



# Director's Achievement Awards for Outstanding Service for 2006

ADF&G Division of Commercial Fisheries • From the Office of the Director, John Hilsinger

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 2006.



Leon Shaul  
Region I,  
Fishery Biologist III,  
Juneau



William Bergmann  
Region I,  
Fishery Biologist III,  
Petersburg  
Director's Achievement  
Award for Meritorious  
Service



Tom Jarvis  
Region II,  
Analyst/Programmer IV,  
Anchorage



Pat Shields  
Region II,  
Fishery Biologist II,  
Soldotna



Mick Leach  
Region III,  
Fish and Wildlife  
Technician III,  
Emmonak



Linda K. Brannian  
Region III,  
Fishery Biologist IV,  
Anchorage  
Director's Achievement  
Award for Meritorious  
Service



Joseph D. Urban  
Region IV,  
Fishery Biologist III, Kodiak



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## Leon Shaul

### Region I, Fishery Biologist III, Juneau

Leon Shaul has worked for the Region I Coho Research Program since 1981 and has been Project Leader for this program since 1989. He began his career with a comprehensive review of research directed towards improving management of coho salmon stocks in Southeast Alaska. By developing and implementing programs for coded-wire-tag coho indicator stocks, count escapements, and quantify freshwater survival, smolt outmigration, and marine survival, he has significantly increased our understanding of coho population dynamics. Leon has worked extensively with management biologists to develop and implement management plans and stock assessment programs, to compile and analyze fishery performance data inseason to produce accurate forecasts of return strength, and to facilitate successful abundance-based management of directed coho fisheries.

Leon also works closely with the Board of Fisheries and is a member Pacific Salmon Commission's Coho Technical Committee. His expertise in the dynamics of coho



escapement, freshwater habitat utilization, smolt production, marine survival, and forecasting have been instrumental in resolving sensitive coho issues in the Northern Boundary Technical Committee. Data from his programs are also routinely used in northern British Columbia as primary management tools to evaluate annual returns and determine inseason abundance-based management actions for local coho stocks.

Leon worked alongside Canadian researchers to investigate poor returns of coho salmon to some northern British Columbia systems. Through this work, it was determined that these poor returns were not due to overfishing, thereby avoiding unnecessary restrictions on Alaskan coho fisheries. He was also a significant contributor to a North Pacific Anadromous Fisheries Commission and North Pacific Marine Science Organization symposium on "The status of Pacific salmon and their role in North Pacific marine ecosystems." Leon Shaul is widely recognized as an extremely hardworking and dedicated biologist, who is well deserving of the Director's Achievement Award for 2006.



# Director's Achievement Award for Meritorious Service for 2006

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## **William Bergmann Region I, Fishery Biologist III, Petersburg Director's Achievement Award for Meritorious Service**

William Bergmann began his long career with the department in 1972 after receiving his BS degree in Fisheries at Oregon State University. As a life-long resident of Petersburg, he gained valuable experience as a crew member on a seine boat. After 3.5 years as Assistant Area Management Biologist for Petersburg, William was promoted to Area Management in Biologist, a position he has held for 31 years. He will soon have worked for the department for 35 years. William approaches his job with dedication and high standards. He has always managed to project a sense of enjoyment of both his work and the people he has encountered through the years. William's combination of job enjoyment and unwavering job purpose has been an infectious combination that has provided motivation and inspiration for fledgling biologists and allowed his supervisors to gladly accept his mentoring. He has worked with the Alaska Board of Fisheries since 1976, been associated with the Pacific Salmon Treaty since its inception in 1985, logged 6,000 hours counting salmon from the back seat of a Super Cub, and completed over 2,000 SCUBA dives counting herring eggs, sea cucumbers, urchins, abalone, geoducks and documenting underwater habitat. His hours spent walking streams, jet boating on the Stikine River, estimating herring sets, or watching sonar screens are countless. William's greatest accomplishment, as with other area biologists around



the state, may very well be the many individual management decisions opening and closing the various fisheries. William's diligence applied to these daily decisions has resulted in healthy, sustainable fisheries in the Petersburg area. During over 34 years as a fishery manager, his harvests total an impressive 300,000 kings, 7 million sockeye, 6.5 million coho, 200 million pink, and 21.5 million chum salmon, for a total of 343,000,000 salmon. However impressive these numbers, it is important to recognize where the fisheries have been: from 1973 to 1976 region-wide harvests of pink salmon were only 4-6 million. Not opening fisheries is always the most difficult decision a manager must make, and the historical perspective William has contributed deserves special recognition. After a 30-plus year conservation closure for Stikine River Chinook stock rebuilding, new regulations were implemented providing directed, abundance-based drift gillnet, sport, and troll fisheries. William worked within the Pacific Salmon Treaty arena to accommodate Canadian management interests, chaired a public task force to develop consensus between gear groups and communities for equitable harvest sharing agreements, and finally worked within the Board of Fisheries arena to finalize complex details of a new management plan. Mr. Bergmann's numerous accomplishments are widely recognized and appreciated with this year's Director's Achievement Award for Meritorious Service.



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## Tom Jarvis

### Region II, Analyst/Programmer IV, Anchorage

Tom Jarvis began his career with the Alaska Department of Fish and Game as a Commercial Fisheries Analyst/Programmer in the Anchorage office in 2002. Tom graduated from many colleges and sought knowledge in many areas; math, outdoors recreation, computer science, quantitative science, and statistics. Tom taught high school math and computer science for 23 years in Alaska beginning in 1979 in Nome. Tom also taught students in Valdez, Fairbanks, and across the world in Victoria, Yea, and Australia. Tom, along with his students, was one of the original computer programmers to track the Iditarod Sled Dog Race in the 1980s using the first computers.



fishery information and statistics, emergency order openings, and news releases directly to the Internet for public information. Both programs were initially created for Bristol Bay, but they were so popular they were expanded to include Cook Inlet, and Prince William Sound. Later, thanks to Tom, the online news release system was expanded to include all of the Arctic-Yukon-Kuskokwim region fisheries.

In 2002, Tom started his dream job with the Department of Fish and Game. Tom's talents were used to build sophisticated programs and database applications used by management staff to monitor harvest and escapement of commercial salmon fisheries in Bristol Bay, Prince William Sound, and Cook Inlet. Tom was also crucial in building and supporting an Internet based program for an online inseason report system and an online news release system—powerful tools—that gave area managers in field offices the ability to publish

Not only did Tom's work help to conserve and manage salmon populations, he also proved to be a tremendous resource to staff by taking requests for side projects in addition to his main responsibilities. Tom was selfless with his time and expertise often taking calls at home from frantic staff on evenings and weekends to troubleshoot problems during the peak of fisheries. Tom is an example of an extremely dedicated state employee, working many hours and late nights, striving to do the best job possible for the resources and the people of the State of Alaska. His service is rewarded with the Director's Achievement Award for Outstanding Service. Tom passed away in June 2007. Director Hilsinger will present the award to Tom's wife and family.



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## Pat Shields

### Region II, Fishery Biologist II, Soldotna

Pat Shields has worked for the Department of Fish and Game for 25 years in the Soldotna office. Pat came to the department as an eager outdoors kid from Idaho and started his Fish and Game career in the FRED Limnology Lab in Soldotna. He quickly established himself as someone who could get almost any job done, under budget and with exemplary results. Pat was one of the department's pioneers in studying freshwater aspects of salmon production.

In the late 1990s, Pat became the Assistant Area Management Biologist for Upper Cook Inlet. Pat has utilized the many years of outdoor experience gained hunting, fishing, and logging as well as commercial fishing to carry out and survive the many projects he has been part of. Pat often serves as one of the primary public contacts regarding commercial and personal use/subsistence fisheries for salmon, herring, shellfish



and groundfish in the Cook Inlet Area. The commercial salmon fishery in Upper Cook Inlet is one of the most stressful and contentious fisheries in the state. Intense public competition for limited salmon resources from this area frequently results in disgruntled members of the

public making contact with the Soldotna office. Pat handles these public contacts with compassion and in a very professional manner. His diligence, professionalism, craftsmanship, and ability to get any and all jobs done, set a very high standard for his co-workers and other peers.

Pat also keeps the Soldotna computer network running and helps keep the Soldotna office online. Pat's computer skills are without question the most advanced in the Soldotna office making Pat the go-to guy when there is any computer problem. Pat Shields is richly deserving of the 2006 Director's Achievement Award for Outstanding Service.



# Director's Achievement Award for Outstanding Service for 2006

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## Mick Leach

### Region III, Fish and Wildlife Technician III, Emmonak

Mick Leach began his career with the Department of Fish and Game in 1974 as a fisheries technician in the Bristol Bay area while studying at the University of Alaska, Fairbanks. As a seasonal employee for over two decades, he has worked on a wide variety of projects including salmon and herring test fishing, fishery monitoring, sockeye smolt assessment, and weirs and counting towers in Prince William Sound, Kodiak, Bristol Bay, and the Arctic-Yukon-Kuskokwim Region. Mick's most enjoyable time with the department was likely his time spent in Bristol Bay fyke netting smolt in the Naknek River during the 1970s and the initial years of the Eastern Bering Sea herring projects during the early 1980s.

His experience and understanding of the department allow him to be a very effective field crew leader. Mick displays exceptional ability to transfer his many years of fisheries experience to a new generation of technicians in a patient and pleasant way. Mick sets a high standard for others to follow regarding personal safety, boat operations, and an attention to detail when collecting data. Mick exhibits a work ethic that is highly



commendable. He is an extremely dedicated state employee who takes exceptional pride in his work, diligently striving to complete all of his duties to the best of his abilities. Mick is committed to doing what is right for the resource and for the people who use it. The cultural awareness

Mick displays for the native communities he has worked within is unsurpassed. It is not uncommon to hear Mick conversing in Yupik with local residents to effectively bridge language and cultural differences to effectively transfer information.

Over the course of the last decade Mick has found himself as a lead technician operating various test fishing projects for the Yukon Management area including the Cape Romanzof herring and the Lower Yukon test fishery programs. In 2007, Mick provided the primary technical support for a new study, involving local fishers test fishing to collect comparative mesh size catch data for Chinook and summer chum salmon. Always eager to learn and take on a new challenge, Mick is well deserving of the Director's Achievement Award for Outstanding Service.



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## **Linda K. Brannian** **Region III, Fishery Biologist IV, Anchorage** **Director's Achievement Award for Meritorious Service**

Linda Brannian began her career with the department as a Biometrician II in the Arctic-Yukon-Kuskokwim (AYK) Region on January 17, 1983. Linda worked on a wide variety of AYK projects, including, data management, computer fish ticket processing, analysis of high seas chum salmon tagging data, data entry programs, and review of research reports. Linda's efforts immediately improved research project design, planning, and reporting throughout the region.

In 1988, Linda transferred to Central Region as the Regional Biometrician and later as Regional Management Biologist. In this role she authored (or coauthored) numerous scientific reports and assisted regional and area staff with a wide array of research projects. Among these projects were Kenai sockeye salmon juvenile and smolt studies, interception of Upper Cook Inlet salmon in Kodiak, salmon escapement goals, herring and salmon forecasts, oil spill restoration projects, and manuscript review. As a Regional Management Biologist, Linda supervised management in Upper and Lower Cook Inlet.



Returning to AYK Region in 2001 as Regional Research Biologist, Linda supervised the region's research program, administered numerous grants, chaired the Yukon River Joint Technical Committee, sat on the Scientific/Technical Committees for the Norton Sound Salmon

Research and Restoration Fund and the AYK Sustainable Salmon Initiative, and co-chaired escapement goal review teams. Of particular importance was her work in developing a comprehensive AYK salmon database. This project alone will pay dividends to researchers, managers, and the public far into the future.

Her hard work, dedication and vast knowledge of the fisheries and research programs in Central and AYK Regions will be sorely missed. Because of her burning dedication and her many contributions to the research and management programs of the AYK and Central Regions, we honor Linda with the 2006 Director's Achievement Award for Meritorious Service.



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## Joseph D. Urban Region IV, Fishery Biologist III, Kodiak

Joseph D. (Dan) Urban's responsibilities include a wide variety of crab, miscellaneous shellfish, and groundfish fisheries. He has maintained Region IV's nearshore marine fisheries research and development program since 1998. Dan's marine fisheries work began in 1982 as a Fishery Biologist I collecting data on commercial crab fisheries. He continued this type of work as a Fishery Biologist I and II in Sand Point, Cordova, and in Kodiak. He became a Fishery Biologist III in 1998. He has tremendous experience collecting biological and management data dockside during deliveries, on stock assessment surveys, and at-sea on commercial fishing and processing vessels. He has a strong background in a wide variety of fisheries management issues as an assistant area management biologist and in working with the public and industry as a representative of the department.

In his present fisheries research position, Dan addresses harvest strategies for Gulf of Alaska Tanner crab, incidence of bitter crab disease,



hybridization of Tanner and snow crab, seasonal distribution of crab and groundfish, marine habitat assessment, surveys for sea urchins, sea cucumbers, horse clams, and rockfish, tagging studies on Pacific cod and rockfish, food habits of Pacific cod, size at maturity of Dungeness crab, geographic trends in size at maturity of Tanner crabs, and the potential for a sea urchin fishery in the Pribilof Islands. Throughout these endeavors

he has been highly innovative, often applying new technologies. He has worked cooperatively with researchers from other agencies and universities and with a fishery Community Development Quota group. Since being hired into his present position he has received over \$1 million in grants for conduct of more than 30 projects. He regularly presents results of his work at scientific symposia and meetings. Throughout his career with the department Dan Urban has been noteworthy in his intelligence and creativity in identifying and solving problems. Dan richly deserves the Director's Achievement Award for his contributions to the division.