special Harvest Area (SHA) in Sitka Sound should not be expected because the entire run will be needed for cost recovery. Any purse seining in the vicinity of these facilities will be based on the need to harvest local pink salmon stocks. In the event surplus hatchery chum salmon are available, they will be addressed via the Deep Inlet Management Plan that was adopted by the Board of Fisheries during its 1991 meeting. The plan provides for the distribution of the harvest of hatchery-produced chum salmon in the Deep Inlet SHA between the purse seine and drift gill net fleets. Openings for purse seines and gill nets will be rotated between net gear groups with a closure between openings to be determined by NSRAA and the department. The ratio of gill net fishing time to purse seine fishing time will be 2 to 1.

Short purse seine openings to harvest sockeye salmon along the outer coast of lower Baranof Island are expected to occur from mid-July to early August. These fisheries will target on sockeye salmon returning to Necker Bay and Redfish Bay.

ADF&G MANAGEMENT PLAN CONTACTS

The following Commercial Fisheries Division Management staff may be contacted regarding this plan:

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The following is a list of telephone numbers that may be called during the fishing season to obtain recorded announcements concerning areas open to purse seine fishing:

Ketchikan	-	(907) 225-6870
Petersburg	-	(907) 772-3700
Sitka	-	(907) 747-5022
Juneau	-	(907) 586-3505

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ADF&G ADA Coordinator, P.O. Box 115526, Juneau AK 99811-5526

U.S. Fish and Wildlife Service, 4040 N. Fairfax Drive, Suite 300 Webb, Arlington VA 22203

Office of Equal Opportunity, U.S. Department of the Interior, Washington DC 20240

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