



# Director's Achievement Awards for 2004

ADF&G Commercial Fisheries Division  
From the Office of the Director, Doug Mecum

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. Candidates for an award are nominated by staff through their respective Regional Supervisors or Section Chiefs. 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. I am pleased to announce that the following individuals have been selected to receive the Director's Achievement Awards for 2004.



**Andy Piston**  
Region I  
Fish and Wildlife  
Technician IV  
Ketchikan



**William (Bill)  
Bechtol**  
Region II  
Fishery Biologist III  
Homer



**Doug Bue**  
Region III  
Fishery Biologist I  
Bethel



**Sharon Stewart**  
Region IV  
Administrative Assistant  
Kodiak



**Bill Templin**  
Headquarters  
Fisheries Geneticist II  
Anchorage



**2004 Meritorious Service Award**  
**Arnie Shaul**  
Region IV  
Fishery Biologist III  
Kodiak



# Director's Achievement Award for Outstanding Service for 2004

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## Andy Piston

Region I • Fish and Wildlife Technician IV • Ketchikan



**A**ndy Piston has worked in the Ketchikan Area Office as a seasonal Fish and Wildlife Technician since 1994. Andy has a vast amount of field experience (weirs, coded-wire tagging, screw traps, seines, mark-recapture, stream counts, limnology

and hydroacoustic sampling, report writing, working with various software, presenting information to the public at fisheries meetings), and he has a thorough understanding of the biological sampling procedures that the department commonly employs. He relishes responsibility, and without exception, he is always eager to take on new assignments and gain more and varied experience within the department. It would not be an exaggeration to say that Andy is very excited to be working for ADF&G.

Everyone who has worked with Andy is familiar with his good-natured style and excessive enthusiasm. He is patient, and provides direction to crew members in a positive and constructive manner. When he has been crew leader at a field camp, the equipment has always been maintained in good working condition, boats and

equipment have been safely secured or stowed away when not in use, and there have been no mishaps, such as overturned boats, rain-soaked satellite phones, submerged shotguns, broken outhauls, or unkempt camps and surroundings, as nearly always plague other camps. He performs his duties in a conscientious, careful, and timely manner, and his meticulous methods ensure that data are always accurate and free of errors. He takes unforeseen problems in stride, and has shown incredibly good judgment in his 10 years in the field. It is worth emphasizing that all of these things are no small accomplishment. Andy's work ethic is such that he consistently achieves exceptional results season after season, task after task.

Andy's work on the 2004 final report for Virginia Lake is a perfect example of the quality of his work. He spent a lot of time looking at the data, reading related literature, discussing the information with numerous knowledgeable people, and then synthesizing the information into a report. This report caught the attention of a respected employee of the USFWS, who had highly positive comments in regards to Andy's work. The level of aptitude and diligence that was favorably commented on by staff from a Federal agency reflects well on the department and demonstrates the high degree of professionalism Andy brings to his job.

We could provide many more examples of Andy's professional accomplishments. He routinely exceeds expectations and we are lucky to have him working for us in Ketchikan.



# Director's Achievement Award for Outstanding Service for 2004

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## William (Bill) Bechtol

Region II • Fishery Biologist III • Homer



**B**ill Bechtol began work at the Fish and Game FRED Division in 1980, working on salmon egg-take and tag-recovery crews in Prince William Sound. From 1981–1989, Bill worked out of Homer on

salmon production projects, focusing on lake stocking and freshwater production. Bill's responsibilities changed dramatically in 1989, when he became the Central Region Groundfish Biologist for the Division of Commercial Fisheries, with responsibilities for commercial groundfish management and research in the Prince William Sound and Cook Inlet areas. In 1996, he assumed the Research Project Leader position in Homer with oversight of stock assessment and forecasting for salmon and herring runs in Lower Cook Inlet and shellfish and groundfish stocks of the northern Gulf of Alaska. As the groundfish and shellfish programs in the northern Gulf of Alaska expanded, Bill's responsibilities were reassessed in 2002. He is presently working as the Research Project Leader responsible for stock assessment of the groundfish and shellfish stocks in the northern Gulf of Alaska.

During this time Bill earned a M.S. degree in Fisheries Science from the University of Alaska on the foraging ecology of juvenile sockeye in Leisure Lake near Homer. Bill attended the NOAA Working Diver Course in 2001, then returned this spring for the Dive Master certification, and is presently serving on the department's dive board. Bill has also been very successful in

obtaining funding for research in the nearshore marine environment. This work included the implementation of a mark-recapture program for estimating black rockfish abundance along the outer Kenai Peninsula and the incorporation of a Remotely Operated Vehicle (ROV) into population assessment work for both groundfish and shellfish. He currently serves as a member of the Gulf of Alaska Groundfish Plan Team for the North Pacific Fisheries Management Council and has been a frequent contributor to meetings of the Alaska Board of Fisheries, Alaska Chapter of the American Fisheries Society, and Lowell Wakefield symposia.

Bill is also very active in fisheries outside of the department including the Alaska Chapter of the American Fisheries Society. He has served as Secretary/Treasurer (1992–1994) and Chapter President (1999–2000). The American Fisheries Society awarded Bill the title of Certified Fisheries Scientist in 1996.

One of Bill's priorities throughout his career with ADF&G (and AFS) has been mentoring students with an interest in fisheries. He's put in additional effort to work with local high school teachers so students could participate in Kachemak Bay trawl surveys. He has also made room for student intern positions in the Homer office, and he's sponsored memberships in AFS for fisheries students within Alaska's University system. These activities go well beyond Bill's position description and highlight his commitment to developing the next generation of fisheries professionals. These activities also underline a couple of Bill's sterling attributes, his positive attitude toward problem solving and his willingness to work cooperatively with other researchers and help support their programs.



# Director's Achievement Award for Outstanding Service for 2004

ADF&G Commercial Fisheries Division • From the Office of the Director, Doug Mecum

## Doug Bue

Region III • Fishery Biologist I • Bethel



**D**oug Bue began his career with the Department of Fish and Game in 1978 as a Fisheries Technician in the Kuskokwim Area while a student at the University of Alaska, Fairbanks. For the past 27 seasons, Doug has been responsible for management and

research duties in the Kuskokwim Area including first hand experience on nearly every project operated in the area. In recent years, Doug has primarily conducted catch monitoring; however, during the 2003 season he took on additional herring and salmon fishery management duties including supervision of the Bethel Test Fish project and conducting herring aerial surveys.

Doug, a seasonal employee, has more seasons in the Kuskokwim Area than any other staff member, and as such he is highly valued for his institutional memory of the area. His long association in the Kuskokwim has garnered him a high level of trust among area fishers, many of whom will speak only with him. He actively participates in preparing for and meeting with the Kuskokwim River Salmon Management Working Group, which is a collective of fishers representing all users in the drainage. His daily fishery updates on the department recorder and through local radio media has him long established as the "Voice of the Kuskokwim Fisheries."

Through his familiarity with the geography and cultures of the area, Doug routinely bridges language and cultural differences to effectively transfer information to area residents. With diligence and attention to detail, Doug was able to ensure compliance with District registration, which was initially implemented during the 2001 season. He explained the purpose of the regulation to the fishers, and followed up with period-by-period fish ticket runs that identified fishers not in compliance. Enforcement of the registration using Doug's information resulted in successful implementation of the program.

Doug has been annually responsible for the maintenance, operation and inventory of the department compound/bunkhouse facility. As such, he is on call; seasonal and permanent staff can call him at home 24 hours a day.

Doug Bue is an extremely dedicated state employee who takes his job very seriously and who strives to complete all his duties to the best of his ability. Doug believes in doing what is right for the resource, and has a great understanding for the people who depend on those resources. He is well respected both by his peers and the public he serves. With all the staffing changes that have occurred during these past 27 seasons, Doug has been a point of consistency that keeps the area program unified, informed, and focused toward achieving the mission of the Division of Commercial Fisheries. We are indeed very fortunate to have Doug working in the Kuskokwim Area, and his collective contributions over the years make him most deserving of the Directors 2004 Outstanding Service Award.



# Director's Achievement Award for Outstanding Service for 2004

ADF&G Commercial Fisheries Division • From the Office of the Director, Doug Mecum

## Sharon Stewart

Region IV • Administrative Assistant • Kodiak



**S**haron Stewart is the Westward Region Administrative Assistant. She also certifies payroll and travel authorizations, reconciles petty cash, and supervises the ordering of supplies, inventory, and

maintenance of the copiers and telephone system. This combination of duties makes Sharon of central importance to all area and regional staff.

Ms. Stewart began her work with ADF&G as a Clerk Typist III in 1989, and progressed through data processing and payroll clerk positions to being promoted in 1999 as a Personnel Assistant. While performing human resource duties she has been reclassified several times. She is now a full time Administrative Assistant.

Sharon keeps up on the newest information and forms on personnel and payroll issues and she does an excellent job of explaining hiring procedures and ensuring that those procedures are followed. She gives a presentation to all project managers before each field season, informing them of all the rules and regulations, hiring practices and payroll issues. During the rest of the year, Sharon helps all staff weave their way through the intricacies of the state's personnel rules, oftentimes saving them time and energy, let alone the frustration of not engaging these issues correctly.

Sharon is very flexible in accommodating and coordinating the demands placed on her by the various employees in the region. She always exhibits a helpful and responsive attitude and has developed a reputation that any question asked her will be answered accurately and with alacrity. Sharon has earned the appreciation of everyone who has worked with her. Her dedication to service, her competence and her constant good humor warrant recognition by the Director's Award; they certainly have earned her the respect and regard of all her colleagues.



# Director's Achievement Award for Outstanding Service for 2004

ADF&G Commercial Fisheries Division • From the Office of the Director, Doug Mecum

## Bill Templin

Headquarters • Fisheries Geneticist II • Anchorage



**B**ill Templin has worked with the Gene Conservation Laboratory in Anchorage since 1994 where he serves as the Statewide Salmonid Geneticist. He currently oversees the statewide chinook and chum salmon programs.

Bill grew up in Alaska, went outside to Wheaton College in Illinois for his B.S. degree in Biology, and then returned in 1990 to the University of Alaska Fairbanks in Juneau for a M.S. degree in Fishery Science. His Master's project was a study of run reconstruction of the wild pink salmon fishery in Prince William Sound under Drs. Collie and Quinn. He first joined the department and the laboratory as a graduate student intern while completing his degree. Upon completion, he accepted a Fishery Biologist I appointment and began expanding his expertise into theoretical population genetics and its application to fishery management. As a result of his outstanding contributions, he has advanced through the positions of Fishery Biologist II and III and now serves as a Fisheries Geneticist II.

Bill has applied his understanding of the laboratory aspects of molecular genetics and his background in quantitative fishery sciences to the most complex genetic stock identification projects. In the mid-1990s he was the Genetics Project Leader on the in-season analysis

of Cook Inlet sockeye salmon where he oversaw the laboratory's in-season stock identification program estimates, producing estimates of stock composition in 30 hours or less. Concurrently he supervises the study of diversity of sockeye salmon in the Chignik Lakes system. Beginning in 2001, he took over responsibility and supervision of the laboratory's chinook salmon programs, including the very extensive project monitoring Southeast Alaska chinook salmon troll, net, and sport fisheries year round. In addition, he supervises projects on the chinook and chum projects on the Yukon and Kuskokwim rivers.

Bill is exceptional in his grasp of both the molecular and quantitative sides of the projects. He has been instrumental in developing the quantitative methods and software in use in the laboratory today. His dedication to the department was exemplified when he picked up the duties of the genetics biometrician on three separate occasions between changes of personnel. His knowledge and participation has allowed continuity in the analyses that would otherwise have been lost.

Bill Templin is a mentor to lower-level staff, both on the laboratory and biometrics issues, and is selfless with his time and expertise. He is an extremely dedicated state employee who takes his job very seriously and strives to complete all projects accurately and to the best of his ability while staying abreast of the rapid changes in the field of population genetics. In his spare time, Bill keeps up with his four children and finds time for community service. His dedication and service to the division and department warrants recognition of the Director's Award for the Division of Commercial Fisheries.



# Director's Achievement Award for Meritorious Service for 2004

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## Arnie Shaul

Region IV • Fishery Biologist III • Kodiak

### 2004 Meritorious Service Award



**A**rnold (Arnie) R. Shaul is currently the Westward Region salmon Area Management Biologist for the Aleutian Islands and Atka-Amlia Islands and part of the Alaska Peninsula Management Area. In prior years Arnie was the sole salmon and herring Area

Management Biologist for all of the Aleutian Islands and Alaska Peninsula; previously he was also the Chignik Area Management Biologist.

Arnie Shaul began his career with the Alaska Department of Fish and Game in 1965 as a seasonal employee in Cordova, tagging and recovering sockeye salmon on the Copper and Bering Rivers. In 1966 and 1967 he worked at various salmon-counting weirs on Kodiak Island. In 1968 he worked at the Chignik weir. In 1969 Arnie worked on the pink salmon pre-emergent project in Kodiak, and in September became a permanent ADF&G employee as the Assistant Area Management Biologist in the Alaska Peninsula and Aleutian Islands Management Areas. In 1972 and 1973 the South Peninsula/Chignik areas pink salmon pre-emergent program was also added to his duties. In May 1973 Arnie was promoted to the Chignik Area Management Biologist job and remained at that position through 1978. In 1979 he became the Area

Management Biologist for the Alaska Peninsula and Aleutian Islands Management Areas.

The Alaska Peninsula and Aleutian Islands have the largest coastline of any finfish management area in the state. The area includes all waters of Alaska in the North Gulf of Alaska west of Chignik, in the Bering Sea coast west of Cape Menshikof, and throughout the Aleutian Islands. During Arnie's forty-year tenure with the department, he has managed some of the state's most controversial fisheries, most notably the South Unimak and Shumagin Islands June (aka False Pass) fisheries.

Arnie has exhibited a strongly modulated and impressively effective management style that has not only assured the integrity of those resources in his charge but has also earned him the longstanding regard of colleagues and fishermen alike. He has developed and shared an encyclopedic knowledge of the distribution and abundance of salmon stocks in these remote regions of Alaska, earned through countless aerial surveys in some of the toughest conditions imaginable. Through it all he has developed a reputation for a cast-iron stomach, a hardwood posterior, a bottomless bladder, and a boundless memory. He also displays a real-world pragmatism that provides a firm foundation for the future of the Westward Region salmon program.

In recognition of Arnie's forty years of dedicated service to the Alaska Department of Fish and Game, the people of the State of Alaska, and the resources of the Great Land, he is awarded the 2004 Meritorious Service Award for the Division of Commercial Fisheries. His kind will not soon be met again.