

May 2012  
Volume 4, Issue 1

### Hatchery Division Meeting in Olympia

Olympia hosted the spring Hatcheries Division Meeting on March 7, 2012. The meeting was held in the Columbia Room, in the Legislative Building on the West Capitol Campus. A total of 56 staff attended.

Hatcheries Division Manager **Heather Bartlett** began the meeting with a Legislative update. Several bills introduced this year were specific to the Hatcheries Division (see also *Legislative Update* on pg 2). This included SB6268, which would require that WDFW use half of the Wildlife Fund money to purchase trout for purposes of stocking freshwater areas to enhance recreational fishing opportunities from private sources. A second bill, HB2650, addressed promoting private/public partnership agreements for the operation and management of state-owned salmonid hatcheries. WDFW already has several such partnerships in place, including one that maintains chum production at **McKernan Hatchery**. We are excited about the third item: the Capital Budget proposal, which focuses on capital improvements and jobs creation. WDFW is slated to receive a total of \$67-million, which would be directed to improve/ renovate/ update hatchery facilities (see also *Hatchery Maintenance* on pg 4). And lastly, the Governor's Capital Budget proposal to the Legislature required all State agencies to reduce their budgets by up to 10%. A 10% reduction in General Fund meant the closures of **Samish and Nemah hatcheries**, as well as elimination of the chum program at **Hoodspout Hatchery**. However, alternate fund sources were identified to shift from production costs and maintain production through use of the Aquatic Lands Enhancement Account (ALEA).

**Cindy Colvin**, WDFW Human Resources (HR) Manager, discussed hiring procedures, particularly for Fish Program. WDFW had 4,700 Personnel transactions in 2011. In order to minimize the possibility of Equal Opportunity Employment (EOC) issues during hiring, the Agency has a legal obligation to provide open and competitive recruitment in order to hire the best-qualified candidate. This means that when hiring for non-permanent positions, we have to look at all applicants, not just the same individuals who were hired the previous year(s). Furthermore, 20% of the Agency workforce currently is or will be eligible to retire. WDFW must consider replacements for these positions down the road, and plan what it wants its work force to look like over the next 10-15 years. To do this, the Agency must change the work culture and the recruitment system. Changes in the culture include sexual harassment awareness, zero tolerance for drug and alcohol use in State facilities, and a focus on Safety – examining where hazards and accidents happen within the Agency. **Margaret Gordon** is in charge of recruitment for Fish Program. **Mollie Clinton** is the HR non-recruitment representative for Hatcheries Division.



### Inside this issue:

NEOGOV: new online recruiting system	2
Other Hatcheries-related Legislative bills in 2012	2
New Jobs-Creation bill provides funds for capital improvements	4
Catie-Kelly Corner	5
Borst Lake Youth Fishing Derby	6
Staff Happenings	7
Issaquah Salmon Hatchery celebrates 75 years!	8

To streamline this process, WDFW has adopted *NeoGov* (see also *NeoGov* on pg 2). HR's **Tracy Wolfe** talked  
*continued on pg 3*

## New NEOGOV on-line recruiting system By Mollie Clinton, WDFW Human Resources

The Online Recruiting System (OLRS) for job-seekers in the State of Washington changed to NEOGOV, effective July 1, 2010. The former system was cause for numerous complaints, and was cumbersome to use for both the job-seeker and the recruiter. Governor Gregoire mandated that all agencies begin using NEOGOV in 2011.



WDFW began transitioning to NEOGOV in 2011. The Fish Program began requiring full recruitment through NEOGOV for all positions effective April 16, 2012. By request from the Fish Program, Human Resource Consultant **Tracy Wolfe** conducted several Q&A sessions in March, April and early May, in all Regions, to discuss the transition to NEOGOV and the new requirements for filling a non-permanent position. The last session will be conducted on June 12, from Olympia (NRB Rm 682) and via video conferencing to each of the regional offices. Hatcheries staff can also access the reference materials used through **Ami Hollingsworth**, Hatcheries Division secretary.

NEOGOVS reduces risk to the agency and individual supervisors by capturing and storing Equal Employment Opportunity (EEO) information (for reporting only),

*continued on pg 5*

## Legislative Update

Two bills introduced (but did not pass) during the 2012 Legislative session, were of particular interest to Hatcheries Division.

**Senate Bill 6268** would have required that by July 2014, WDFW use 50% of Wildlife Fund money used in trout production be instead used to purchase trout from private sources. Department concerns included: the capacity of the private industry to provide the amount of trout needed; the question of whether this would truly save money; and that this is not really a jobs bill... jobs would just transfer from the public to the private sector. At the end of session, a component of the bill did pass, which requires the Joint Legislative Audit and Review Committee (JLARC) to assess WDFW's costs to produce trout, and compare these costs to the alternatives for producing trout through the private sector. This assessment will include: total costs to WDFW for production trout at WDFW production facilities to achieve desired stocking objectives; the availability and costs of alternative approaches (including privatization); and a review of other states' experiences with privatization and/or other alternatives. The assessment and report will be completed by December 2012.

**House Bill 2650** addressed promoting private/public partnership agreements for the operation and management of state-owned salmonid hatcheries. The WDFW is authorized to use agreements with private, non-profit partners for the continued operation and management of state-owned salmon hatcheries. The bill removed the stipulation that only applied to 2009 or the 2009-2011 biennium, and also added that the private-sector hatchery partners could, under permit from the WDFW, harvest some of the hatchery fish for sale (e.g. cost recovery fishery). Any sale proceeds must be reinvested into the hatchery. The initial legislation focused on commercial chum salmon production, and there were concerns that "opening that door wider" to all salmon hatcheries could allow private interests control over fish runs (Chinook, coho, etc.) that are shared with recreational and tribal fishers. It was also noted that a handful of agreements have been formalized since 2009 (including one that maintains chum production at **McKernan Hatchery**), and significant funds have been raised to keep hatcheries open. The problem moving forward is that in the later years of the agreement, fund raising and contributions have dropped off.

## **Hatchery Division Meeting** (continued from page 1)

about the new online registration system that was mandated by the Governor for all agencies. As of April 16, all WDFW positions must go through this system.

Hatchery Evaluations Manager **Mark Kimbel** discussed the new *Web Time* online tracking system for Kelly Services. WDFW was Kelly Service's only remaining paper timesheet user. Workers must submit their timesheets online after 5 p.m. on Friday... it is their responsibility, and not ours. An e-mail will be sent to the Supervisor on Mondays to verify hours. The Supervisor can check with the lead worker or someone on the CWT crew to verify. Deadline for verification is 11 a.m. on Tuesdays, after which they are automatically approved. Kelly Services staff can call in or use their own computer to do timesheets or fix issues... it is against policy for allow them access to State computers.

**Chris Donley**, Inland Fish Program Manager (Spokane), spoke about the *Inland Fish Stocking and Marketing Plan* (see also *The Intake: July 2011*; the slideshow is posted on the Hatchery Division web page at <http://wdfw.wa.gov/hatcheries/overview.html>). WDFW would like to enhance the public's awareness of inland fishing opportunities and to increase freshwater angler participation and license sales. The 2008 Angler Preference Survey determined that 82% of anglers fish for trout; 33% prefer lowland lake fishing. Because of the popularity of trout fishing in Washington, WDFW is putting a higher priority on its trout-rearing program. "Catchable trout" have been redefined from 5 fish per pound (fpp) to  $\geq 2.5$  fpp (11-13 inches), with a minimum stocking density of 70-100 fish per surface acre (SA) to achieve standardized catch rates of 2.5 to 3 fish (opening day) and 1.5 to 2 fish (year-round). A guarantee of larger fish consistency will make fishers happier than having to high-grade through numerous small fish to get one or two of decent size. In addition, fish stocking should consider the human population/demand in a given area in addition to trout density to ensure that we are have "the right product for the right area," and bring fish to where they can be utilized the most.

After lunch, Heather introduced the idea of establishing a new *Annual High End Hatchery Award*. Facilities that do a lot with so little deserve recognition. Complex and/or Ops Managers will nominate for the Regions. Heather and Deputy Director **Joe Stohr** will make the site visit for the final determination. The winning facility would receive:

1. An expense-paid trip to the NW Fish Culture Conference for all employees (can be implemented over consecutive years);
2. \$5000 cash award to be spent on equipment, gear, maintenance needs at the facility; and
3. A perpetual trophy to display for a year, plus a commemorative trophy to maintain on display on-site.

Hatchery Reform Coordinator **Neil Turner** discussed Commercial Drivers License (CDL) needs; what is available and where they are needed. Training can occur in-house under Department of Licencing (DOL)-certified trainers: **John Penny (Eastbank)**, **Jason**

continued on pg 7





## Hatchery Maintenance By Neil Turner, Hatchery Reform Capital Projects

The recent budget passed the governor included a jobs creation bill that gave the agency a large amount of funding for hatchery capital improvements. This funding is in addition to our capital budget request. Total funding passed in the bill destined for our Agency was \$67-million, with hatcheries receiving the lion's share (over \$56-million for hatchery capital improvements).

Here's a list of projects

HATCHERY	PROJECT DESCRIPTION	FUNDING
BINHAM CREEK	Replace burroughs ponds.	\$ 500,000.00
	Replace Bingham Creek supply line	\$ 600,000.00
COULTER CREEK	Remove in-stream structures that block fish passage.	\$ 80,000.00
DUNGENESS HATCHERY	Replace or renovate both the main river intake and the Canyon Creek intakes to meet current fish passage and screening requirements.	\$ 6,300,000.00
EELLS SPRINGS	Construct new two bay pollution abatement pond.	\$ 850,000.00
	Renovate the current fish handling facilities.	\$ 900,000.00
FORKS CREEK	Construct new two bay pollution abatement pond.	\$ 850,000.00
HOODSPORT HATCHERY	Replace water distribution tower and all raceway supply lines.	\$ 240,000.00
HUMPTULIPS HATCHERY	Construct new two bay pollution abatement pond.	\$ 850,000.00
	Replace Hatchery Creek pipeline.	\$ 400,000.00
	Construct a new intake on Stevens Creek.	\$ 905,000.00
HUPP SRINGS	Renovate earthen pond.	\$ 600,000.00
	Construct new two bay pollution abatement pond.	\$ 850,000.00
HURD CREEK	Replace emergency generator.	\$ 100,000.00
	Construct new two bay pollution abatement pond.	\$ 850,000.00
ISSAQUAH	Renovate or replace existing intake to meet current fish passage and screening requirements.	\$ 4,000,000.00
KENDALL CREEK	Re-design and renovate current water distribution system.	\$ 1,200,000.00
	Construct new two bay pollution abatement pond.	\$ 850,000.00
	Renovate the current fish handling facilities.	\$ 900,000.00
LAKE ABERDEEN	Construct new boom and hoist at the adult handling facilities.	\$ 45,000.00
	Install new pipe directly to the city diversion to improve water quality.	\$ 675,000.00
	Construct new two bay pollution abatement pond.	\$ 850,000.00
MARBLEMOUNT HATCHERY	Replace or renovate the Jordon Creek intake to meet current fish passage and screening requirements.	\$ 1,000,000.00
	Replace the Jordon Creek supply line.	\$ 600,000.00
	Develop and drill new 12 well.	\$ 250,000.00
	Renovate hatchery outlet structures.	\$ 50,000.00
MINTER CREEK	Replace supply piping and manifolds to raceways.	\$ 200,000.00
	Connect hatchery building drains to main hatchery drain line.	\$ 50,000.00
REITER PONDS	Replace fish passage barrier culvert.	\$ 120,000.00
SOL DUC HATCHERY	Demolish and replace burroughs ponds.	\$ 4,000,000.00
SOOS CREEK HATCHERY	Construct new 120' X 20" ponds.	\$ 750,000.00
	Renovate or replace existing intake to meet current fish passage and screening requirements.	\$ 2,000,000.00
	Construct new two bay pollution abatement pond.	\$ 850,000.00
	Construct new hatchery/ incubation building outside the 100 year flood plain.	\$ 850,000.00
	Demolish north side ponds and current adult handling facilities.	\$ 140,000.00
	Construct new adult handling facilities and ponds.	\$ 1,800,000.00
	Replace water distribution tower.	\$ 100,000.00
	Replace main supply line to distribution tower.	\$ 300,000.00
Construct a new incubation settling pond.	\$ 250,000.00	
TOKUL CREEK	Renovate or replace existing intake to meet current fish passage and screening requirements.	\$ 3,700,000.00
VOIGHTS CREEK	Rebuild hatchery facility across the Hi way out of the 100 year floodplain.	\$ 14,000,000.00
WALLACE RIVER	Construct new two bay pollution abatement pond.	\$ 850,000.00
	Build a rack at the mouth of May Creek.	\$ 150,000.00

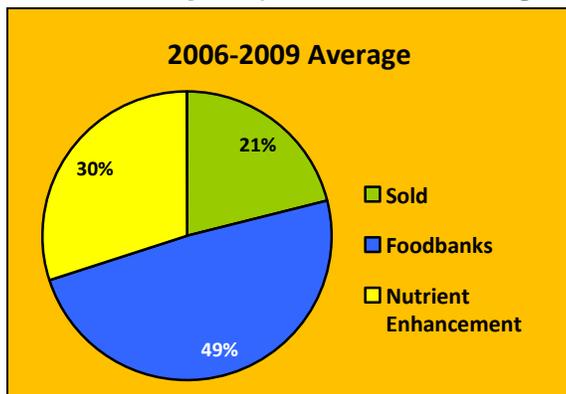
## Catie-Kelly Corner

By Catie Mains and Kelly Henderson, Science Division/ BDS-Hatchery Data Section and Mark Kimbel, Hatchery Evaluations Manager

With the Carcass and Egg season winding down, we have compiled the disposition numbers for 2012 and compared them to our expectations and data from previous years. Things are looking pretty good!

As you remember, we went through a stakeholder process in summer 2010 (see *The Intake: October 2010*) to try to implement the legislature's directive to:

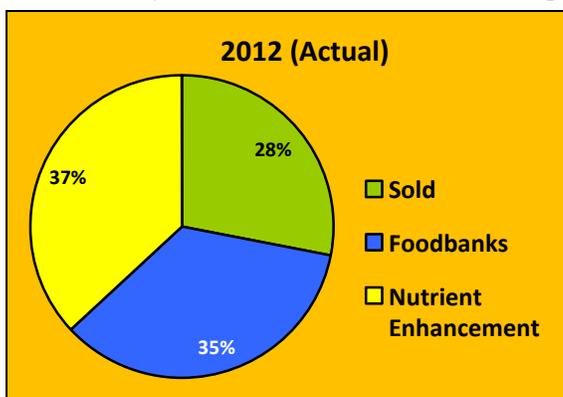
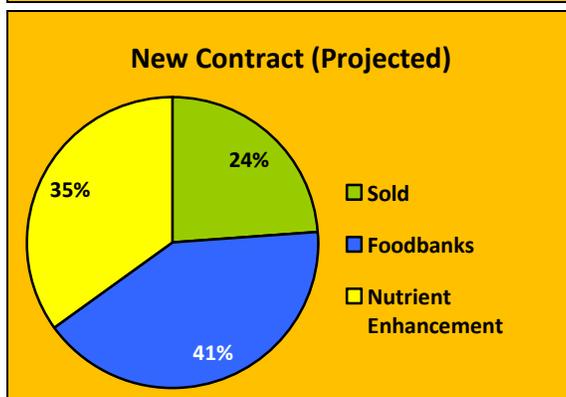
*"... work with appropriate stakeholders to facilitate the disposition of salmon to best utilize the resource, increase revenues to regional fisheries enhancement groups, and enhance the provision of nutrients to food banks."*



The new two-year Carcass and Egg contract with American Canadian was developed and implemented. The contract includes new prices for carcasses and a provision that 50% of the wholesale value of the roe from fish coming from state-funded hatcheries be returned to WDFW for inclusion in the RFEG account.

As you can see in the following graphs, we have exceeded expectations for sales and nutrient enhancement. The lower than expected percentage for food banks is due to decreased returns to federally and locally-funded hatcheries this past season.

Revenue from the sale of carcasses and eggs should top \$600,000 for the first year of this contract. This is in comparison to



approximately \$128,000 last year and \$36,000 the year before.

Hatchery staff did a great job of implementing the intent of this legislation.

### NEOGOV (continued from page 2)

scoring and narrowing candidate pools based on job-related competencies, and using a consistent application process for all candidates. In addition, by broadening our job announcements in a state-wide recruitment system, the volume of applicants has increased, creating the potential for an even more diverse workforce.

The Employment Page on our internet (accessed at <http://careers.wa.gov/>), now powered by NEOGOV, presents all available WDFW jobs in a searchable system. Job-seekers can narrow their search by agency, category and/or location; if no search criteria are selected, NEOGOV will show all currently open WDFW jobs. Bid notifications will continue to be sent via e-mail.

Former and current employees, as well as inquiring candidates, are advised to create an applicant profile account on the website to apply for positions with WDFW. Candidates only have to complete their profile once, but still need to apply to each individual job posting by following the application instructions listed on the announcement.

Supervisors should make computers available to staff who don't normally have one, if requested. Outside candidates can be referred to the local Work Source Office if they do not have a computer at home. Applicants can click on the "Get Job Alerts" link and sign up to be notified by e-mail anytime a new position is posted in their desired field(s).

In addition, we've added instructional videos to our internet Employment Page to help job-seekers in utilizing the system. These videos were created by DOT, but are applicable to all job-seekers, regardless of the agency for which they are applying.

We hope the transition is as smooth as possible, and are available for any questions or concerns you may have.

# 54<sup>th</sup> Annual Borst Lake Youth Fishing Derby

By Margaret Beck - Centralia Lions Club, and Larona Newhouse - FHS4 Cowlitz Hatchery

On Saturday, April 28, 2012, Centralia Lions Club held their 54<sup>th</sup> Annual Borst Lake Fishing Derby, at Fort Borst Park. A total of 343 children, age 15 and younger, registered from 26 different towns in Western Washington (Lewis, Mason, Thurston, Pierce, Snohomish counties). Each child was required to have a responsible adult with them; several had at least three generations attending to watch the little ones catch their first fish of the season, carrying on the family tradition that the adults enjoyed in their youth. Many went home very excited and proud with their five-fish limit. One girl was so excited by the giant fish she caught! It turned out to be a carp rather than a trout but she didn't care...it was huge and that's all that really mattered! I don't know who was more excited and impressed... her or her father!



The Lions Club handed out 101 prizes, donated by Sunbirds Shopping Center (Centralia) and from Cabela's in Lacey. These included fishing poles, sleeping bags, backpacks, "River Rat" tubs, rubber rafts, and hats. The local Marine Corps League and the Marine Corps Auxiliary assisted with registrations and the drawing for prizes. Washington State Employees Credit Union (WSECU) was a new sponsor this year. WSECU provided the child ID kits with fingerprinting etc. for any child whose parent wanted it. They also donated bottled water. The Lions Club served 460 hot dogs and milk. The Riverside Fire Department (Centralia) donated three bicycles with helmets (one for each of the three age groups). The fire truck and ambulance were also there for the children to visit and were on-hand to do any first-aid if needed; which, fortunately, it was not. Unfortunately, they got called out on an emergency before they could get their picture with the last two bicycle winners.



WDFW was on-hand to hand out cookbooks, rule books, and provide children's fishing licenses, and do creel surveys. The kids had fun seeing their fish measured and recorded just like the adult fishermen!



This was truly a memorable day for these children and their families. Many of the kids returned to the Lake the next day to try for another "big one." Because Borst Lake is kids-only fishing, many families will come spend the afternoon on nice days to so the kids can fish. Many older children ride their bikes over and fish after school as they don't have to compete with adults and it is so close to their homes.



The big trout measured 12 to 16 inches long.  
Photos by Larona Newhouse.

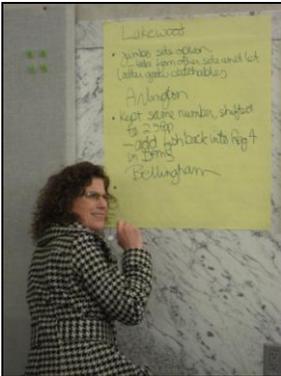
## Hatchery Division Meeting (continued from page 3)



Wahls (Wells), Mike Lewis (Ringold), Ace Trump (Spokane), Jon Lovrak (Lyons Ferry), Mike Lucero (Merwin), Neil Turner (NRB-Olympia), and Tom Wortman (CAMP- Lacey Shop). Training begins by having employees study their CDL booklet to get their learner's permit, taking CDL drug and alcohol training, taking a pre-employment drug and alcohol test, and finally, practical hands-on training before taking the exam with CDL. Retaking the test costs an additional \$100.

Josh Nicholas, from Fish Program Admin Op, discussed the status of school co-ops, now that Salmon in the Classroom was eliminated by the Legislature. While schools can still receive eggs, WDFW will no longer do presentations, provide educational materials, or provide/maintain equipment (tanks, chillers, etc.). Current schools have been folded into the co-op category and will have their own pages in the *Future Brood Document* (FBD) page. New schools will have to apply by April 30; deadline for requests from schools to the hatcheries is May 1; deadline for Brood Document Change Forms (BDCF) is July 1.

The next meeting will be in August, hosted by Region 1. Region 6 will host the meeting in March 2013.



## Staff Happenings By Ami Hollingsworth, Hatcheries Division Admin Assistant

With best regards, we wish the following employees success in their new positions:

### Region 2

**Scott Moore**, FHS4, relocated from **Minter Creek** to **Wells Hatchery**

**Denise McCarver**, promoted to FHS4, **Eastbank Hatchery**

**Brian Lyon**, FHS3, relocated from **Colville** to **Similkameen Hatchery**

### Region 5

**Brady Foreman**, FHS2, relocated from **Eastbank** to **Washougal Hatchery**

**Tim Mayer**, FHS2, **Fallert Creek Hatchery**

**Dan Stemple**, FHS2, relocated from **Humptulips** to **Cowlitz Trout Hatchery**

**James Dixon**, former **HEAT** Unit Leader (NRB-Olympia), accepted a position as a Fishery Biologist with **NOAA/NMFS** in their **Salmon Recovery Division** (Inland and Hatcheries Branch) in **Lacey**.

### Region 6

**Jim Jenkins**, FHS4, **GA/Hoodspout/McKernan**

**Jason Smith**, FHS4, **Lakewood/Garrison/Chambers** in addition to **Voights Creek/Puyallup** hatcheries

**Jorge Villareal**, promoted to FHS4, **Minter Complex**

**Jason Cox**, promoted to FHS3, **Forks Creek Hatchery**

**John Larson**, promoted to FHS3, **Naselle Hatchery**

**Chris Rockwell**, promoted to FHS3, **Bogachiel Hatchery**

**Vernon Madison**, FHS2, relocated from **Eells Springs** to **Elwha Hatchery**

**Deirdre Bissonette**, FHS2, relocated from **Chiwawa Ponds** to **Eells Springs Hatchery**

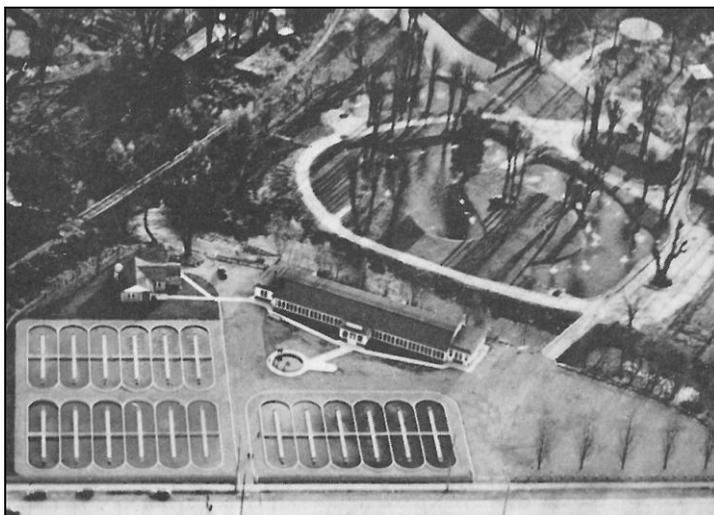
**Thomas Hardy**, FHT, **Dungeness Hatchery**

## Issaquah Hatchery Celebrates 75 years!

**Issaquah Salmon Hatchery** (ISH) kicked off its 75th Anniversary Celebration on Earth Day, April 22. Activities included a habitat hike to the upper intake dam on Issaquah Creek, a hatchery history display, salmon printing, the creation of fence art, a salmon dissection, demonstrations by the Snoqualmie Nation, and the season's first salmon fry release into Issaquah Creek

Construction on the hatchery complex, the grounds of which was once part of a city park, began in 1936, as part of the federal Works Progress Administration (WPA). WPA Public Works projects provided jobs during the Great Depression, constructing roads and buildings nationwide. The hatchery's mission was to restore the historic salmon runs in Issaquah Creek; the watershed had been severely damaged by logging, coal mining and other activities. The original facility included "a modern hatchery plant, 18 concrete rearing ponds of standard design, and four large natural dirt rearing ponds, the later to be equipped with revolving screens at their outlet." The complex opened for fish culture in February 1937, spawning Chinook, coho and steelhead. It initially received 2-million sockeye from the (then) U.S. Bureau of Fisheries "to begin a program creating a sockeye salmon run in Lake Washington and Lake Sammamish." A portion of the fry was released Cedar River and Issaquah Creek, while the rest were "retained in rearing ponds for release in May 1938." In fall 1940, nearly 9,100 "mature sockeye salmon" returned to Issaquah Creek, a triumphant start to the Lake Washington sockeye run. ISH currently focuses on Chinook and coho, and serves a key role in a program to restore Lake Sammamish kokanee salmon.

ISH's urban location and easy accessibility also helps it play a huge role in public education about Pacific salmon, watershed functions and hatchery operations. Every fall, the facility hosts the award-winning *Issaquah Salmon Days Festival* (see [The Intake: October 2010](#)). This year, the Salmon Days Festival will be held on October 6 & 7. In addition, WDFW's [Salmoncam](#) features real-time web views of ISH's barrier dam and adult salmon holding pool.



Issaquah Salmon Hatchery, c. 1938



Photo by John Kugen, FHS3 Issaquah Salmon Hatchery



### **Washington Department of Fish and Wildlife Hatcheries Division** 600 Capitol Way N., Olympia, WA 98501

*The Washington Department of Fish and Wildlife (WDFW) serves Washington's citizens by protecting, restoring and enhancing fish and wildlife and their habitats, while providing sustainable and wildlife-related recreational and commercial opportunities.*

Comments are always welcome and much appreciated. This newsletter is for you; to keep us connected, share information, and motivate us to new levels of scientific exchange and hatchery management. Suggestions are being taken for future articles. Tell us what you want to read about!

– **Contact: Lori Kishimoto**

**The Intake** is also available on the [WDFW web page](http://wdfw.wa.gov/hatcheries/newsletter.html) at <http://wdfw.wa.gov/hatcheries/newsletter.html>

<mailto:fishpgm@dfw.wa.gov>

<http://wdfw.wa.gov/fish/management/hatcheries.html>