

Fish Program



Jim Scott, Assistant Director

Commission Presentation
December 2-3, 2011 Olympia

Washington Department of Fish and Wildlife
Information subject to change and amendment over time



Presentation Outline

- **Fishing & Northwest Lifestyle**
- **Authorizing & Management Environment**
- **Budget & Staff Resources**
- **Strategic, Performance-Based Management**
 - SWOT Analysis (Strengths, Weaknesses, Opportunities, Threats)
 - Strategic Initiatives



Northwest Lifestyle

Washington residents think:

- 94% - nature is accessible/inviting
- 84% - salmon are important to economy
- 82% - nature needs to be protected
- 78% - salmon are important to quality of life
- 64% - interested in fishing





Agency Mandate

"...preserve, protect, perpetuate, and manage the wildlife and food fish, game fish, and shellfish in state waters and offshore waters" (RCW 77.04.012)

- **Fundamental shift - conservation priority**
 - **Statewide Steelhead Management Plan**
 - **Hatchery & Fishery Reform Policy**
 - **Puget Sound Rockfish Conservation Plan**
 - **21st Century Salmon & Steelhead**



Agency Mandate

"In a manner consistent with this goal, the department shall seek to maintain the economic well-being and stability of the fishing industry in the state." (RCW 77.04.012)

- **Fishing means business & jobs**
 - **>\$2.5 billion economic activity & 28,000 jobs**

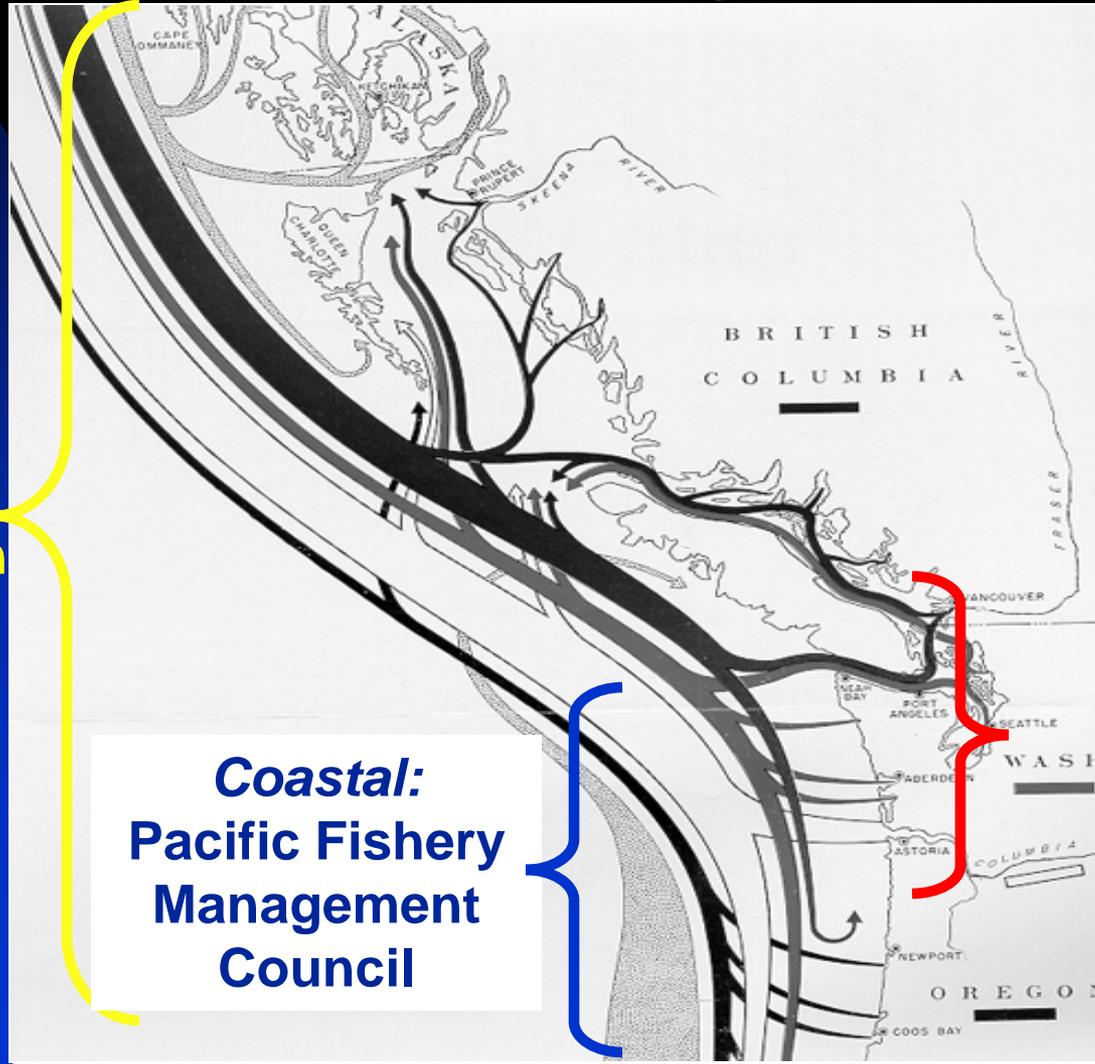


Authorizing & Management Environment

- FWC Policies
 - 21 fish policies
- State Statutes & WACs
 - 150 pages of statutes
 - >400 WACs
- Federal Statutes
 - Magnuson-Stevens Act
 - Endangered Species Act
 - Columbia River Compact
- Federal Court Orders
 - US v Washington
 - US v Oregon
- Treaties
 - Stevens, Palmer Treaties
 - Pacific Salmon Treaty
 - International Pacific Halibut Commission



Authorizing & Management Environment Complexity!



**Coastwide
Pacific Salmon
Treaty**

**Coastal:
Pacific Fishery
Management
Council**

**Inside Waters:
WDFW, ODFW,
Tribes**



Budget & Staff Resources Organizational Structure

Jim Scott
Assistant Director

Jo Wadsworth
Deputy Assistant Director

Craig Burley
Fish Management

Heather Bartlett
Hatcheries

Erik Neatherlin
Acting Science Manager

Christy Vassar
Administration

John Whalen
R-1

Jeff Korth
R-2

John Easterbrooks
R-3

Annette Hoffman
R-4

Pat Frazier
R-5

Ron Warren
R-6



Budget & Staff Resources

Revenue & Customers

Recreational Fishing License Sales

- ~\$50 million per biennium

Fishing Targets

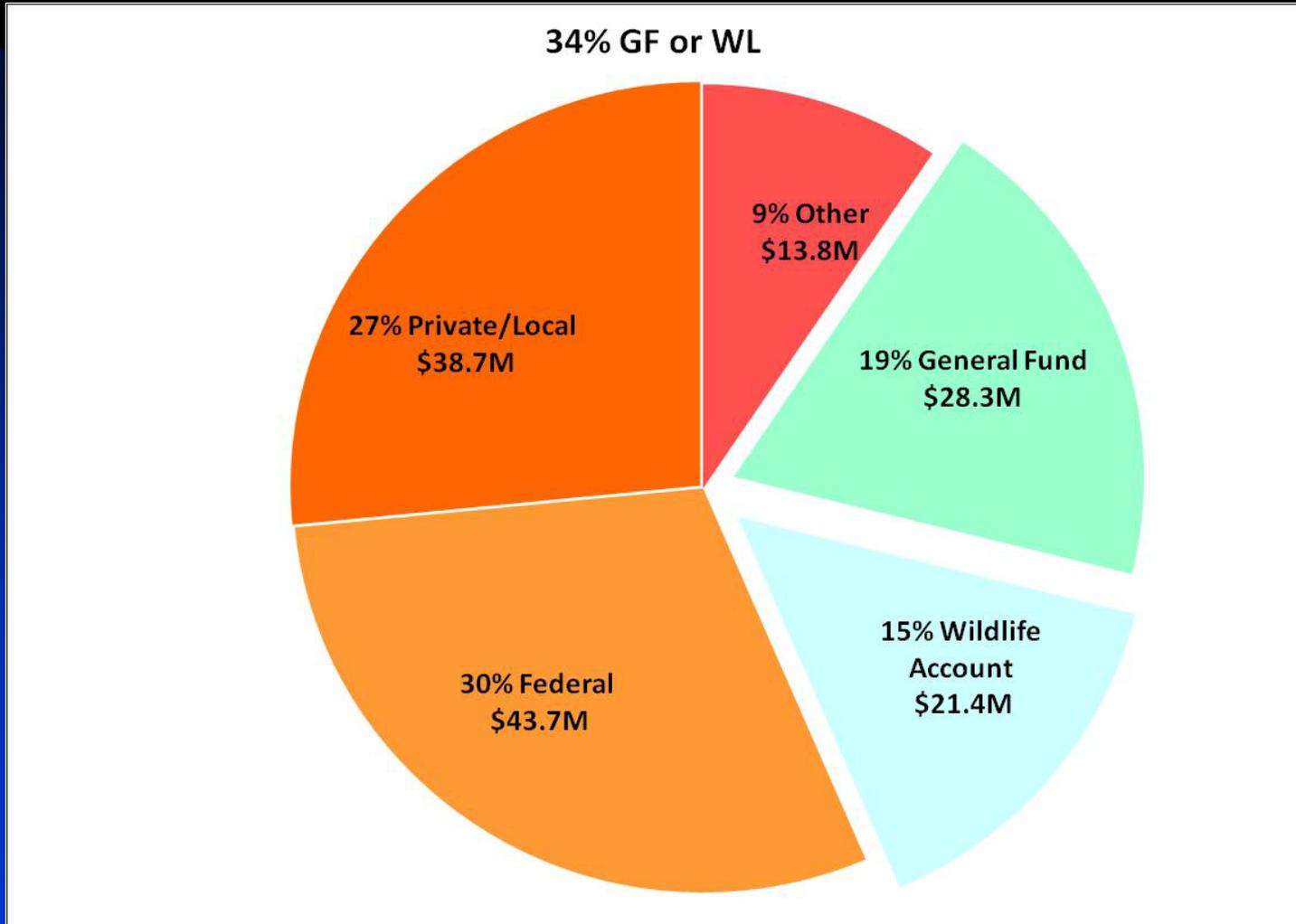
- 35% Trout
- 25% Salmon
- 23% Warmwater
- 11% Steelhead
- 5% Shellfish
- <1% Marine Fish





Budget & Staff Resources

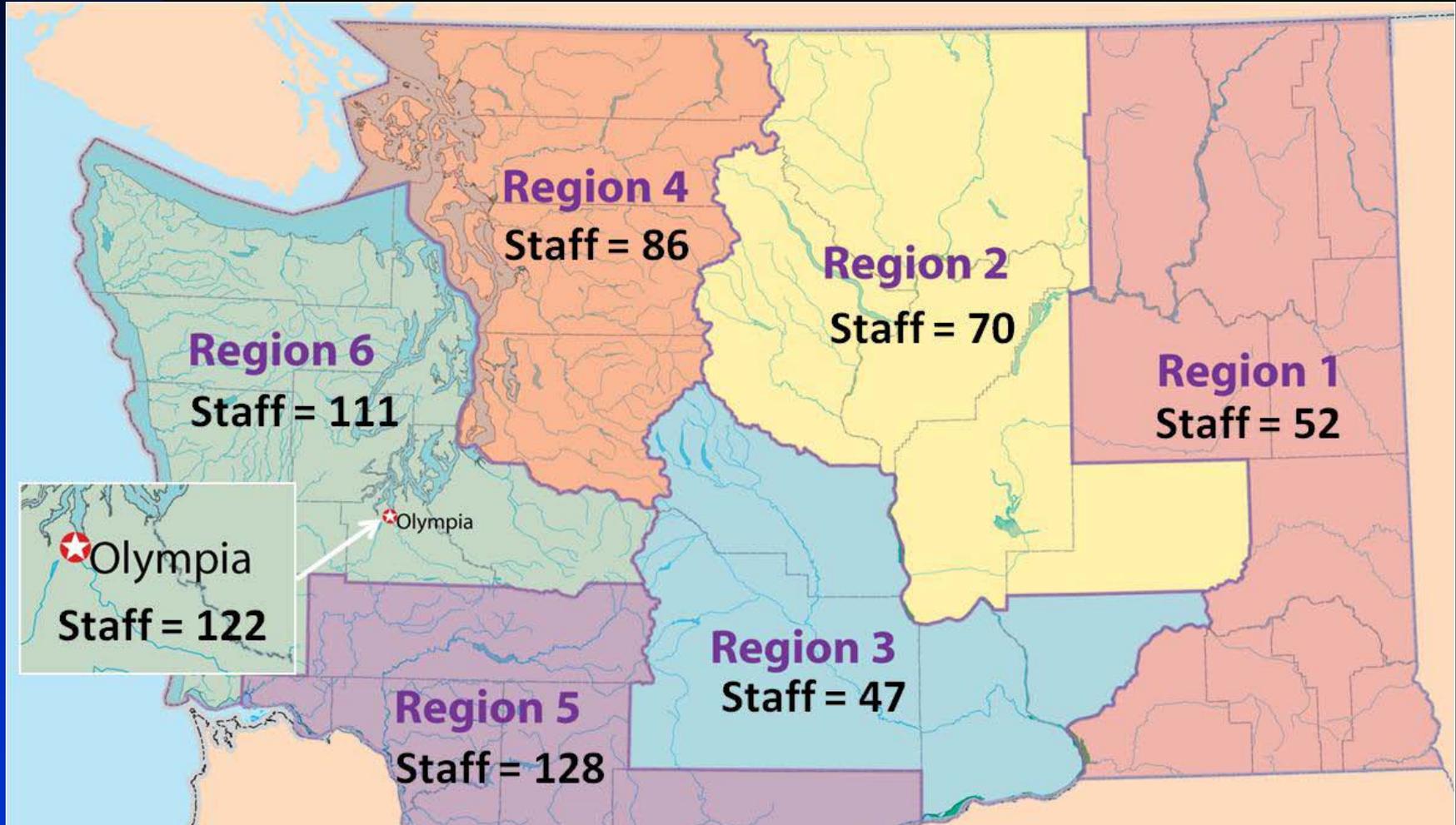
\$146M Operating Budget





Budget & Staff Resources

616 Permanent Staff





Budget & Staff Resources Activities



Native Fish Recovery

- 247 FTEs
- \$44 million



Fish Production

- 289 FTEs
- \$62 million



Fisheries Management

- 198 FTEs
- \$39 million



Aquatic Invasive Species

- 10 FTEs
- \$1.5 million



Strategic, Performance-Based Management



Step 1. Assess the environment!



SWOT Analysis

Strengths, Weaknesses, Opportunities, Threats

Five Key Challenges

- 1) Low employee satisfaction**
 - Fish Program average lowest in agency



SWOT Analysis

Five Key Challenges

1) Low employee satisfaction

2) Substantial reduction in funding

- 36% reduction in hatchery production since merger
- \$9 million reduction in GF/WL budget since 07-09



SWOT Analysis

Five Key Challenges

- 1) Low employee satisfaction
- 2) Substantial reduction in funding
- 3) **Severely constrained fishing opportunities**
 - 63% reduction in Puget Sound angler trips from 1986-1990 average



SWOT Analysis

Five Key Challenges

- 1) Low employee satisfaction
- 2) Substantial reduction in funding
- 3) Severely constrained fishing opportunities
- 4) Hatchery program risks to wild salmonids
 - ~25% programs met broodstock standards in 2008



SWOT Analysis

Five Key Challenges

- 1) Low employee satisfaction
- 2) Substantial reduction in funding
- 3) Severely constrained fishing opportunities
- 4) Hatchery program risks to wild salmonids
- 5) **Substantial conservation concerns**
 - > 125 ESA-listed populations of salmonids
 - < 22% of Puget Sound rockfish species Healthy



Strategic, Performance-Based Management



Strategic Initiatives:

- ✓ Increase Employee Satisfaction
- ✓ Improve Inland Fishing
- ✓ Reduce Hatchery Risks
- ✓ Restore and Protect Puget Sound Rockfish
- ✓ Fully Implement Mark-Selective Fisheries



Strategic Initiative Increase Employee Satisfaction

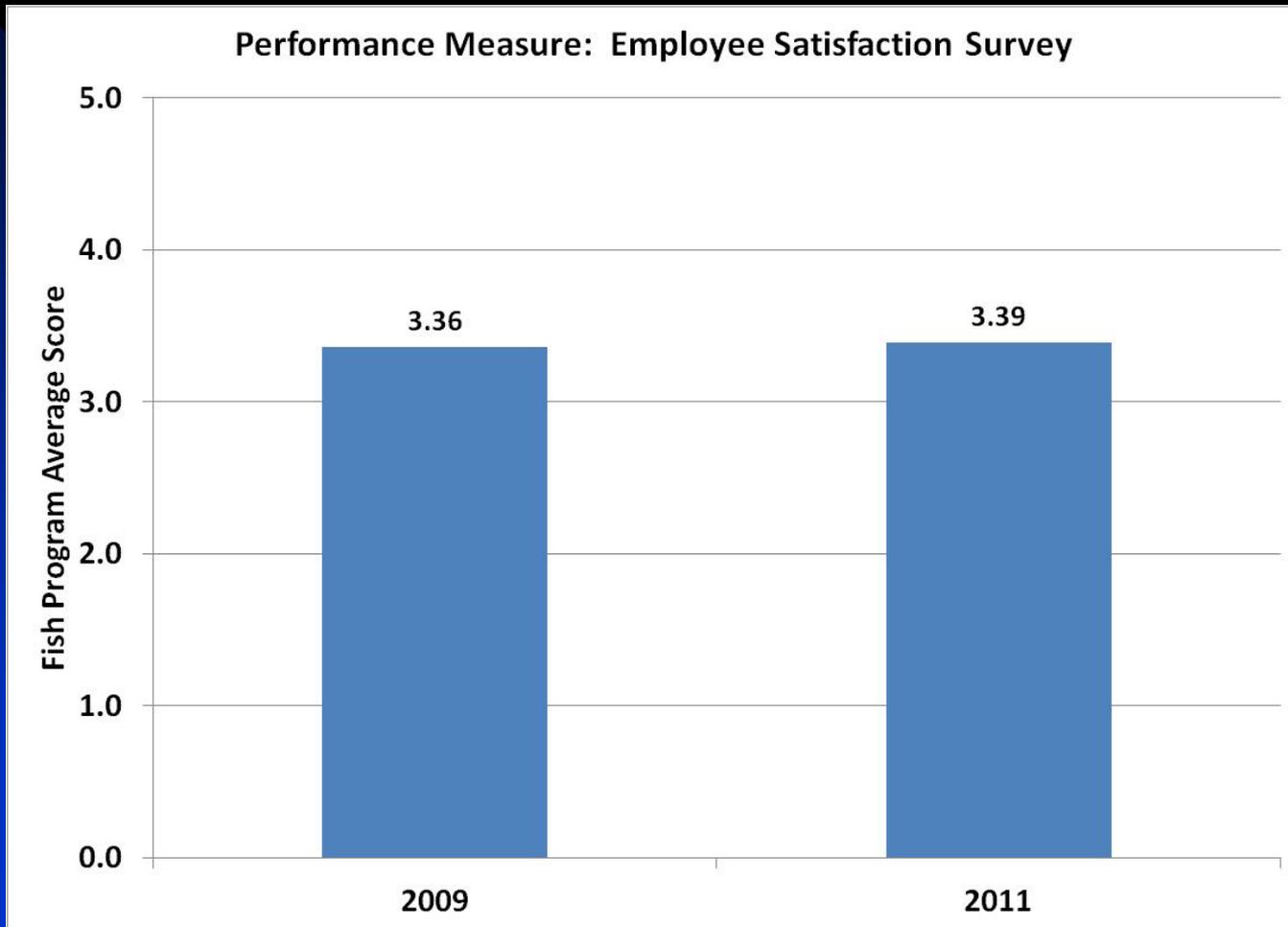
Activities:

- Conduct frequent formal and informal meetings with staff
- ~150 improvements identified in 2010 regional visits
- Two focus areas:
 - ✓ Opportunities to learn & grow
 - ✓ Tools & resources





Strategic Initiative Increase Employee Satisfaction





Strategic Initiative Improve Inland Fishing

Activities:

- Stocking plan for larger trout and consistently good catch rates
- Marketing plan

Performance Measure:

- 10% increase in freshwater and combined license sales



Responsive Management



2011 MARKETING PLAN FOR THE WASHINGTON
DEPARTMENT OF FISH AND WILDLIFE'S
INLAND FISHERIES PROGRAM

Prepared for the Washington Department of Fish and Wildlife
by Mile Creek Communications, LLC and Responsive Management

2011



Strategic Initiative

Reduce Hatchery Risks

(Hatchery and Fishery Reform Policy)

"...to advance the conservation and recovery of wild salmon and steelhead by promoting and guiding the implementation of hatchery reform." (Policy C-3619)

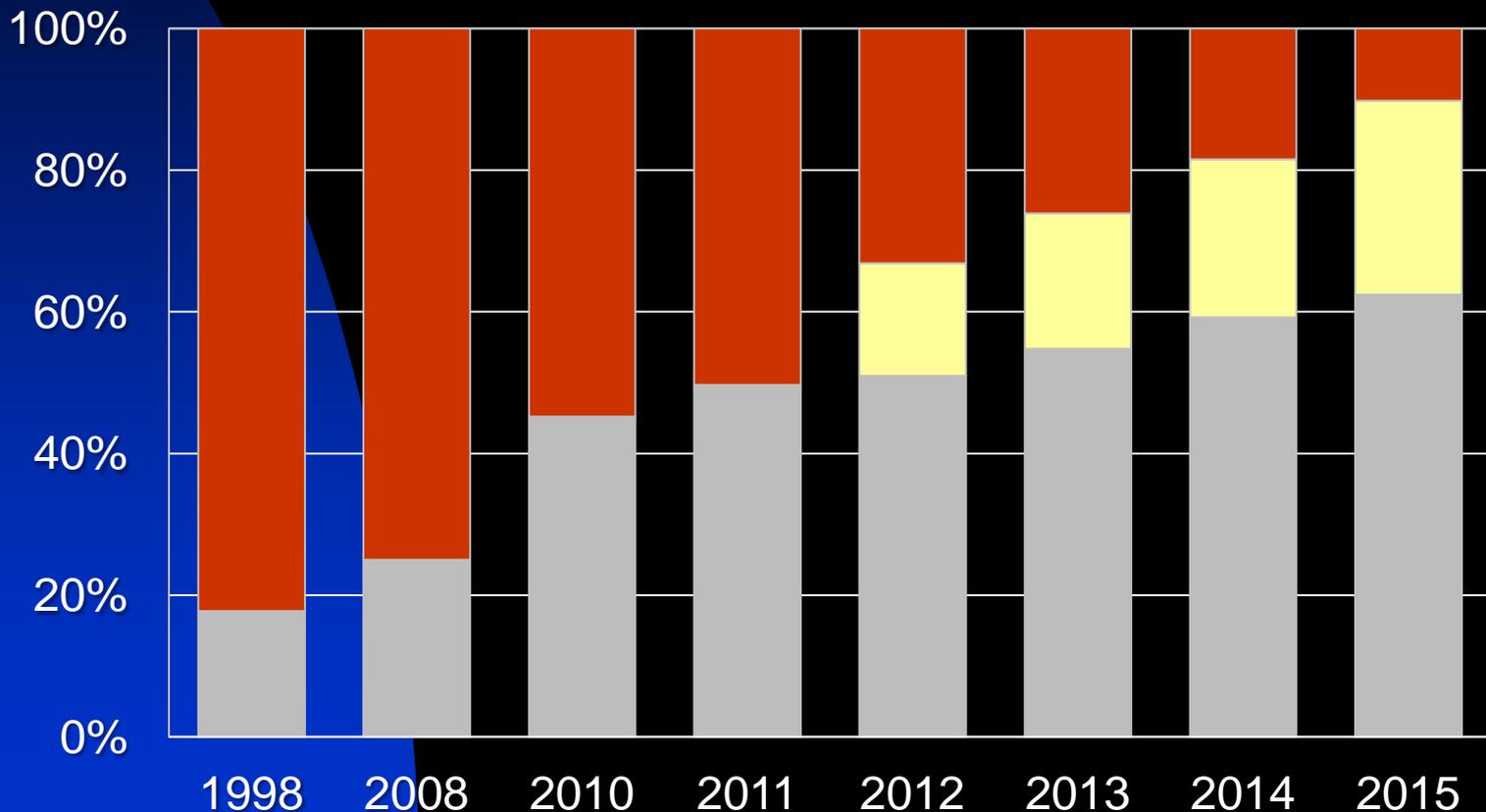
Activities:

- Complete watershed plans to implement hatchery reform
- Develop 10-year capital plan for passage requirements
- Implement improved broodstock management



Strategic Initiative Reduce Hatchery Risks (Hatchery and Fishery Reform Policy)

Performance Measure: % Programs Meeting Standards





Strategic Initiative

Restore and Protect Puget Sound Rockfish (Puget Sound Rockfish Conservation Plan)

Activities:

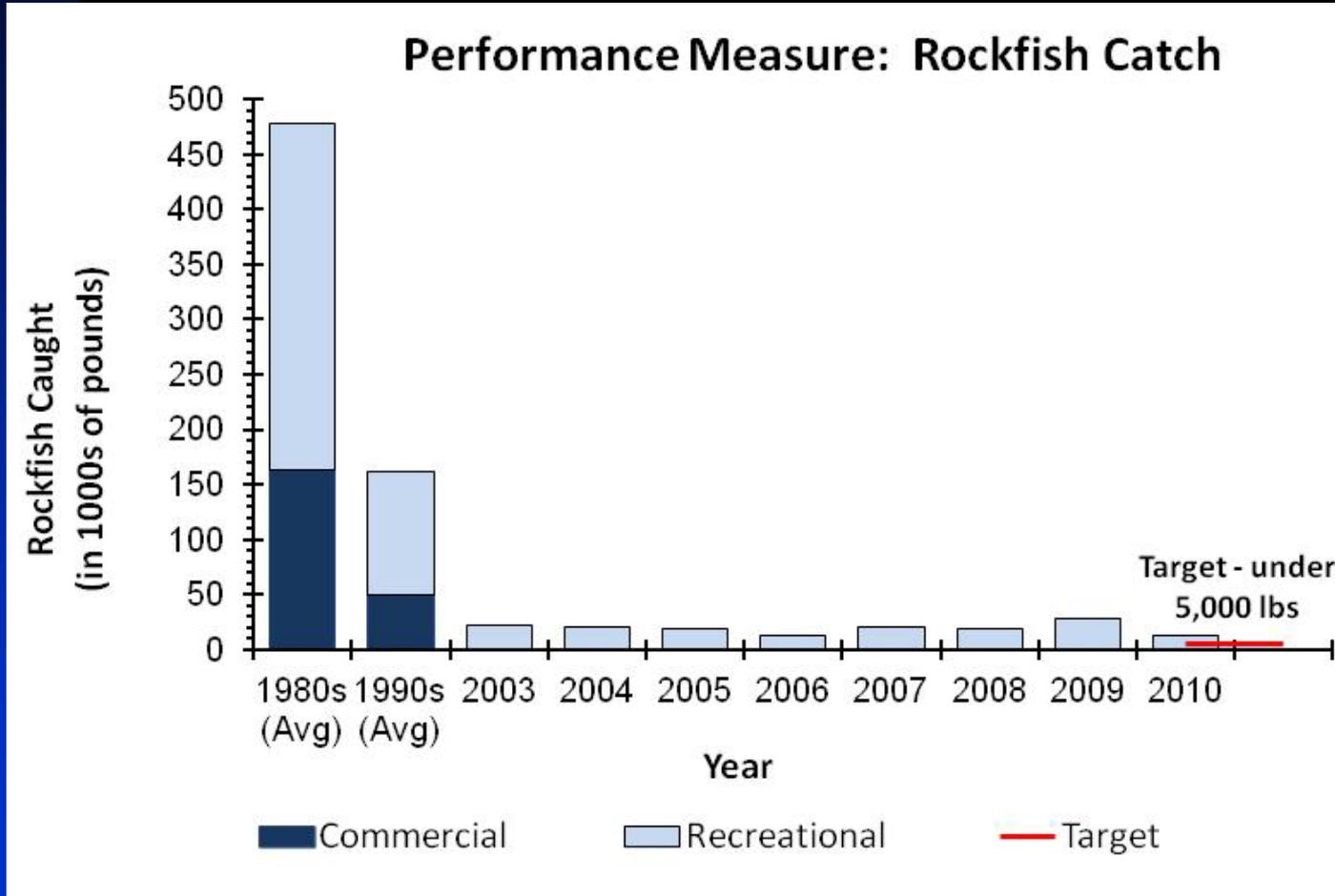
- Improve stock assessments using remote operated vessels
- Scope process to create science-based system of marine reserves
- Ensure impact reduction targets are achieved for fisheries





Strategic Initiative

Restore and Protect Puget Sound Rockfish (Puget Sound Rockfish Conservation Plan)





Strategic Initiative

Fully Implement Mark-Selective Fisheries (Hatchery and Fishery Reform Policy)

Activities:

- Develop implementation schedule
- Test alternative commercial gear in the Lower Columbia
- Begin implementation phase for commercial fisheries in 2013





Fish Program Summary

- Northwest culture values fish, wildlife, & natural areas
- Fishing means business & jobs (>\$2.5 billion & 28,000 jobs)
- Fundamental shift - conservation priority
 - Statewide Steelhead Management Plan
 - Hatchery & Fishery Reform Policy
 - Puget Sound Rockfish Conservation Plan
- Strategic, performance driven management essential
- Success requires motivated staff provided with necessary resources