



# Oregon Department of Fish and Wildlife

## 2017-19 Governor's Budget Presentation

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### Ways and Means Subcommittee

### On Natural Resources

1. Powerpoint Presentation
2. Appendix Items
  - a. Agency Summary & Organizational Chart
  - b. Map of ODFW Office Locations
  - c. Legislative Concepts
  - d. Committee Questions
  - e. Other Fund Ending Balance Form
  - f. Revenue Summary
  - g. Program Priority List
  - h. Reduction Options
  - i. Annual Key Performance Measure Report
  - j. 2015-17 Position Reclassifications
  - k. New Hires Classifications
  - l. Span of Control Implementation
  - m. Operational Changes
  - n. Program Efficiency & Effectiveness Actions
  - o. Long Term Vacancies
  - p. Audit Responses
  - q. Access and Habitat (A & H) 2017 Biennium Report
  - r. Salmon and Trout Enhancement Board (STEP) 2015-16 Executive Summary
  - s. Salmon and Trout Enhancement Board (STEP) 2015-16 Annual Progress Report
  - t. Restoration and Enhancement (R & E) 2015-17 Executive Summary
  - u. Restoration and Enhancement (R & E) 2015-17 Legislative Report
  - v. 2016 Volunteer Program Annual Report
  - w. Policy Option Packages
  - x. Public Opinion Survey

# OREGON DEPARTMENT OF FISH AND WILDLIFE



Lower Deschutes River



# Key Statutes

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## **Oregon Wildlife Policy** (ORS 496.012)

Wildlife shall be managed to prevent serious depletion of any indigenous species and to provide the optimum recreational and aesthetic benefits for present and future generations of the citizens of this state.

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## **Food Fish Management Policy** (ORS 506.109)

Food fish shall be managed to provide the optimum economic, commercial, recreational and aesthetic benefits for present and future generations of the citizens of this state.

# Mission

To protect and enhance Oregon's fish and wildlife and their habitats for use and enjoyment by present and future generations.



# Agency Facts

- More than 850 species of fish and wildlife
  - 80 wildlife and 105 fish species are hunted or fished
  - 18 Endangered and 30 Threatened Species
  - 220,000 mule deer & 320,000 Black-tailed deer
- 687,121 anglers
- 335,405 hunters
- 1.4 million wildlife viewers
- Annually release 5 million trout, 1 million other species
- Fishing, hunting, shellfish and wildlife viewing contributes \$2.5 billion to Oregon economy





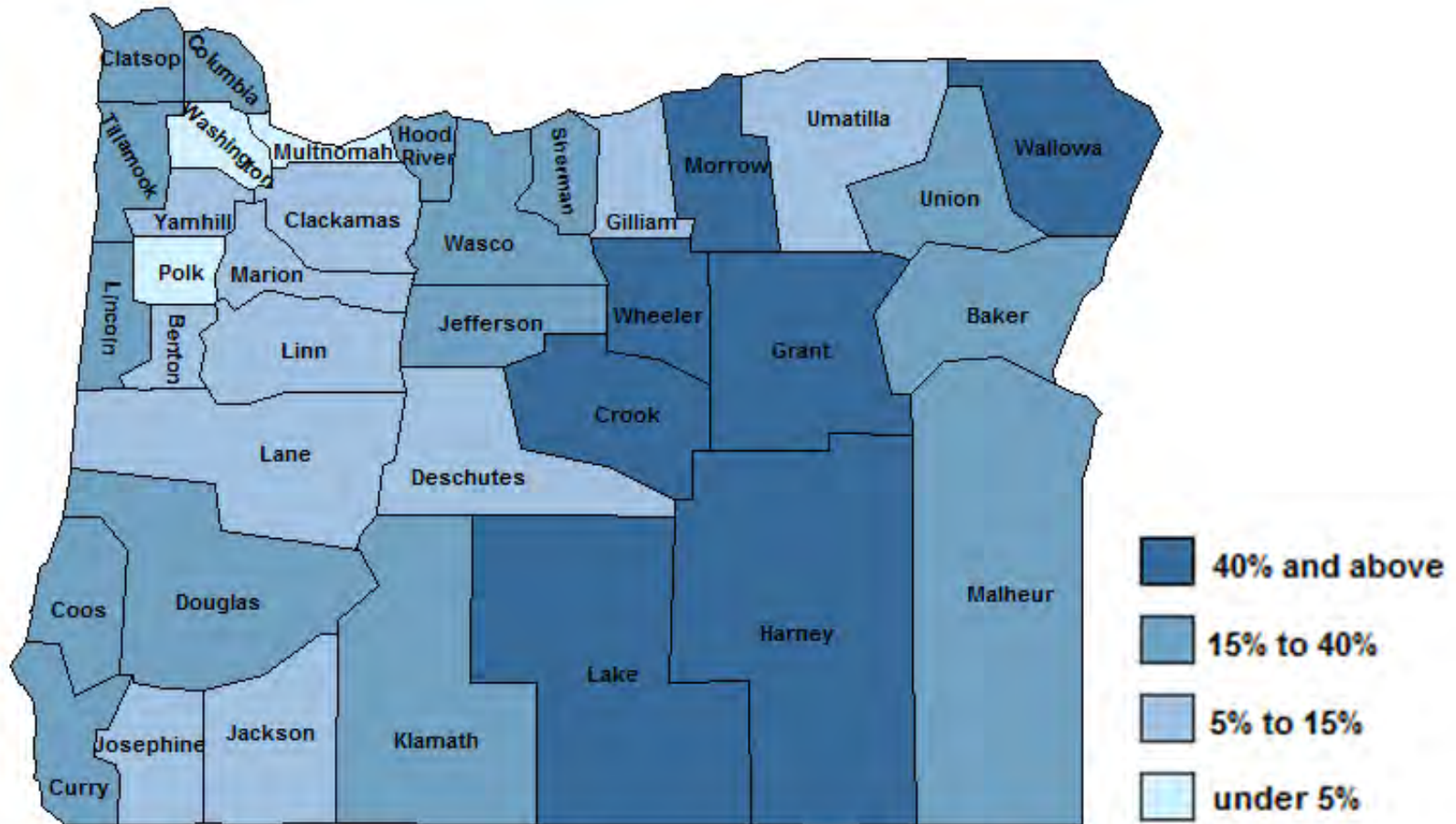
# Economic Benefit to Oregon

	Fishing	Hunting	Wildlife Viewing
Retail Sales	\$680,636,132	\$248,240,140	\$1,697,223,000
Wages	\$382,802,979	\$132,197,830	\$1,264,990,530
Jobs	11,043	3,726	41,243

Source: Congressional Sportsmen's Foundation and US Fish and Wildlife Service

# Economic Impact to Oregon

Percentage of All Travel Spending

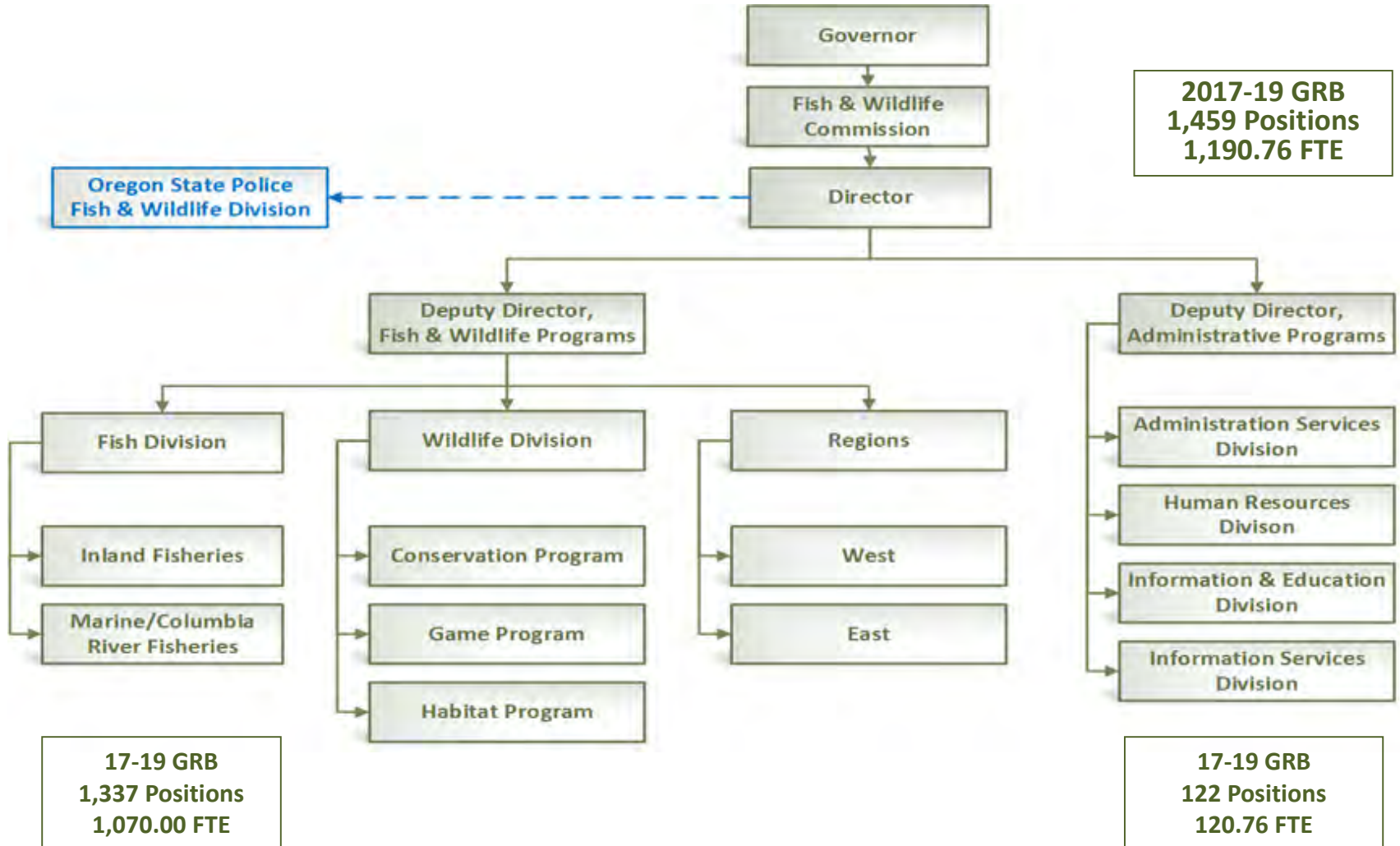


Percent of All Oregon Travel Expenditures Associated With Wildlife Recreation\*

All Oregon Travel Expenditures based on Oregon Travel Impacts, 2008p.



# Agency Organization





# Offices and Facilities



# 2015-17 Budget Development

## Looking Back at the Previous 6 Years



- In 2009, set fees to last six years
- Fulfilled the commitment but less than expected cash reserves
  - Lower than projected interest earnings
  - Lower than expected nonresident revenues
  - Fund shifts



# 2015-17 Budget Development

## Budget Drivers – New Challenges



- Fishing and hunting participation
- General Fund trends
- Increasing demand for service
- Increasing management complexities



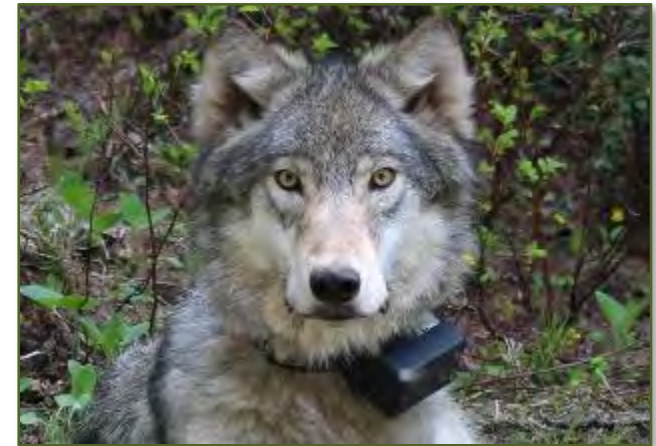
Upland bird hunting



Steelhead & Salmon fishing



Stocking tiger muskie in Phillips Reservoir



Wolves in Oregon

# 2015-17 Budget Development

## Budget Drivers – Funding Model



Carl Shoemaker, Chief of Oregon Fish & Game Commission helped develop national model for funding fish and wildlife management

- User pay model (North American)
  - Developed in 1930's
  - Licenses and tag sales
  - Federal excise tax on purchases of firearms, ammunition, and fishing tackle
  - Very successful in funding fishing, hunting, conservation efforts and is the primary funding source
- Primary funding source for conservation and management of fish and wildlife
- Half of ODFW revenue is from license fees and federal excise taxes

# 2015-17 Budget Development

## Budget Drivers – Changing Demands

### Wildlife Viewing

- 1.4 million participants each year
- Significant economic benefit
- Little associated revenue



# Looking Back at the Last 6 Years

## Budget Drivers – Stewardship Demands



- Biological assessments for other agencies
- Permit review and comments
- Endangered Species Act
- ✓ HB 3315 - Recoup costs for services for fee-funded programs
- ✓ HB 2402 – Alternative Funding task force



Wind Farm near Arlington

# Strategies for a Sustainable Budget

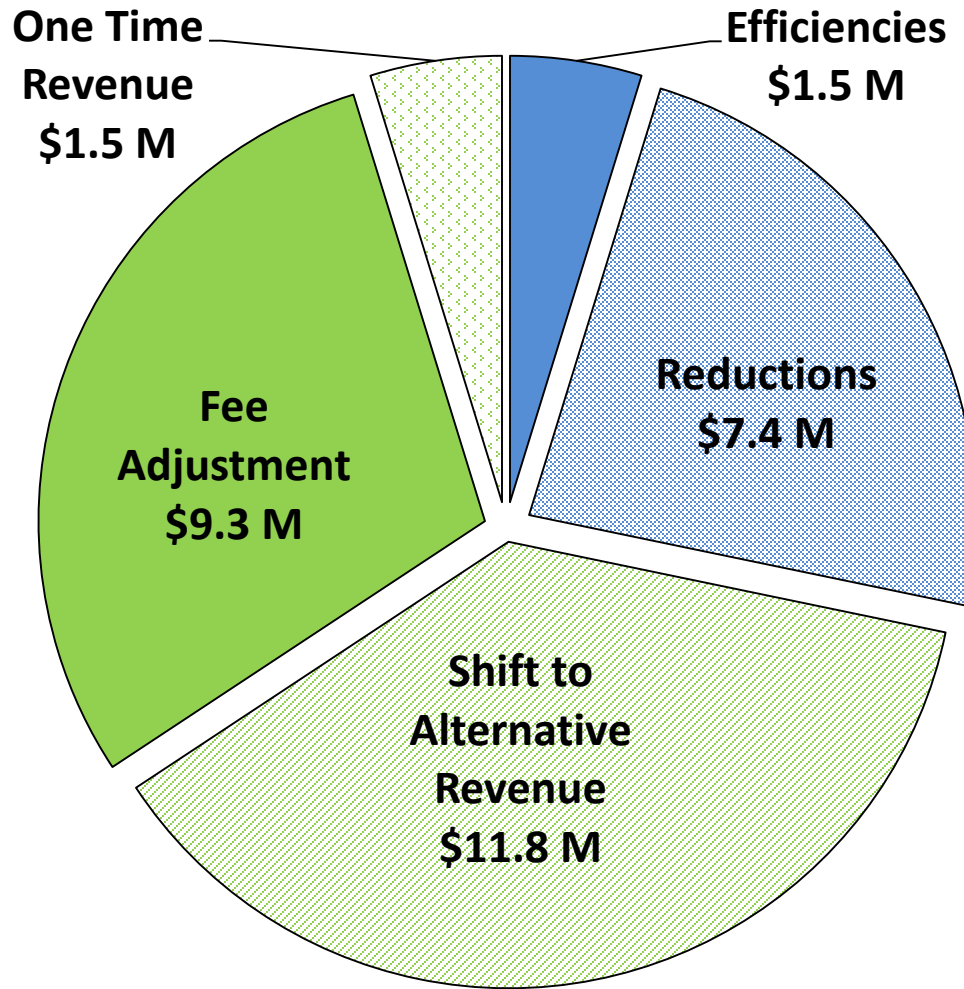
## 2015-17 Recreational Licenses



- For 2015-17, \$32 million gap between projected expenses and revenues
- Gap projected based on several assumptions
  - Restore working capital
  - Fully fund all programs with no restrictions
  - Increased costs due to inflation
  - No additional revenue from license sales & other sources
  - Fully fund OSP Fish & Wildlife Division request
- Planning over a six year horizon

# Strategies for a Sustainable Budget

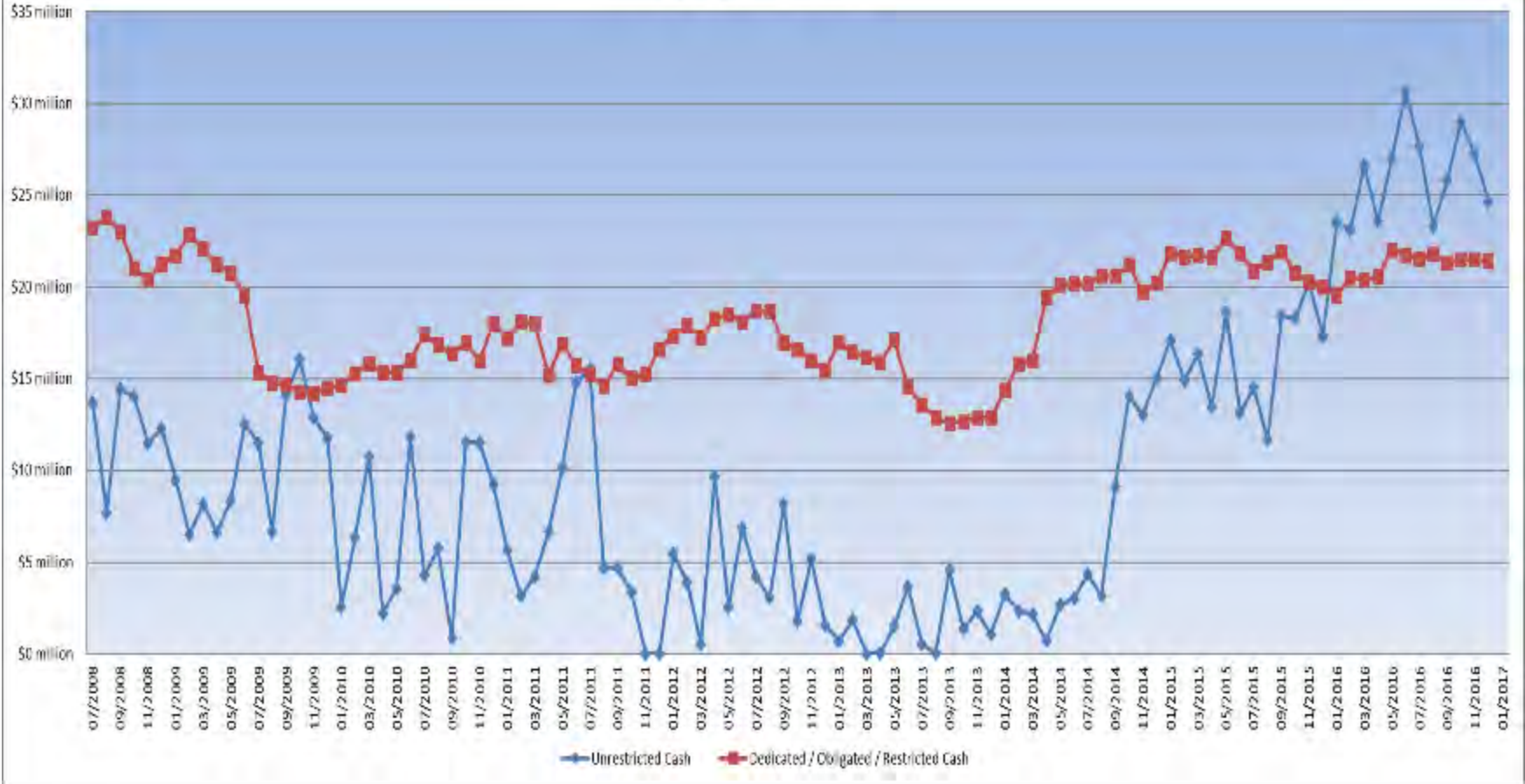
## 2015-17 Recreational License Balancing





# Fund Balances

ODFW  
Agency Cash Balance





# Revenue Adjustments

## New Six Year Fee Cycle

Resident	2010	2016	2018	2020
Hunting	\$29.50	\$32	\$33.50	\$34.50
Fishing	\$33	\$38	\$41	\$44
Deer	\$24.50	\$26.50	\$27.50	\$28.50
Elk	\$42.50	\$46	\$48	\$49.50
Angling Tag	\$26.50	\$35	\$40.50	\$46
Combination	\$58	\$65	\$69	\$73
Sports Pac	\$164.75	\$180	\$188.50	\$196
Controlled Hunt Apps	\$8	\$8	\$8	\$8



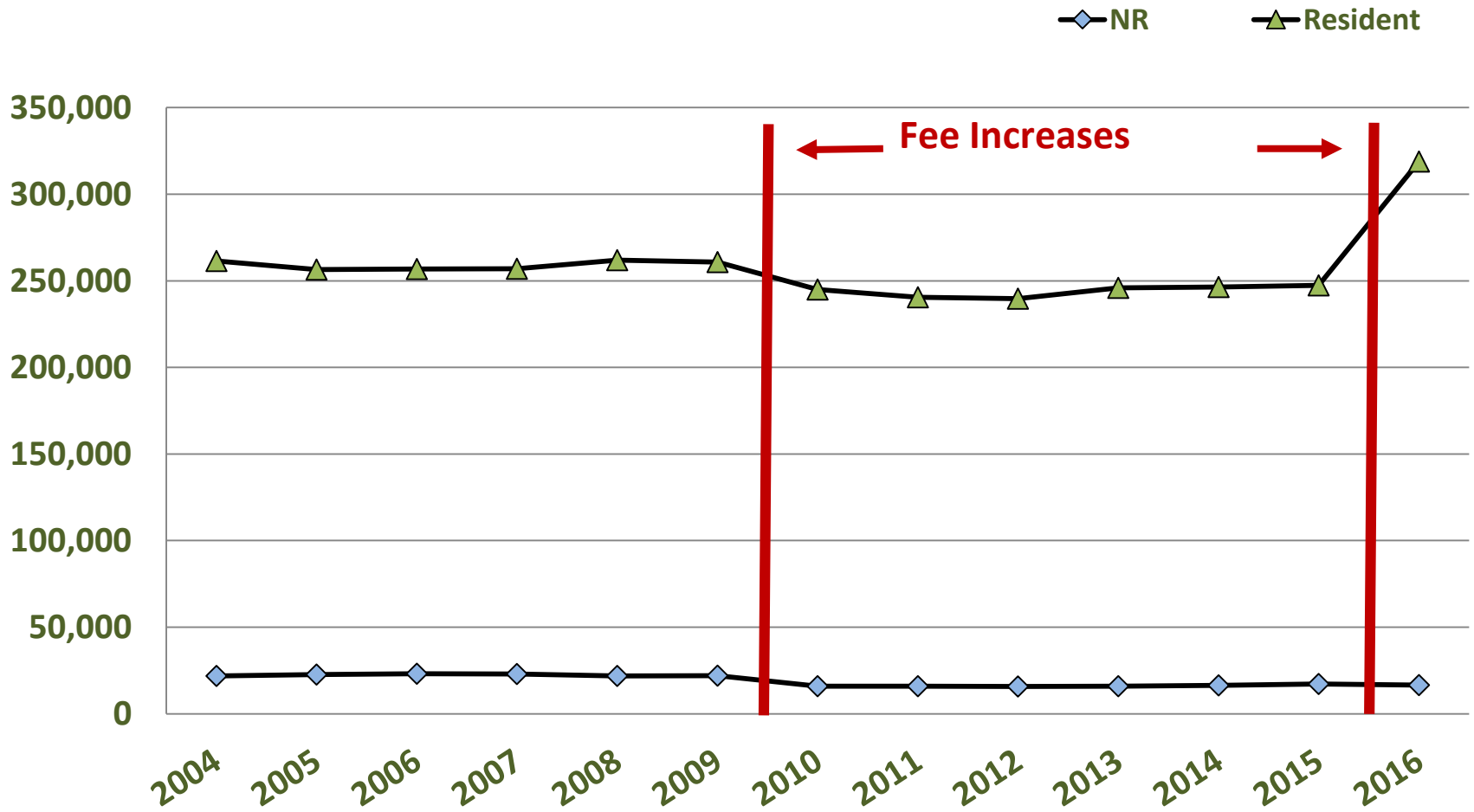
# License Sales to Date

License Type	Avg 2011-15	2016	% Diff
Sports Pac	28,767	30,930	8%
Youth License	33,207	46,239	39%
Combination	79,479	74,452	-6%
Pioneer	52,418	57,844	10%
Res Angler	258,349	254,650	-1%
Res Hunter	86,429	87,153	1%
NR Angler	15,003	19,415	29%
NR Hunter	12,265	12,940	6%
Controlled Hunt Apps	392,297	484,888	24%



# Budget Drivers

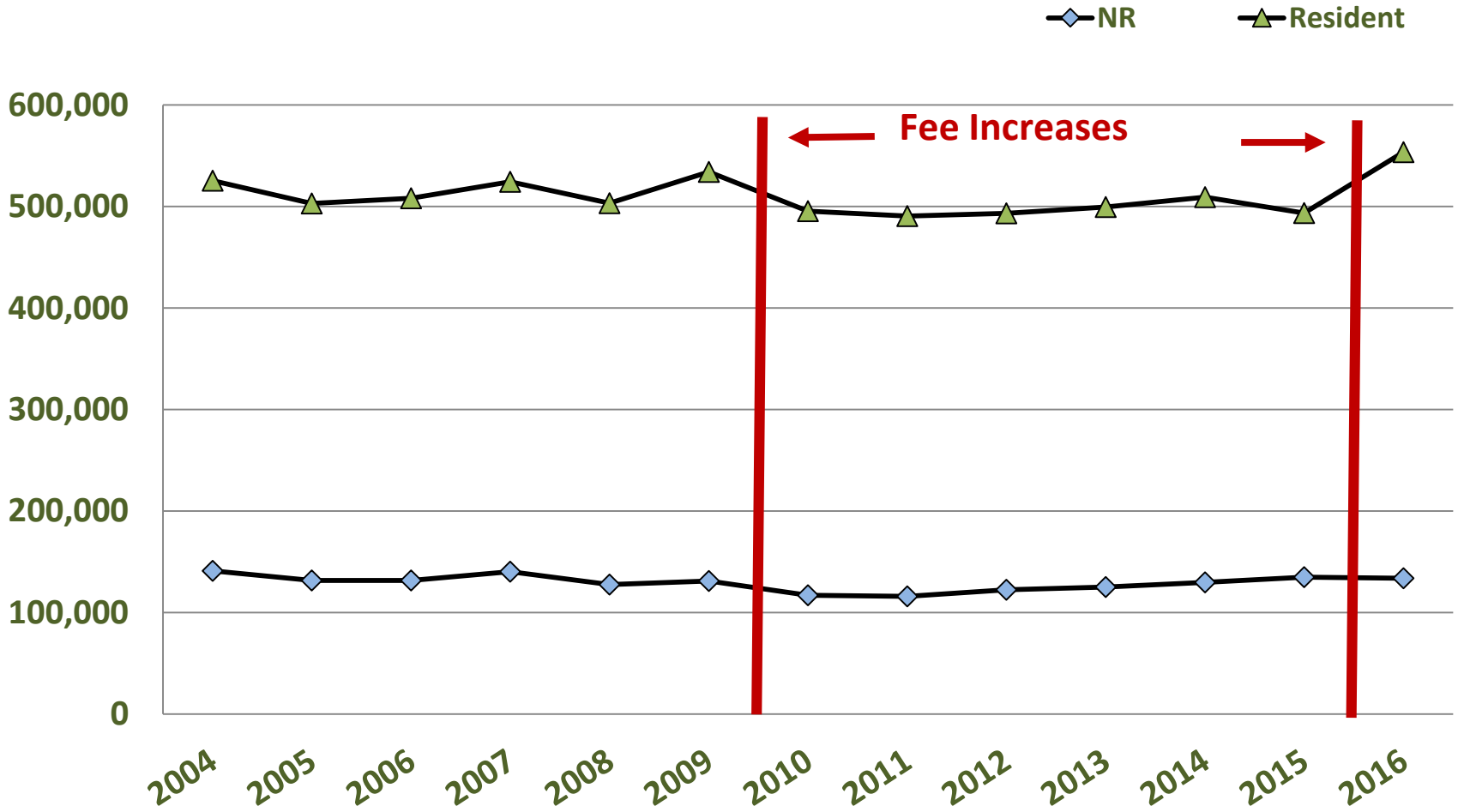
## Resident & Non-Resident Hunters



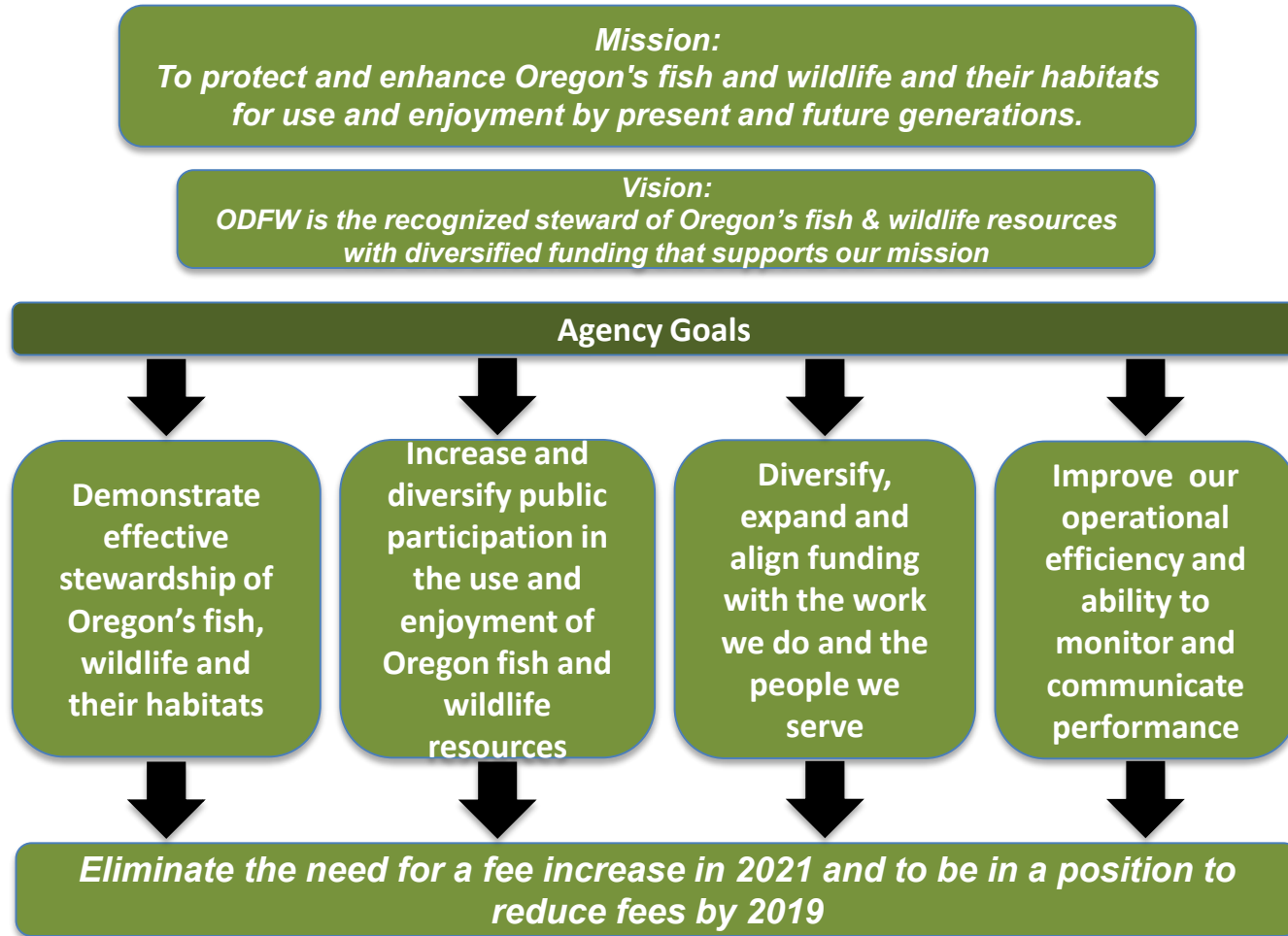


# Budget Drivers

## Resident & Non-Resident Anglers



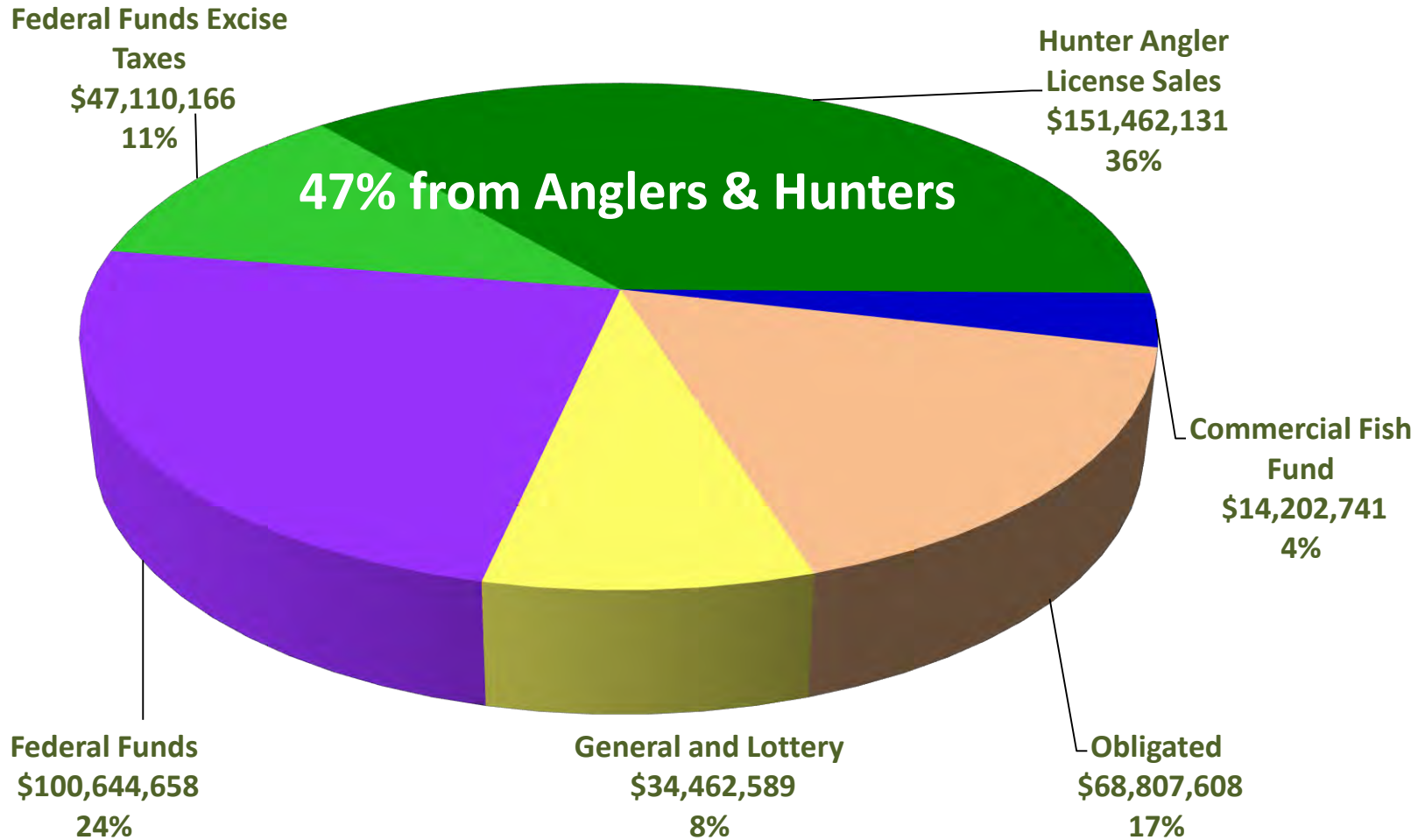
# Looking Forward





# Looking Forward

## 2017-19 Licenses and Federal Revenues



# 2017-19 Budget Development Public Outreach



- External Budget Advisory Committee Meetings
  - Over 50 stakeholder groups
  - 2 meetings
- Town hall meetings
  - 9 meetings
  - Over 140 members of the public attended
- Written comments





# Public Outreach

## Public Opinion Survey Conducted

- Statewide, statistically valid public opinion survey of 900 Oregon residents' opinions on and values related to ODFW; 95% confidence level.
- Satisfaction with ODFW's management of fish, wildlife and habitat: 65% satisfied, 12% dissatisfied.
- Availability of fish and wildlife-related recreation opportunities: 47% excellent, 34% good.
- ODFW credibility: 88% credible or very credible.



Responsive Management™



# ODFW Budget Summary

## Governor's Budget

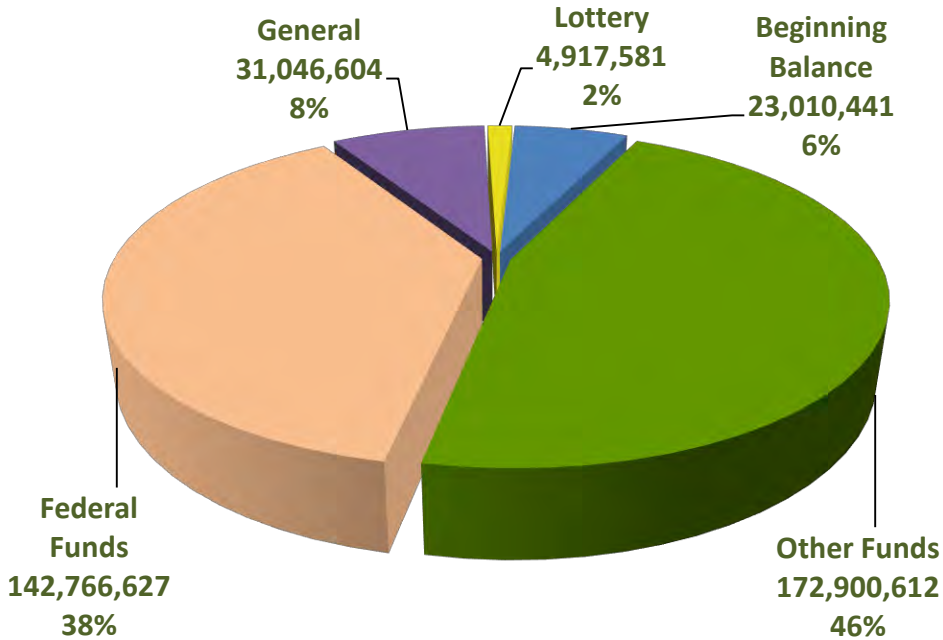


Fund Type (% of total)	2015-17 Legislatively Approved Budget	2017-19 Current Service Level	2017-19 Governor's Budget
General Fund	\$31,046,604 (9%)	\$30,974,904 (9%)	\$28,871,697 (8%)
Lottery Funds	\$4,917,581 (1%)	\$5,189,892 (1%)	\$5,588,667 (1%)
Other Funds	\$180,243,703 (50%)	\$181,617,419 (50%)	\$194,502,621 (52%)
Federal Funds	\$142,766,627 (40%)	\$144,836,135 (40%)	\$147,754,824 (39%)
<b>Total Funds</b>	<b>\$358,974,515</b>	<b>\$362,618,350</b>	<b>\$376,717,809</b>

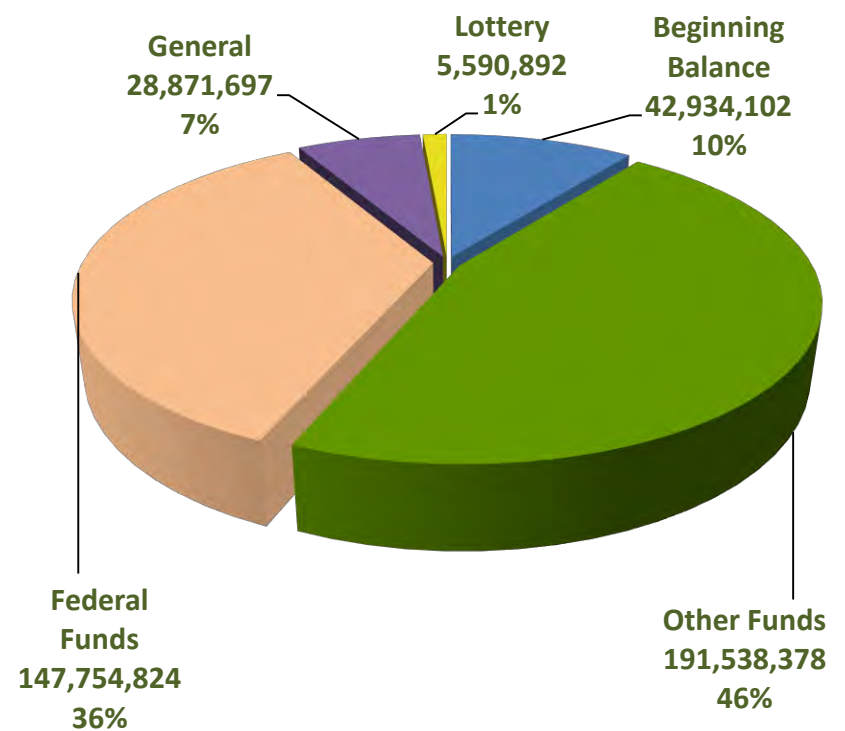
# ODFW Budget Summary

## Revenues

2015-17 Legislatively Approved Budget



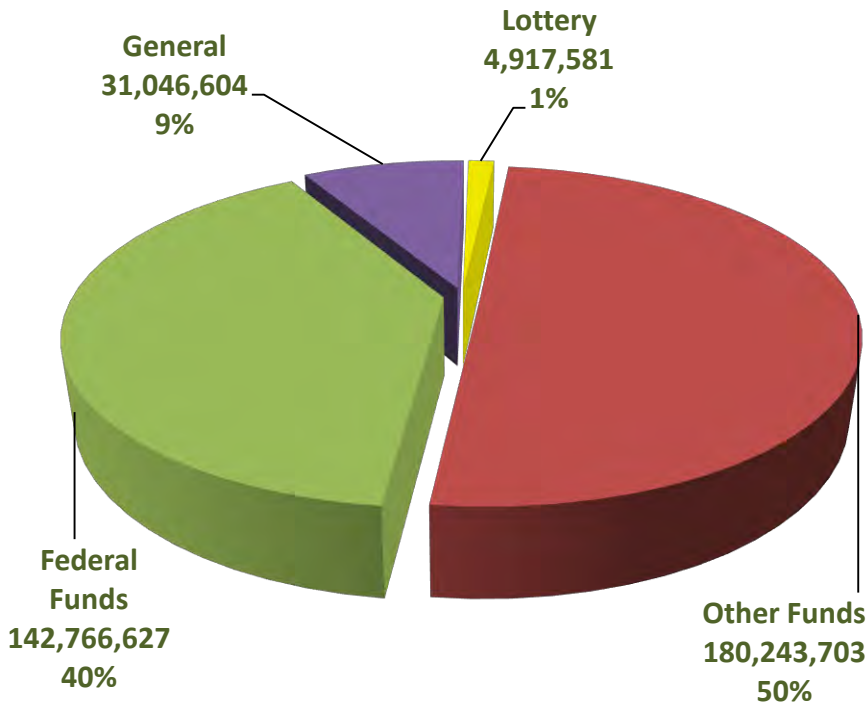
2017-19 Governor's Budget



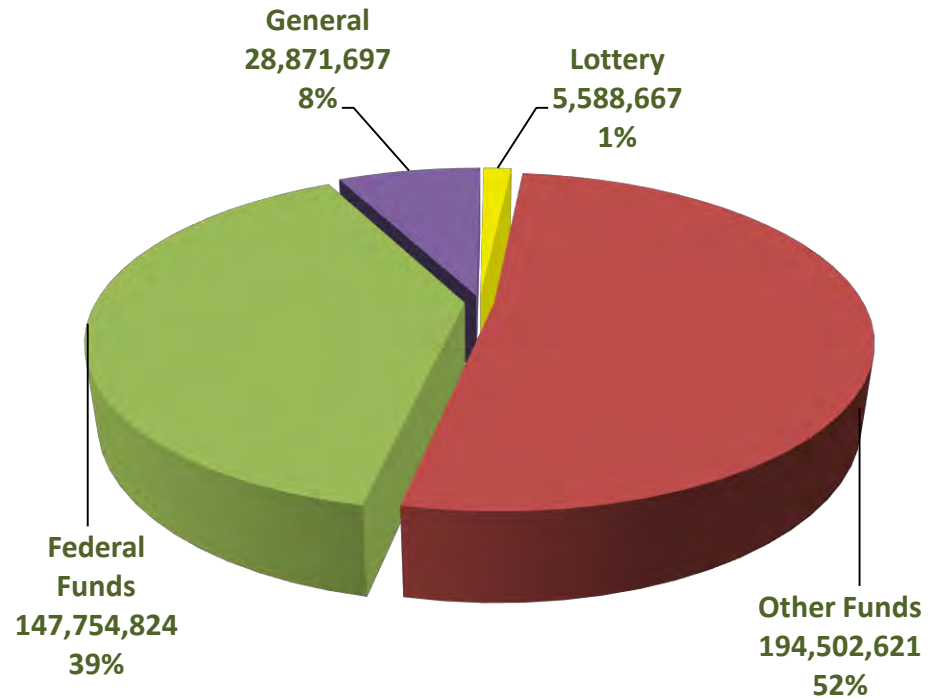
# ODFW Budget Summary

## Expenditures

2015-17 Legislatively Approved Budget



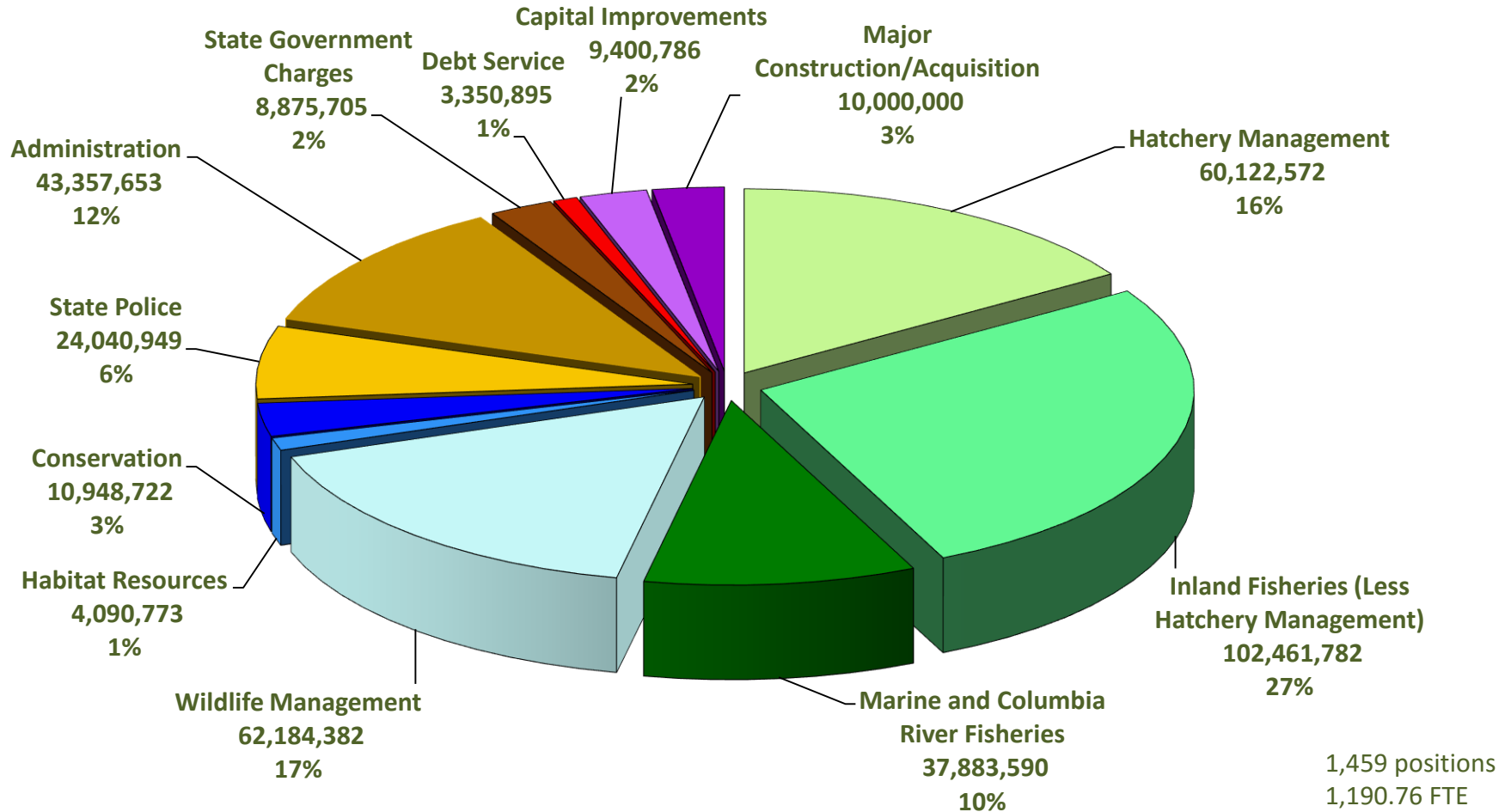
2017-19 Governor's Budget



# 2017-19 Budget Summary

## Expenditures by Program

\$376.7 million Total Funds





# Administrative Services

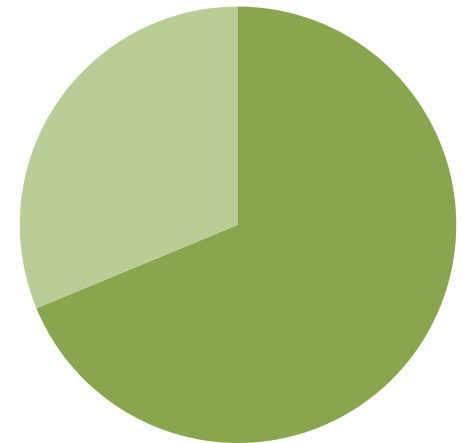
## Package 90 – DAS Analyst Adjustments

- \$2,990,268 in General Fund Reductions
  - \$714,825 of the GF Reductions above are shifted to Other Funds
    - Increase in Other Funds Limitation
  - \$492,172 of the GF Reductions (SGSC) above are absorbed by Other Funds
    - No increase in Other Funds Limitation
- \$215,852 M-76 Lottery Funds Revenue Reduction
  - Match CSL expenditures
- \$276,607 Other Fund Reduction A position (1 FTE) was moved from ODFW to OSCIO

# 2015-17 Budget Development Policy Option Packages

Themes	Count
Fish Management	3
Wildlife Management	7
Energy Development	1
Water Conservation	1
Administration	1
Debt Service	1
Capital Improvements	1
Capital Construction	1
<b>Total</b>	<b>16</b>

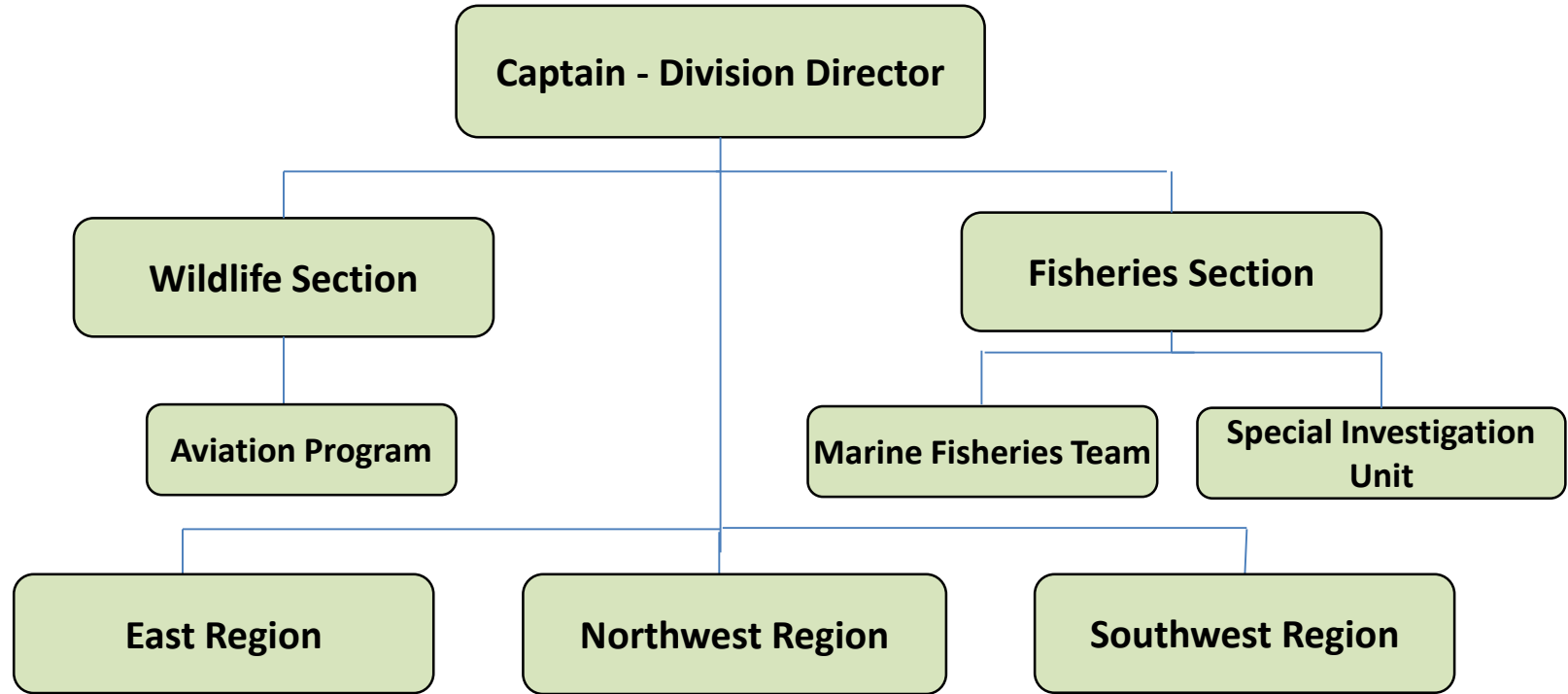
New 31% (5)



Continued 69% (11)

# Oregon State Police

## Fish and Wildlife Division

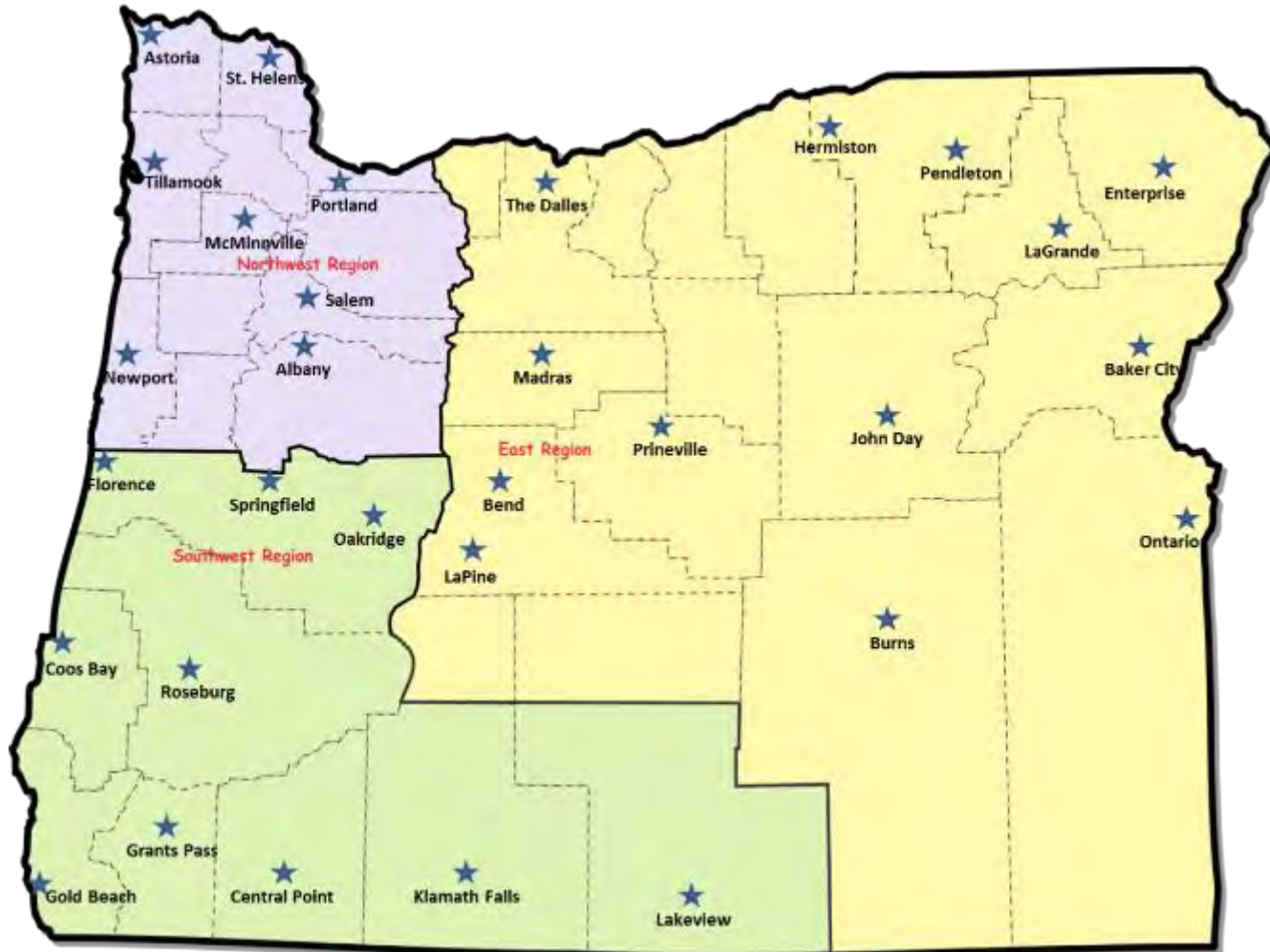






# OSP Fish & Wildlife Division

## Location of Sworn Officers (120 Statewide)





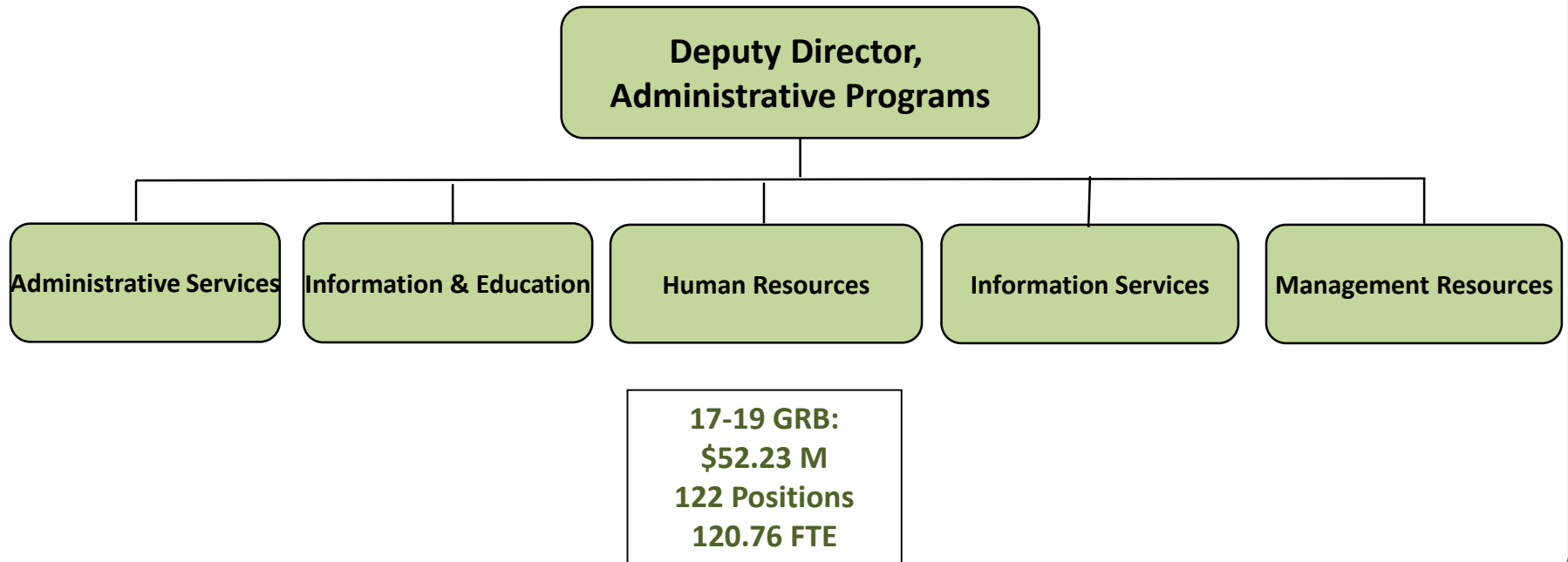
# Policy Option Packages

## Oregon State Police

Type	Fund	Amount	Positions	FTE
<b>POP 116 – Overtime Fund for Winter Range Enforcement</b>				
New	OF	100,000	0	0.00
Requests Special Payments to fund addition law enforcement for targeted enforcement efforts to reduce illegal harvest of wildlife.				

# Administration

- Support for fish & wildlife programs
- Provide licensing, education & information programs



# Administrative Services

## Program Purpose

- Sport and commercial licensing
  - Support more than 500 POS vendors
  - In 2016, 907,000 sport licenses sold
- Accounting & contract services
  - 900 grants & contracts annually
  - \$65M in billings in 2016; 2700 invoices
- Accounts payable & payroll services
  - Average 2,200 payments to vendors/employees monthly



Contracts staff at the University of Oregon  
Reverse Vendor Trade Show 2017

# Human Resources

## Program Purpose

- Recruitment; safety; workforce enhancement & diversity; and employee relations
- Active Labor/Management Committee involved with yearly Employee Engagement Survey for over 5 years.
- Implemented InterviewStream, a virtual interviewing platform reducing time to conduct interviews, alleviating scheduling and travel conflicts and allowing ODFW to interview more candidates.



ODFW's Labor Management Committee

# Information Services

## Program Purpose

- Maintain network connectivity and data integrity agency wide
  - Integrated Mobile Device Management and Wi-Fi resources for secure and efficient data collection
- Develop applications & databases to support Fish & Wildlife programs
  - 1.3 million lines of legacy code converted to modern platforms
- Provide help desk services
  - Supporting desktop and application; portable & smart devices
  - Process ~ 350 service requests each month
- Sport and commercial POS development and integration



Maintaining office connectivity

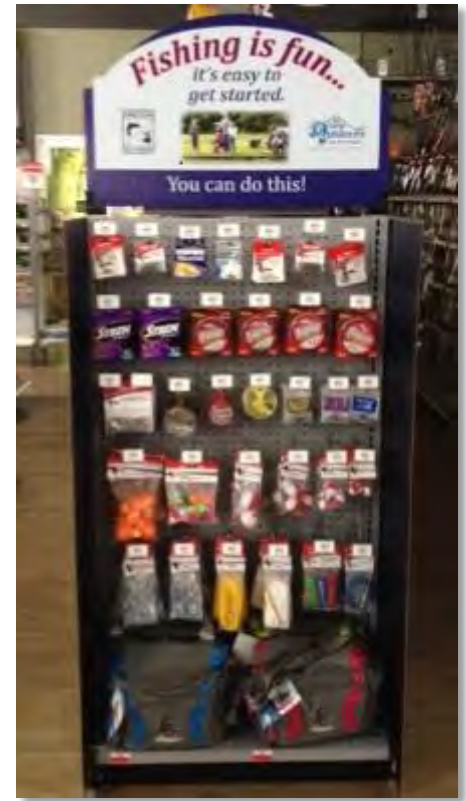


System validation testing

# Information and Education

## Program Purpose

- Support agency's conservation mission by connecting Oregonians with fish, wildlife and habitat
  - Promote fishing, hunting & wildlife viewing
  - Provide hands-on and self-learning resources to help people learn how to fish, hunt and appreciate the outdoors
  - Employ new communication strategies to keep customers engaged
  - Partner with industry and stakeholder groups



Promoting fishing at Dick's Sporting Goods

# Information and Education Initiatives

- Redesigning ODFW website
- Using social media to engage customers
- Direct contact with customers via email
- Hunter Outreach and Promotion Campaign



Digital banner promoting hunting



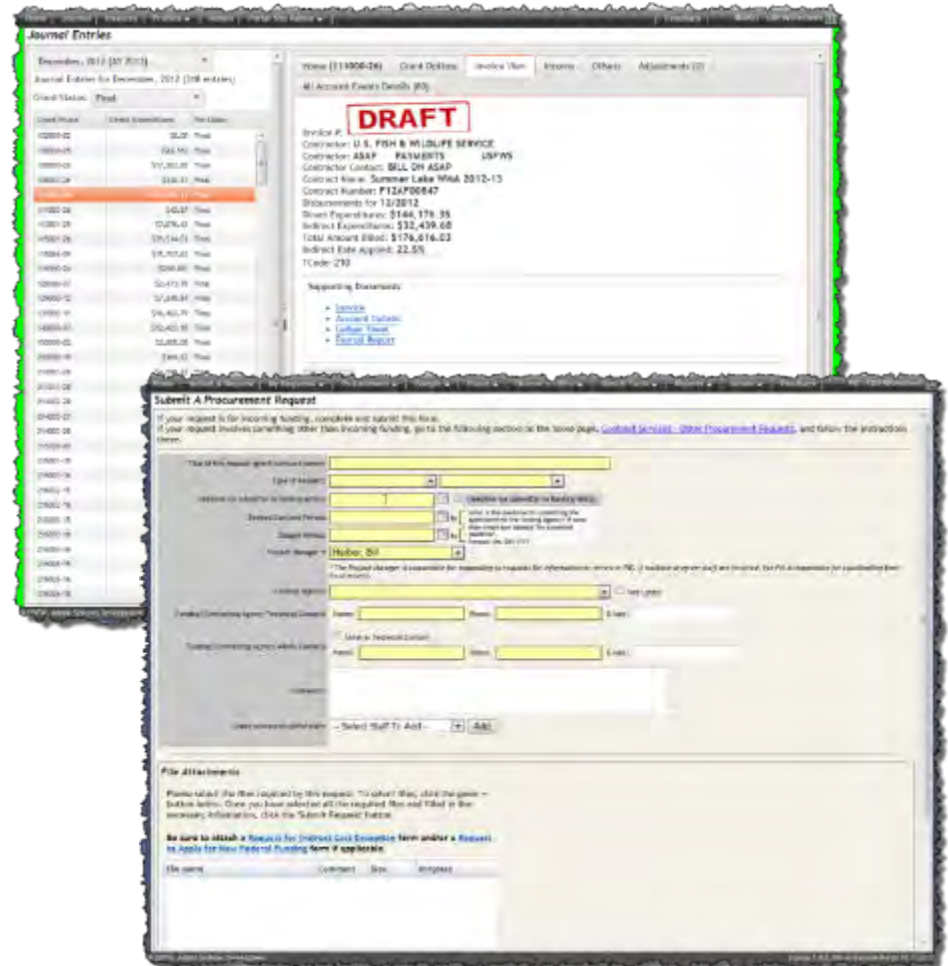
Screenshot of Facebook Live feed about herring spawning in Yaquina Bay



# Administration

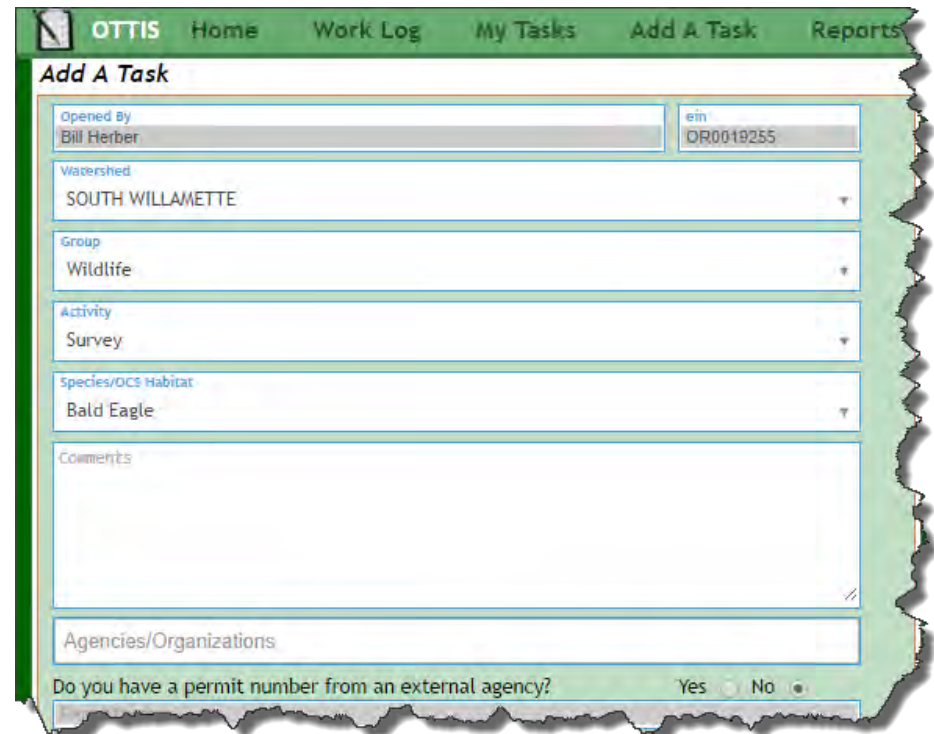
## Cost Savings, Efficiency, & Process Improvements

- Systems to provide greater efficiency and transparency
  - Online Task Tracking Information System (OTTIS)
  - Outcomes Based Management
  - Internal Auditor
  - Management Resources Division (MRD)
- Use of Technology
  - GoTo Meeting
  - Skype



# OTTIS

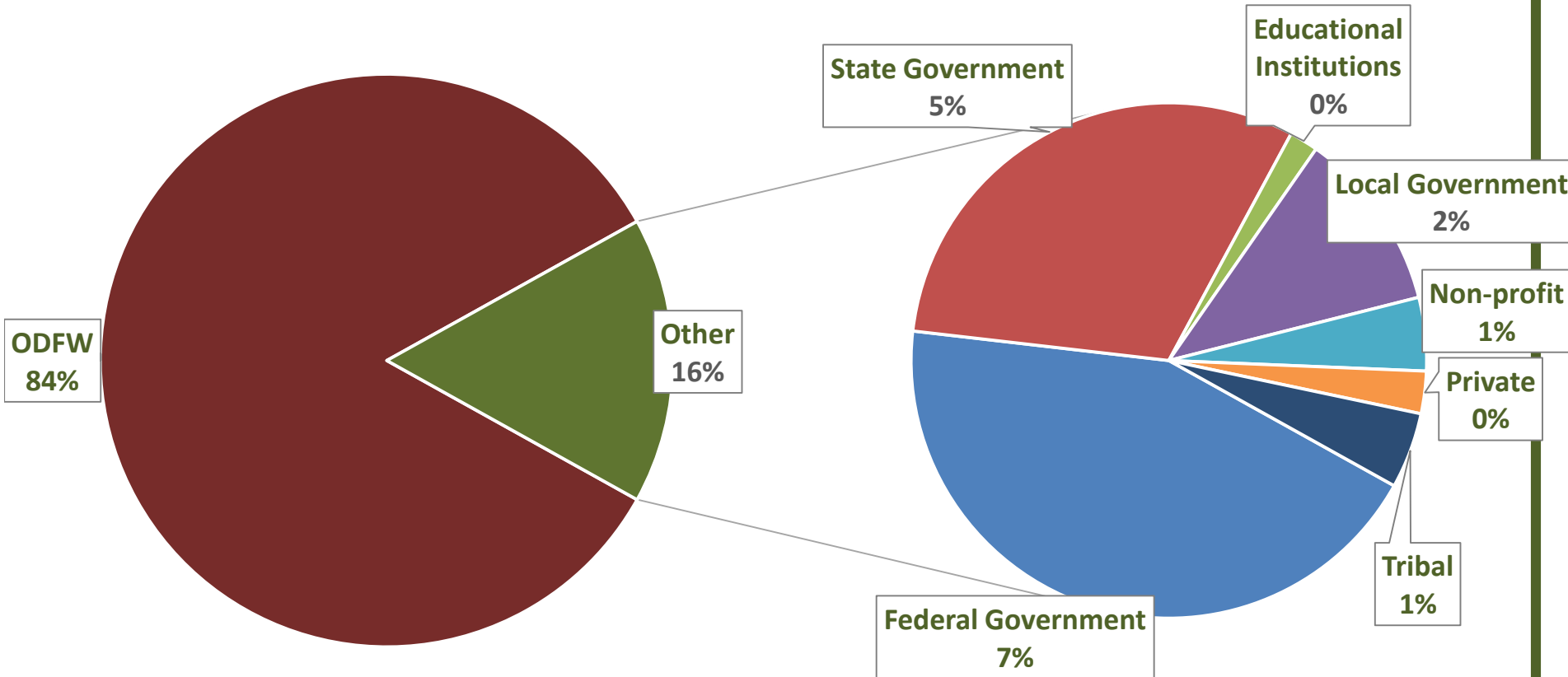
- Online application
- Who reports
- Data captured
  - Group
    - Fish, Wildlife, Habitat, Customer Service, Program Administration
  - Activity
    - Survey, Research, Management, Conservation Strategy, Damage
  - Species

A screenshot of the OTTIS web application's "Add A Task" form. The form has a green header with navigation links: "OTTIS", "Home", "Work Log", "My Tasks", "Add A Task", and "Reports". The form fields include: "Opened By" (text input with "Bill Herber"), "Watershed" (dropdown menu with "SOUTH WILLAMETTE"), "Group" (dropdown menu with "Wildlife"), "Activity" (dropdown menu with "Survey"), "Species/DCS Habitat" (dropdown menu with "Bald Eagle"), "Comments" (text area), "Agencies/Organizations" (text input), and a checkbox question "Do you have a permit number from an external agency?" with "Yes" and "No" radio buttons. The form is styled with a green border and a torn paper effect on the right side.



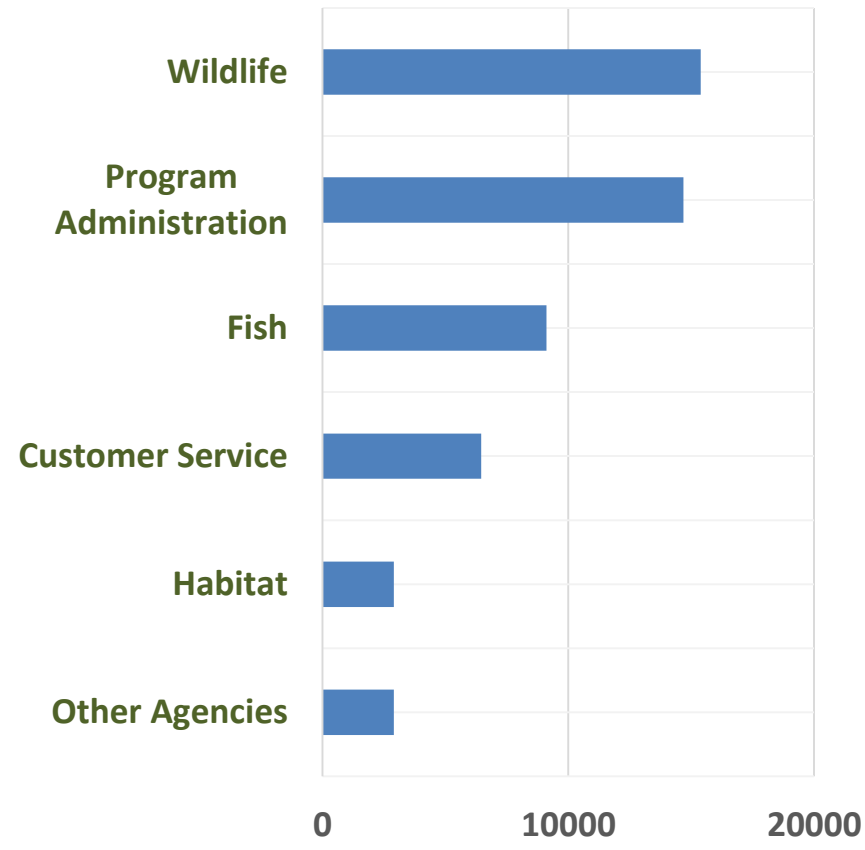
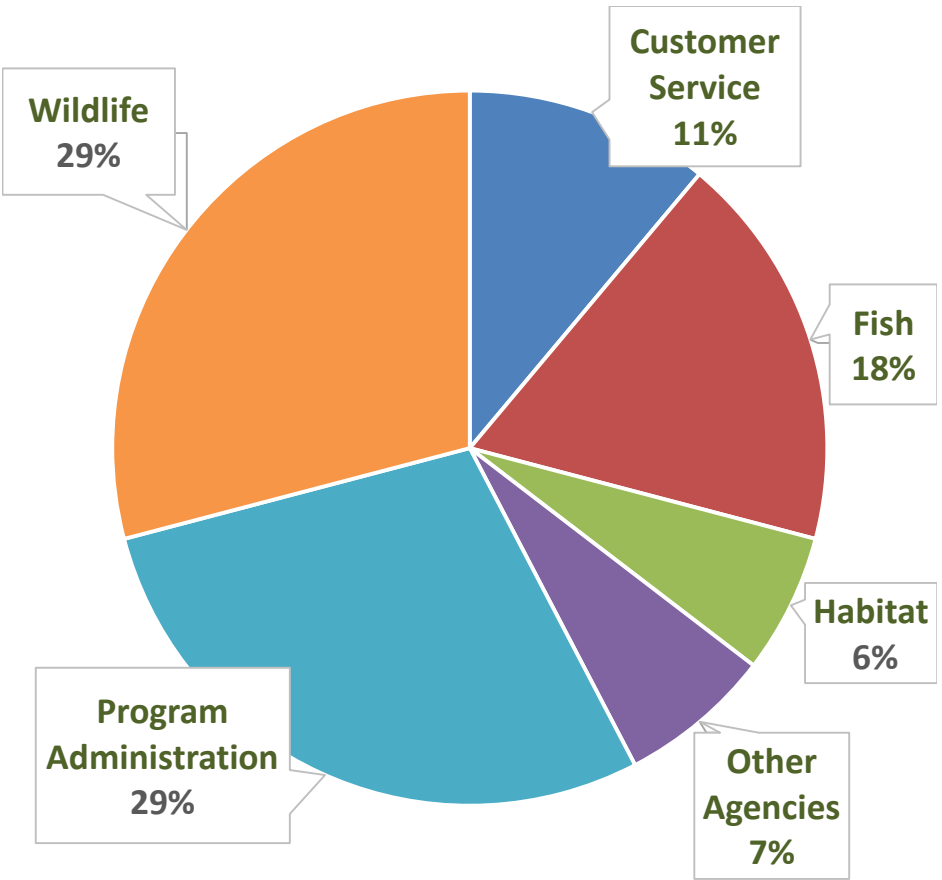
# OTTIS

## Hours Reported by Agency



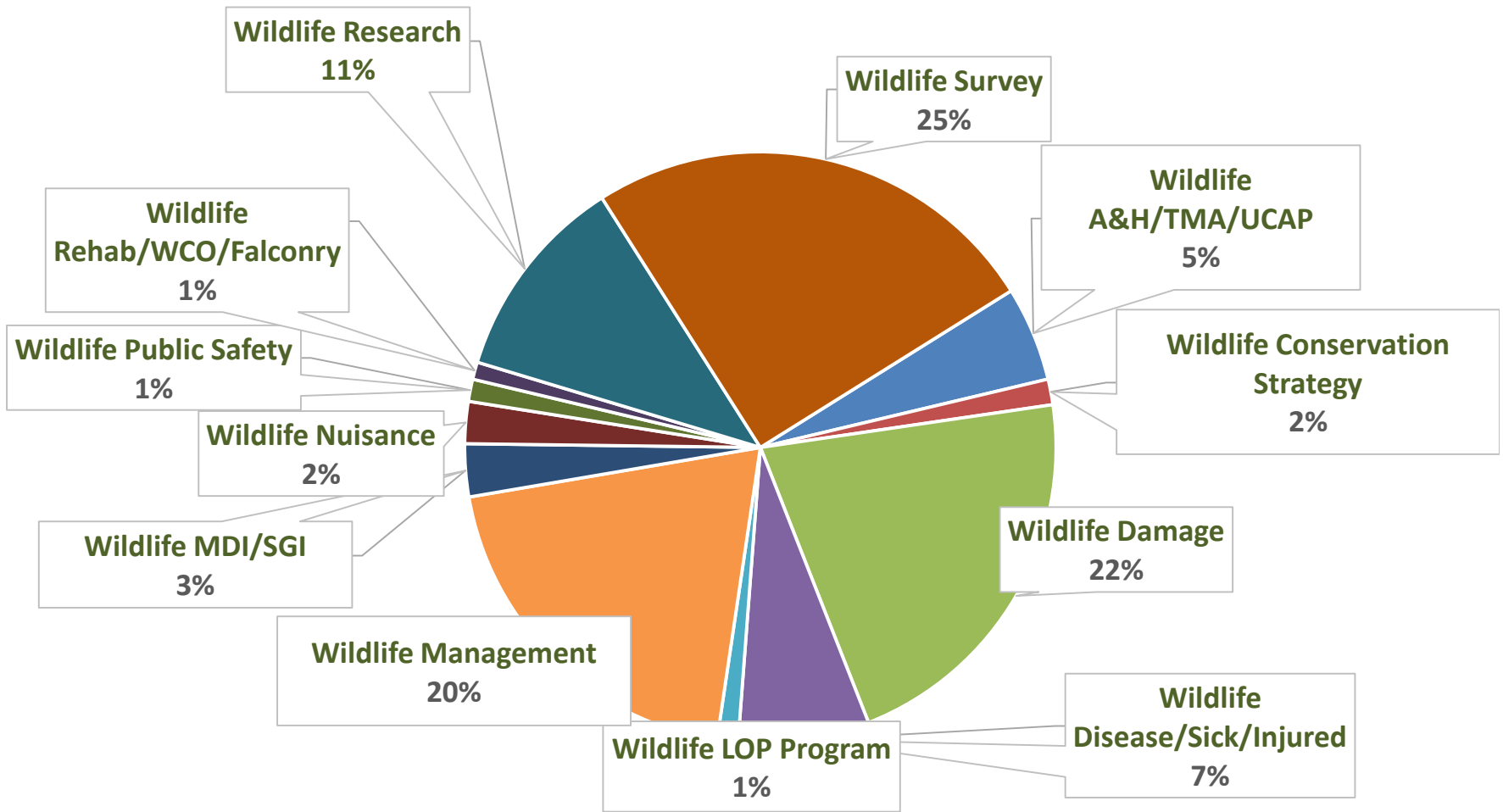
# OTTIS

## Hours by Group



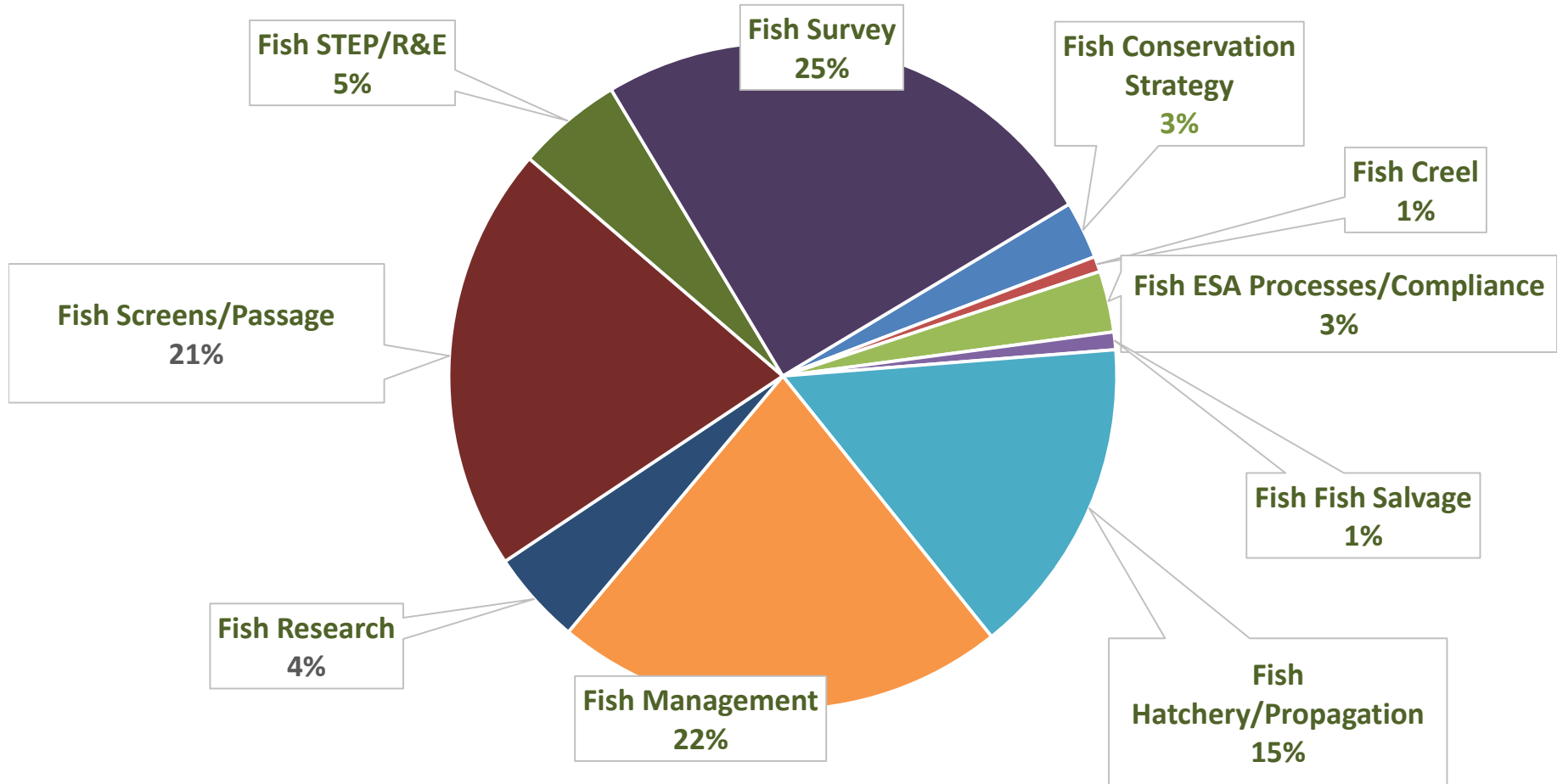
# OTTIS

## Hours by Activity - Wildlife



# OTTIS

## Hours by Activity - Fish





# Policy Option Packages

## Capital Improvements

Type	Fund	Amount	Positions	FTE
<b>POP 146 – Headquarters Roof Replacement</b>				
New	OF	520,000	0	0
Requests Services and Supplies to replace the Headquarters' Building roof.				



# Policy Option Packages

## Capital Construction

Type	Fund	Amount	Positions	FTE
<b>POP 136 – Deferred Maintenance</b>				
New	OF	10,000,000	0	0
Requests Capital Outlay to fund deferred maintenance projects at hatcheries and other facilities.				



# Wildlife Division

## Program Areas

- Species management and conservation
- Technical assistance
- Habitat management and conservation



Habitat Project



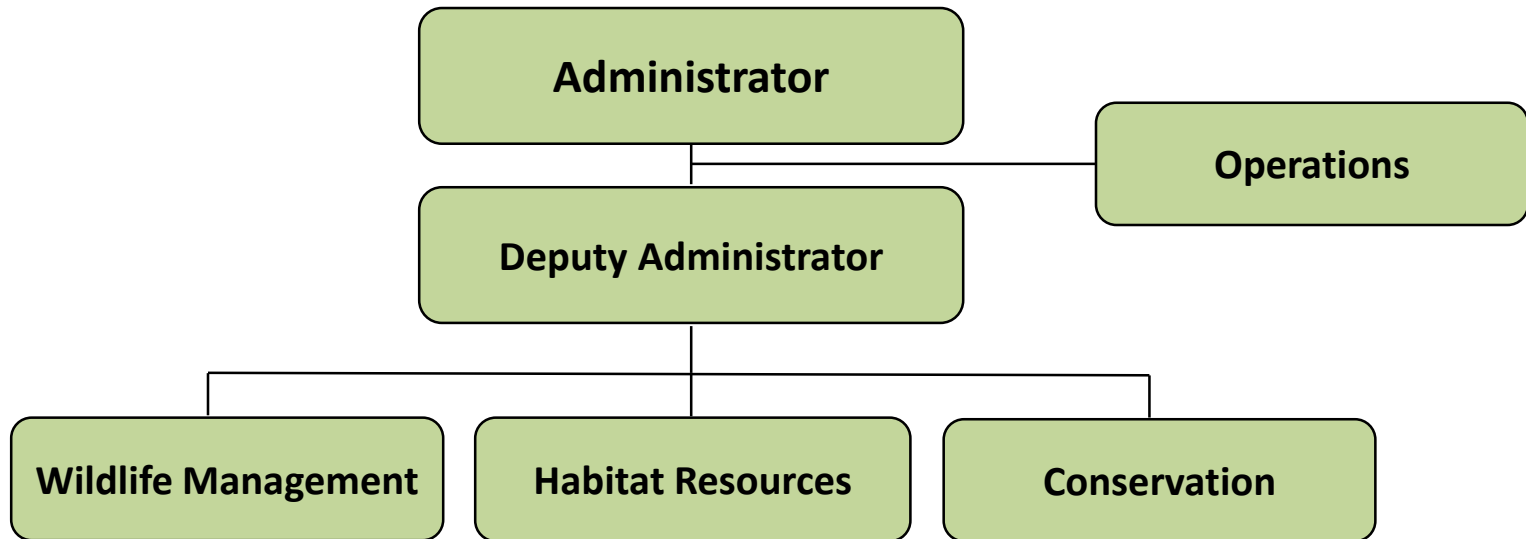
Western Pond Turtle Conservation



Bear Damage



# Wildlife Division

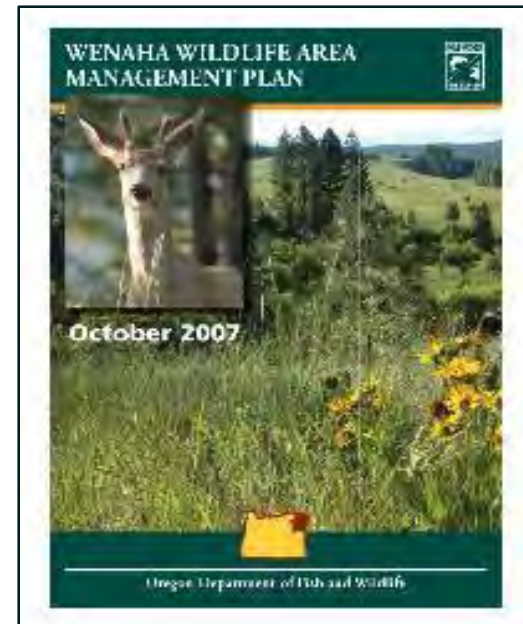


**17-19 GRB:**  
**\$77.22 M**  
**216 Positions**  
**211.28 FTE**

# Wildlife Division Operations Program



- Includes:
  - Division Administration
  - Operations Manager
  - Wildlife Area Coordinator
  - Grant Coordinator
  - Cultural Resource Specialist
  - Support staff
- Legislative tasks & Commission
- Link between division and field



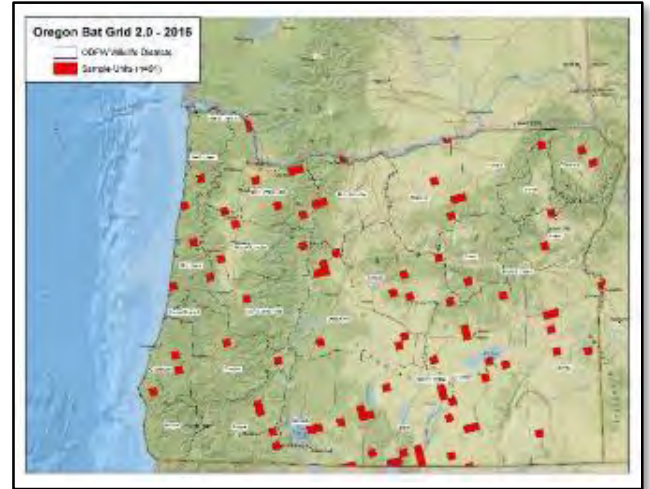
Camp Adair Bank Vault on EE Wilson Wildlife Area

# Wildlife Management Program Purpose

- Species management
- Damage
- Habitat improvement
- Hunting seasons
- Wildlife Areas
- Research
- Wildlife Health



Sunrise at Summer Lake Wildlife Area



Bat Research

# Wildlife Management

## Hunting



# Wildlife Management Damage

- Address human wildlife conflicts and reduce complaints
- Damage policy
- Living with wildlife
- Don't feed wildlife



Goose damage in Willamette Valley



Mule deer in haystacks

# Wildlife Management Surveys



# Wildlife Management Research

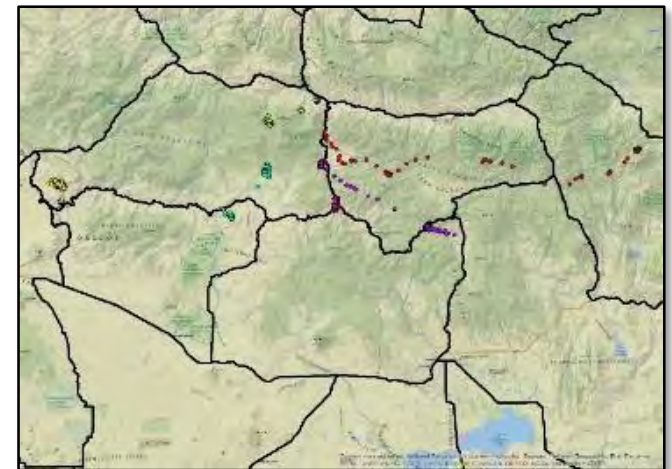
- Identifying bat species
- Estimating black-tailed deer density in western Oregon
- Mule deer movements
- Cooperative efforts



Setting up a bat detector



Detecting Fisher with trail cameras



Tracking migratory mule deer movements



# Wildlife Management Health

- Disease investigations
- Population management implications
- Instruction and training



Wildlife Health Surveys



Disease Investigation



Meat Inspection Instruction

# Wildlife Management

## Greater sage-grouse



- Executive Order - Action Plan
- Success - collaborative efforts to avoid listing under federal ESA
- Lek monitoring and ground surveys
- Population estimates
- Post fire habitat resilience
- Habitat restoration
- Mitigation program



# Habitat Resources

## Program Purpose



- Guidance on land uses affecting fish and wildlife habitat
- Technical assistance and tax incentives
- Consultation with other agencies
- Consistent protection standards



Wind turbines in the Elkhorns



Little brown bat

# Wildlife Management Technical Assistance

- Energy
- Forestry
- Land Use
- Connectivity
- Removal-fill
- Mining
- Natural Resource Damages
- Transportation
- Tax incentives



Stateline wind farm



Wildlife underpass on Highway 97

# Conservation Program Purpose



- Ensure long-term health of Oregon's native fish and wildlife and their habitats
- State Threatened, Endangered, and Sensitive Species management
- Terrestrial and Aquatic Invasive Species coordination
- Outreach & Publications



Aquatic invasive species inspection station

# Conservation

## Oregon Conservation Strategy

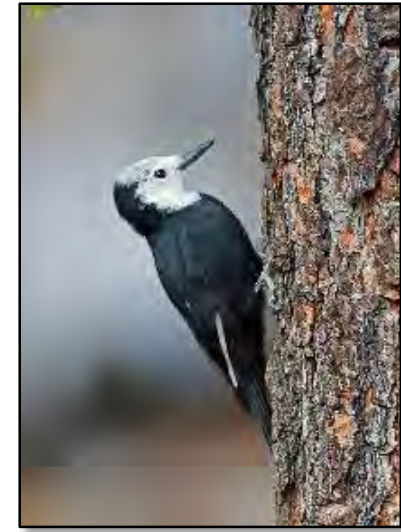
- Identifies 294 native species and 11 native habitats in need of conservation
- Blueprint for action by landowners, agencies, & others
- Helps prioritize investments and projects



Western Meadowlark



California Mountain. Kingsnake



White headed woodpecker

# Willamette Wildlife Mitigation Program

- Successful partnership among ODFW, BPA, conservation organizations, tribes
- Oregon Conservation Strategy habitats and species emphasized
- Permanent protection for 16,880 acres of wildlife habitat by 2025
- Nearly 7,000 acres protected since 2010
- BPA provides funding for habitat acquisitions and support of ODFW program implementation



Western Pond Turtle (K. Kohl)



Willow Flycatcher (K. Kohl)

# Conservation Wolves

- State delisted in 2016
- Documentation of packs and population
- Phase III of Wolf Plan
- Livestock depredation



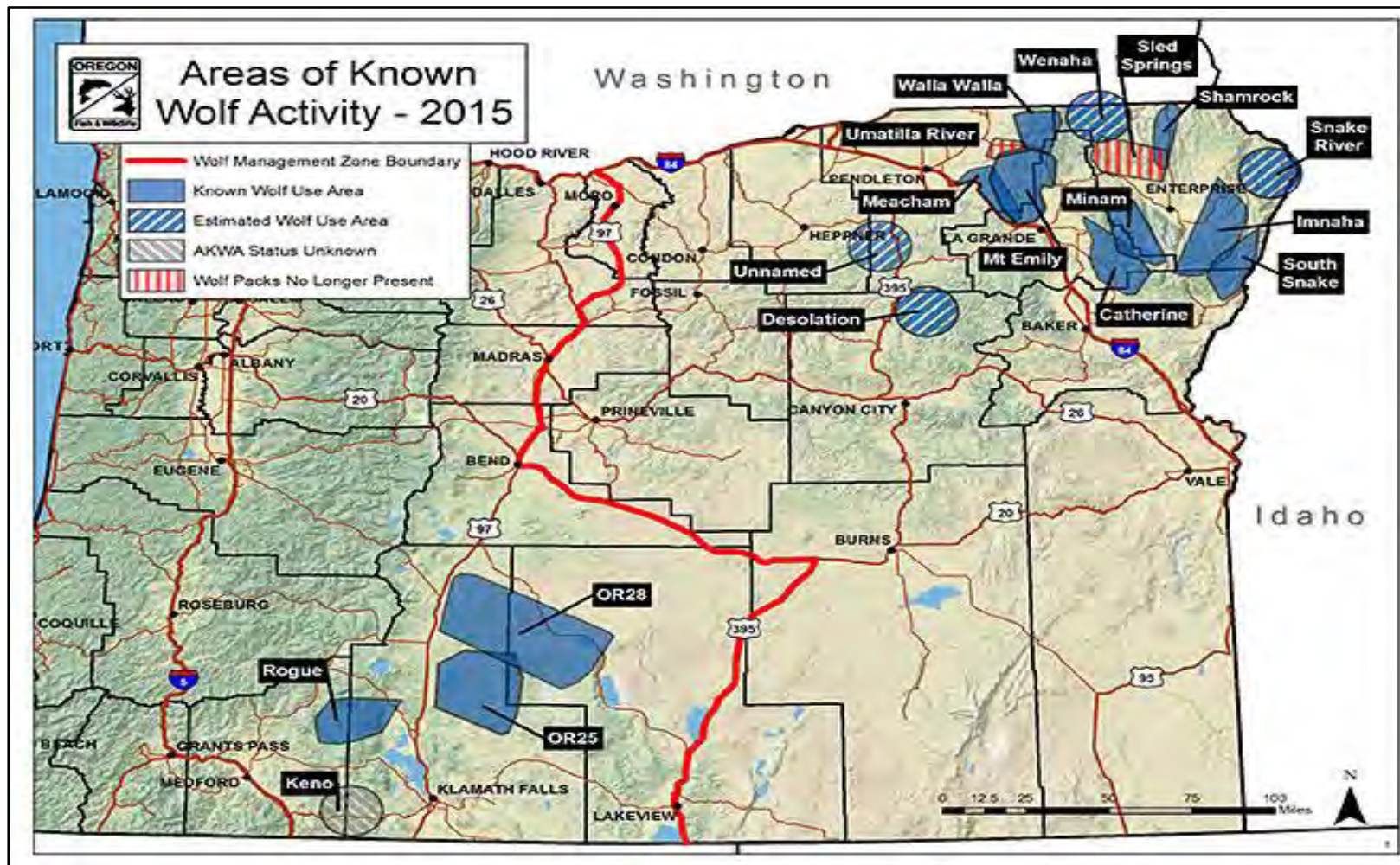
OR42 Recently re-collared alpha female wolf



OR49 female



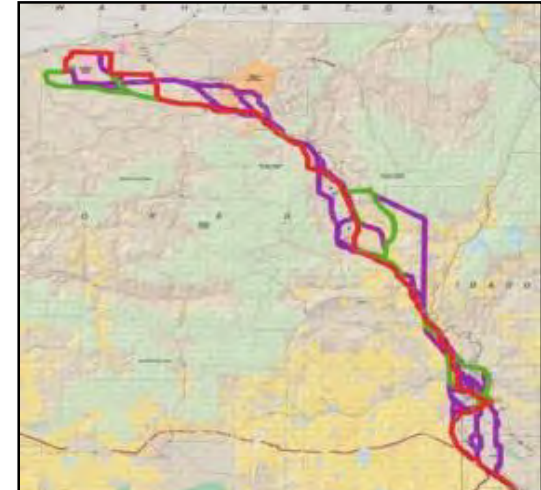
# Conservation Wolves



# Wildlife Division

## Policy Option Packages

- 7 Policy Option Packages
  - Limitation Requests
  - One time expenditures
  - Continuation of joint programs



Coquille Valley Wildlife Area



Mule deer initiative



# Policy Option Packages

## Wildlife Management

Type	Fund	Amount	Positions	FTE
<b>POP 102 – Coquille Valley Wildlife Area</b>				
Continuation	OF	230,000	0	0.00
Requests Services and Supplies to fund projects in the Wildlife Area.				
<b>POP 103 - Coquille Tidegate Replacement</b>				
Continuation	OF	950,000	0	0.00
Requests Services and Supplies to fund the Wildlife Area’s portion of the flood district’s tidegate replacement project.				
<b>POP 112 - Voluntary Access &amp; Habitat Initiative Program</b>				
Continuation	FF	450,000	0	0.00
Requests Services and Supplies to fund access and habitat projects throughout the state.				



# Policy Option Packages

## Wildlife Management

Type	Fund	Amount	Positions	FTE
<b>POP 129 - Oregon Deer Management and Monitoring</b>				
Continuation	OF/FF	300,000/450,000	0	0.00
Requests Services and Supplies to fund additional deer management and monitoring projects.				



# Policy Option Packages

## Habitat Resources

Type	Fund	Amount	Positions	FTE
<b>POP 107 – Energy Development and Transmission</b>				
Continuation	OF	280,000	1	1.00
Requests 1 position (1.00 FTE) Services and Supplies to fund review and planning work related to the placement of energy transmission lines.				



# Policy Option Packages Conservation

Type	Fund	Amount	Positions	FTE
<b>POP 119 – Willamette Wildlife Mitigation Program</b>				
Continuation	OF/FF	125,000/1,105,000	0	0.00
Requests Services and Supplies to fully fund the program.				
<b>POP 142 – Sage Grouse NRCS Species Recovery Partnership</b>				
New	LF/FF	142,500/570,000	3	3.00
Requests 3 positions (3.00 FTE) and Services and Supplies to fund conservation liaisons. (One other position will reside in the Fish Division.)				

# Fish Division

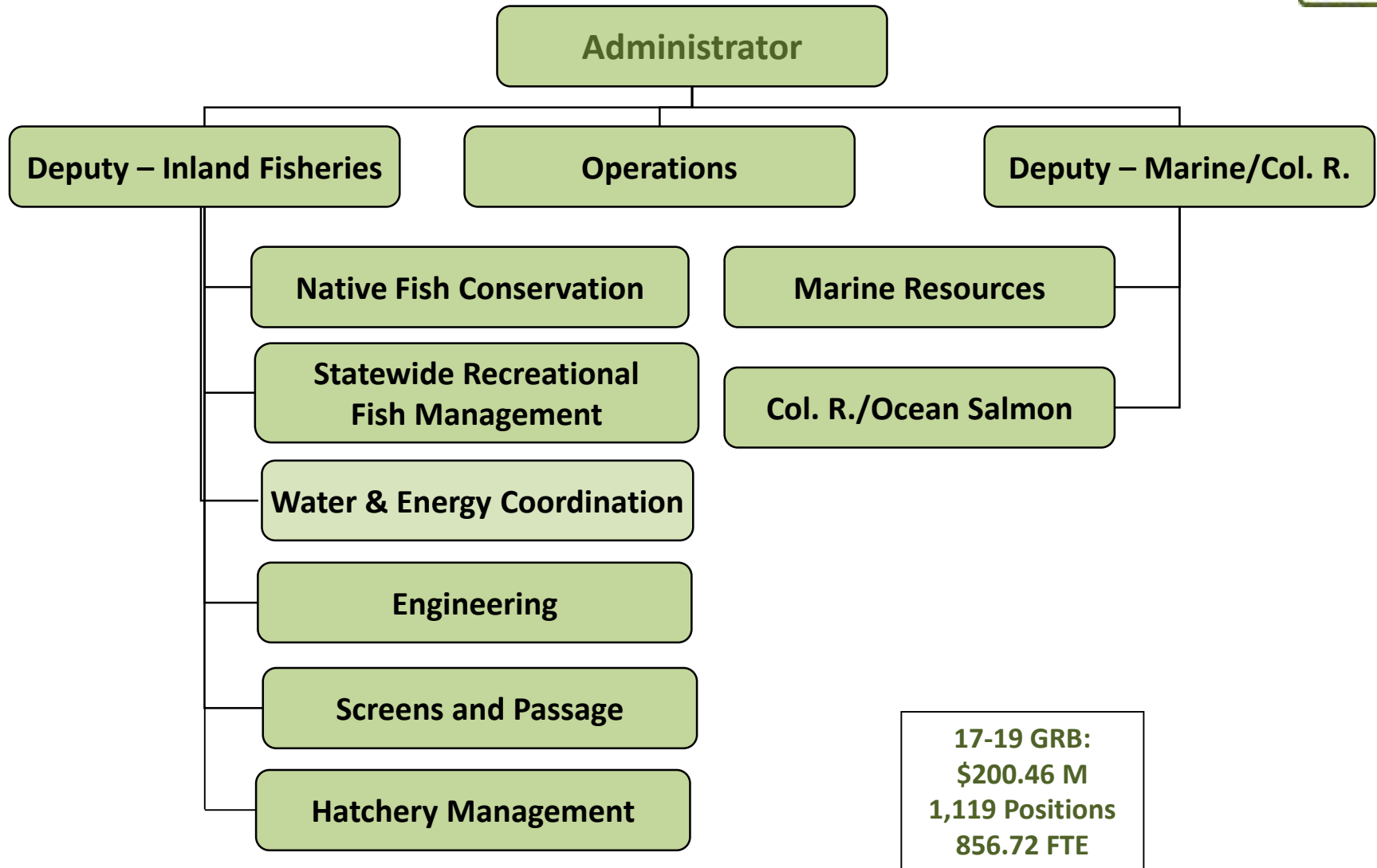
## Program Emphasis

- We are the Stewards of Oregon's Fishery Resources
  - Conservation is Job #1
  - Manage based on sound science
  - Maintain and enhance fishing opportunities
- Manage hatcheries to provide fisheries consistent with conservation objectives
- Co-management: tribal partners, inter-jurisdictional fisheries, Federal waters fisheries
- Advise on the habitat needs of fish (e.g., water, energy, land use)





# Fish Division





# Inland Fisheries

## Policy Issues & Opportunities

- Conservation plan implementation
- Making fishing better
- Leading delisting efforts
- Water and hydropower
- Fish passage and screening



# Conservation & Recovery Plan Implementation

- Focus is on implementation
  - Priority actions
  - Partnerships
    - OWEB & sister agencies
    - Watershed Councils & SWCDs
- Outcomes
  - Delisting
  - Improved fishing, economic, ecological, and societal benefits



# Native Fish ESA Recovery



- Oregon Chub (Willamette Valley)
  - De-listed in 2015
  - First fish in nation!
- Borax Lake Chub (Harney County)
  - Proposed for state de-listing in 2017
  - Recommended for federal downlisting
- Foscett Spring Speckled Dace (Lake County)
  - Proposed for state de-listing in 2017
  - Recommended for federal de-listing
- Oregon Coast Coho (Cape Blanco north)
  - Biologically viable
  - Possible federal de-listing in next 5-10 years



Oregon Chub

# Fish Screens and Passage

- Fish Screening
  - Collaborative Cost Share Program
    - 1400 projects installed since 2000
    - Assisting water users with screens maintenance
- Fish Passage
  - 160 fish passage projects cost-shared since 2000
  - 120 projects reviewed and approved in 2016
- Creative and Collaborative Solutions
  - Working with water users
  - ODOT Culvert Repair Agreement
  - Fish Passage Mitigation Bank
- Benefits: ESA Protection to Water Users



# Hatchery Management

## Program Purpose

- Fishery and/or conservation benefits
- Good residents in their watersheds
- Good neighbors to wild fish
  - OHRC



# Fish Hatcheries



# Hatchery Programs

- **32 hatcheries** (18 mitigation)
  - 12 federal fund
  - 8 state fund
  - 12 mixed fund
- **45 Million annual release**
  - 39 Mil salmon-steelhead
  - 5 Mil rainbow trout
  - <1 Mil other (e.g., kokanee)
- **36 Million fish marked**



Big Creek Hatchery



# Hatchery Management

## High Return on Investment

- 650,000 people purchase fishing licenses annually
- More than 8 million angler days/year
- Angling opportunities 365 days/year
- \$1 spent generates \$15 in economic benefit
  - Only 25¢ of every dollar spent is state funds



Free Fishing Weekend at Wizard Falls Hatchery



Salmon fishing on the Columbia River



# Hatchery Upgrades

## 2015-17 Biennial Projects

- Cedar Creek Hatchery Pond Improvement
  - \$1,680,000 (ODOT/R&E Funds)
- Wallowa Hatchery Pond Improvement
  - \$590,000 (R&E Funds)
- Wizard Falls Pond Improvement
  - \$156,000 (R&E Funds)
- Wizard Falls Electrical Improvement
  - \$141,000 (R&E Funds)
- Rock Creek Pond Improvement
  - \$590,000 (R&E Funds)



Cedar Creek Hatchery:  
Partially constructed ponds as of October 2016.

# Recreational Fisheries

## Making Fishing Better



- Regulation simplification
  - Clear barrier to participation
  - Goal simple, readable regs, new layout
  - Initial focus trout/warmwater
  - Salmon/Steelhead for 2018
- Juvenile License
- Recruitment and Retention
  - Where and how to fish
  - Marketing
  - Focus on families and youth
- Restoration of reservoir and lake fisheries
- Fishing access



# Restoration & Enhancement Program

- Funded with recreational fishing & commercial salmon fishery dollars
  - Over \$55 M and thousands of projects since 1989
  - 65 projects approved as of December 2016
    - 12 hatchery related (\$1,643,558)
    - 12 fish passage and screening projects (\$952,935)



New raceways at Cedar Creek hatchery



New fishing and viewing jetties on Whetstone Pond Denman Wildlife Area

# Marine/Columbia River



Sustainably manage fish and wildlife in Oregon's ocean and Columbia Basin



# Marine/Columbia River Policy Issues & Opportunities

- Recovery/Conservation
- Interjurisdictional Fishery Mgmt
- Energy Development
- Pinniped Predation
- Bycatch reduction
- Invasive Species
- Ocean acidification



# Marine/Columbia River Fisheries

- Manage a significant portion of the state's fisheries
  - Much of the recreational
  - Essentially all of the commercial
- Fishing is a *major* economic driver in Oregon's economy (to both coastal/rural communities and the entire state)
  - More than \$1.2 B/biennium economic value



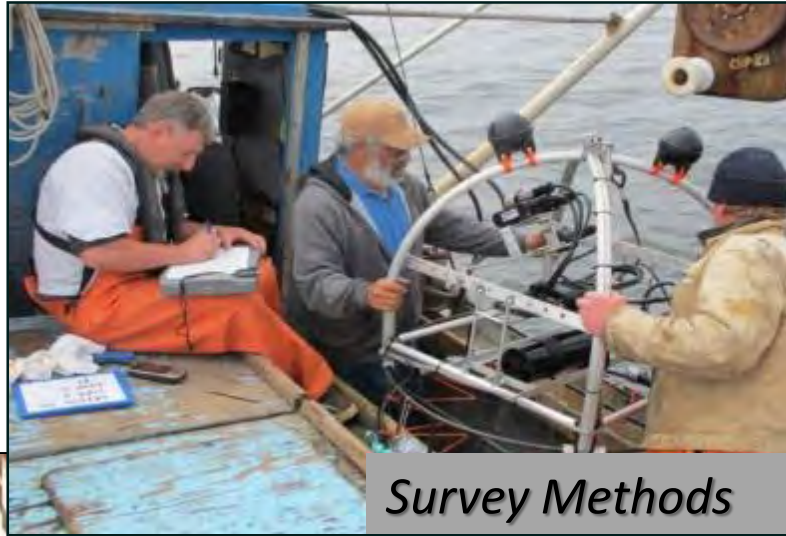
# Salmon Fisheries Outlook

- Recent “good ol’ days” fisheries, but currently in downturn from 2015 drought and poor ocean
- Lower CR Fisheries Reform
- Interjurisdictional (e.g. Columbia River Compact, *USvOR*, etc.)
- ESA/MMPA/MBTA



# Marine Fisheries

## Sustainability, Science, and Collaboration



*Survey Methods*



*Commercial Fleet*



*Bycatch Reduction*

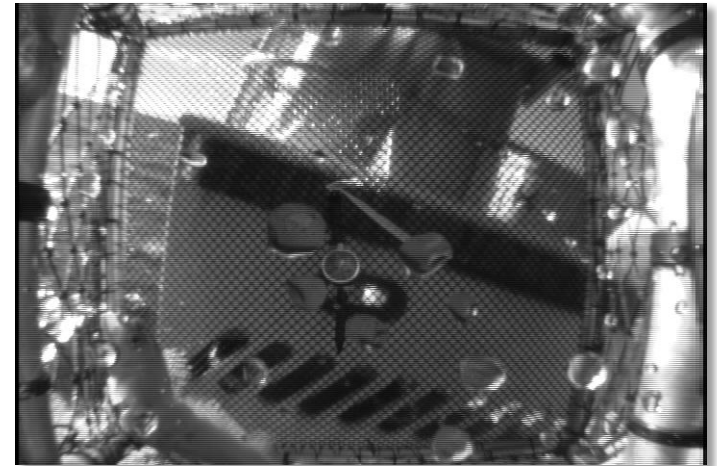


*Sport Angler*



# Addressing Rockfish Barotrauma

- Injury can occur from bringing rockfish to ocean surface
  - Quick return to depth decreases mortality
- ODFW's descender device campaign has improved survival and angler access
  - Over 10,000 devices distributed to date
  - Mandatory use beginning in 2017 sport fisheries



# Understanding Marine Reserves

- Conservation of marine habitats and biodiversity
- Scientific reference sites
- Avoid significant adverse impacts to coastal communities
  - 12 socio-economic studies underway



Cape Falcon



Cascade Head



Otter Rock



Cape Perpetua



Redfish Rocks



# Policy Option Packages

## Inland Fisheries

Type	Fund	Amount	Positions	FTE
<b>POP 104 – Klamath Reintroduction Planner</b>				
Continuation	OF	210,000	1	1.00
Requests 1 limited duration position (1.00 FTE) to plan for reintroduction of anadromous fish into the Klamath River Basin.				
<b>POP 108 – Instream Water for Fish Health</b>				
Continuation	LF	211,000	2	1.33
Requests 2 limited duration positions (1.33 FTE) and Services and Supplies to fund work related to the statewide management of water resources.				



# Policy Option Packages

## Inland Fisheries

Type	Fund	Amount	Positions	FTE
<b>POP 139 – Screening Program Fund Shift</b>				
Continuation	GF/FF/OF	0	0	0.00
This is a net zero package that shifts limitation between expenditure categories of the Fish Screens program.				
<b>POP 140 – Increase Fish Production-Clackamas Hatchery</b>				
Continuation	OF	92,000	0	0.00
Requests Services and Supplies to increase trout production at the Clackamas fish hatchery.				



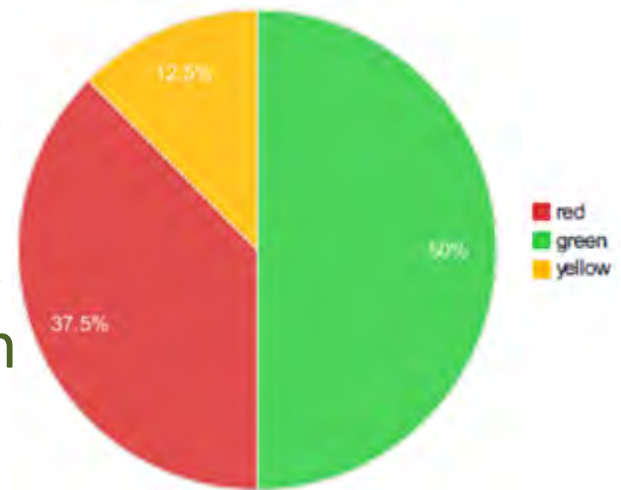
# Policy Option Packages

## Inland Fisheries

Type	Fund	Amount	Positions	FTE
<b>POP 142 – Sage Grouse NRCS Species Recovery Partnership</b>				
New	LF/FF	47,500/190,000	1	1.00
Requests 1 position (1.00 FTE) and Services and Supplies to fund conservation liaisons. (Three other positions will reside in the Wildlife Division.)				

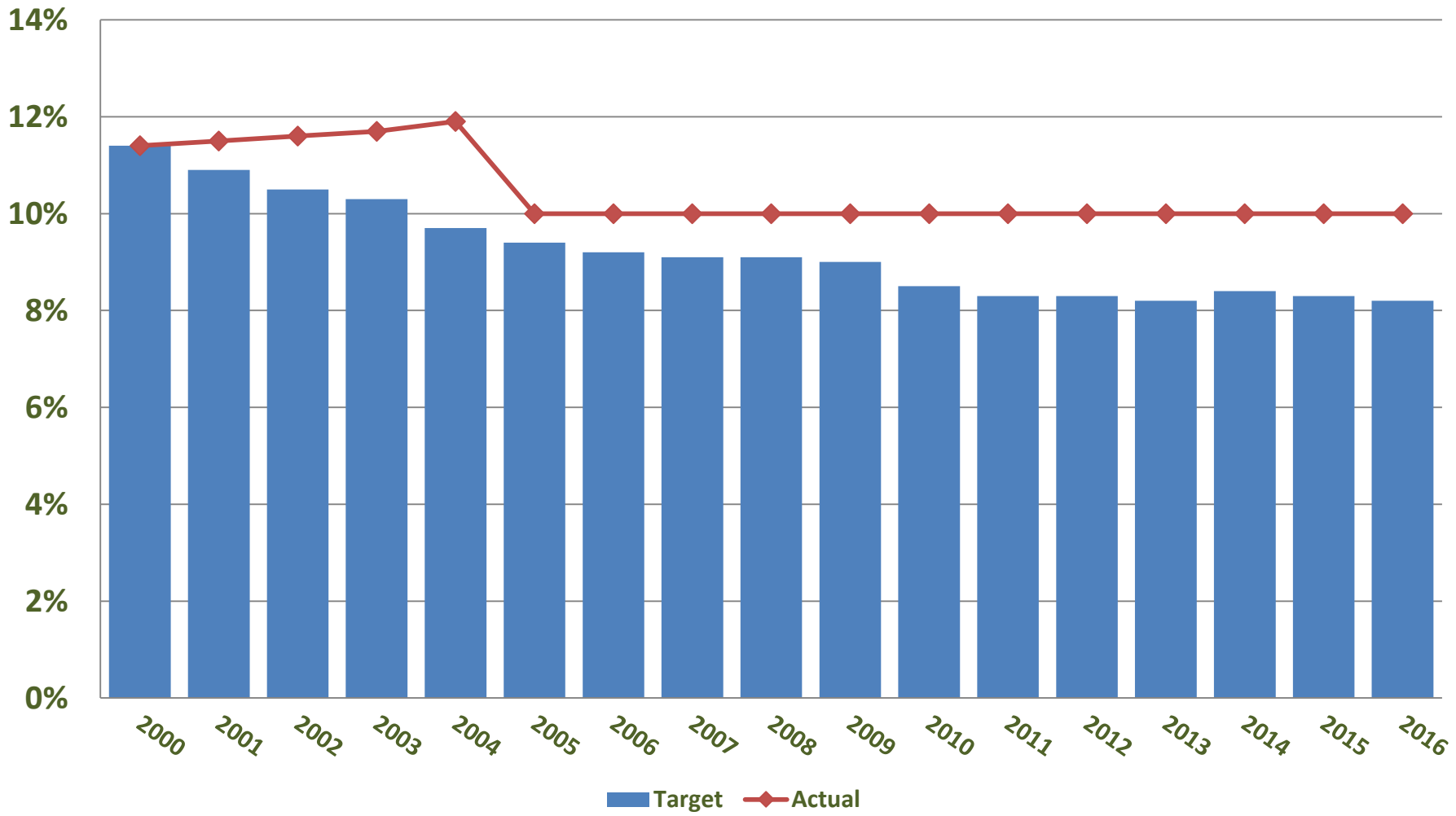
# Key Performance Measures Summary

- KPM 1 - Hunting License Purchases
- KPM 2 - Angling License Purchases
- KPM 3 - Wildlife Damage
- KPM 4 - Oregon Species of Concern - Percent of fish species of concern
- KPM 5 - Oregon Species of Concern - Percent of wildlife species of concern
- KPM 6 - Decreasing the Number of Unscreened Water Diversions
- KPM 7 - Customer Service
- KPM 8 - Boards and Commissions



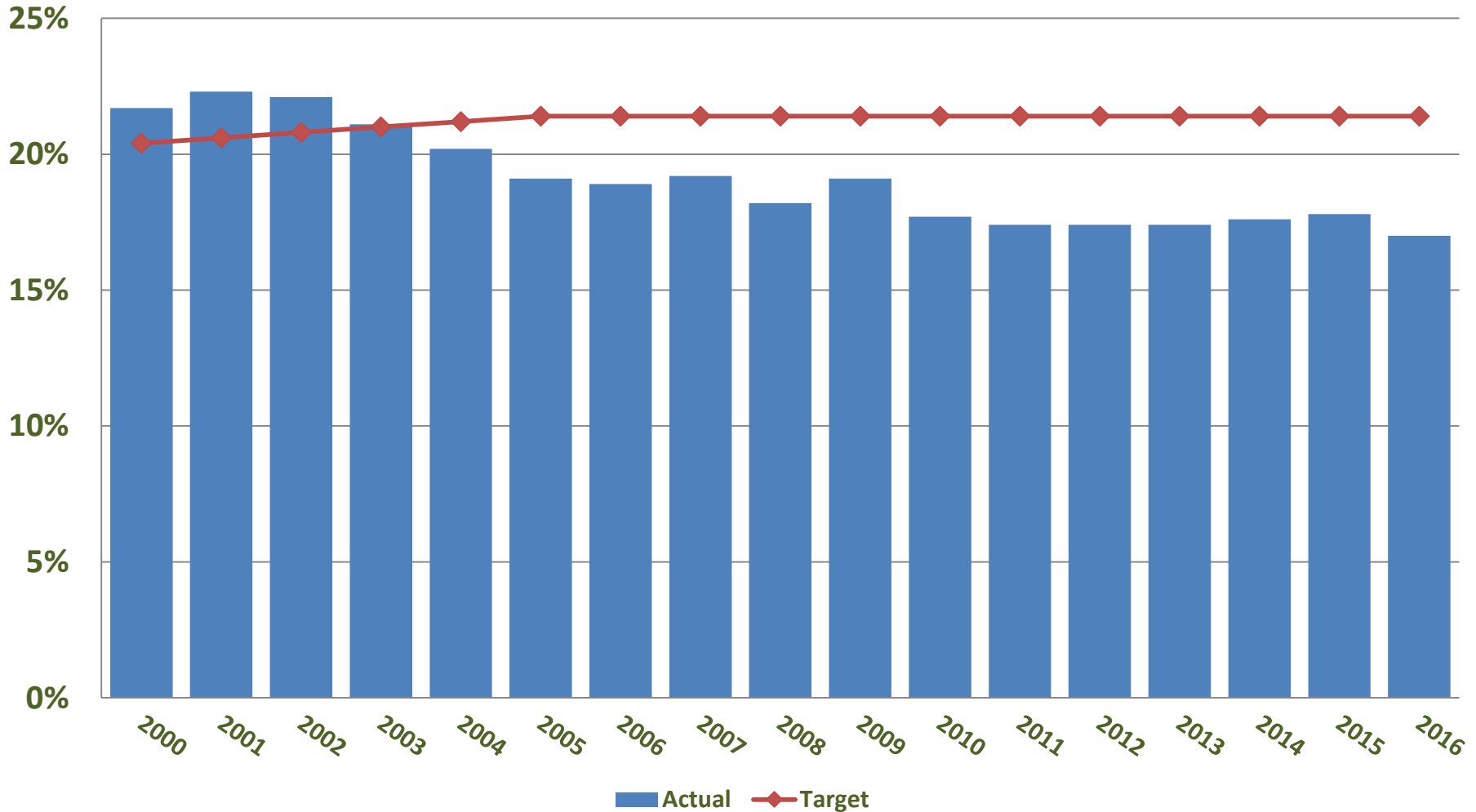
# Key Performance Measures

## KPM1 - Hunting License Purchases



# Key Performance Measures

## KPM 2 - Angling License Purchases

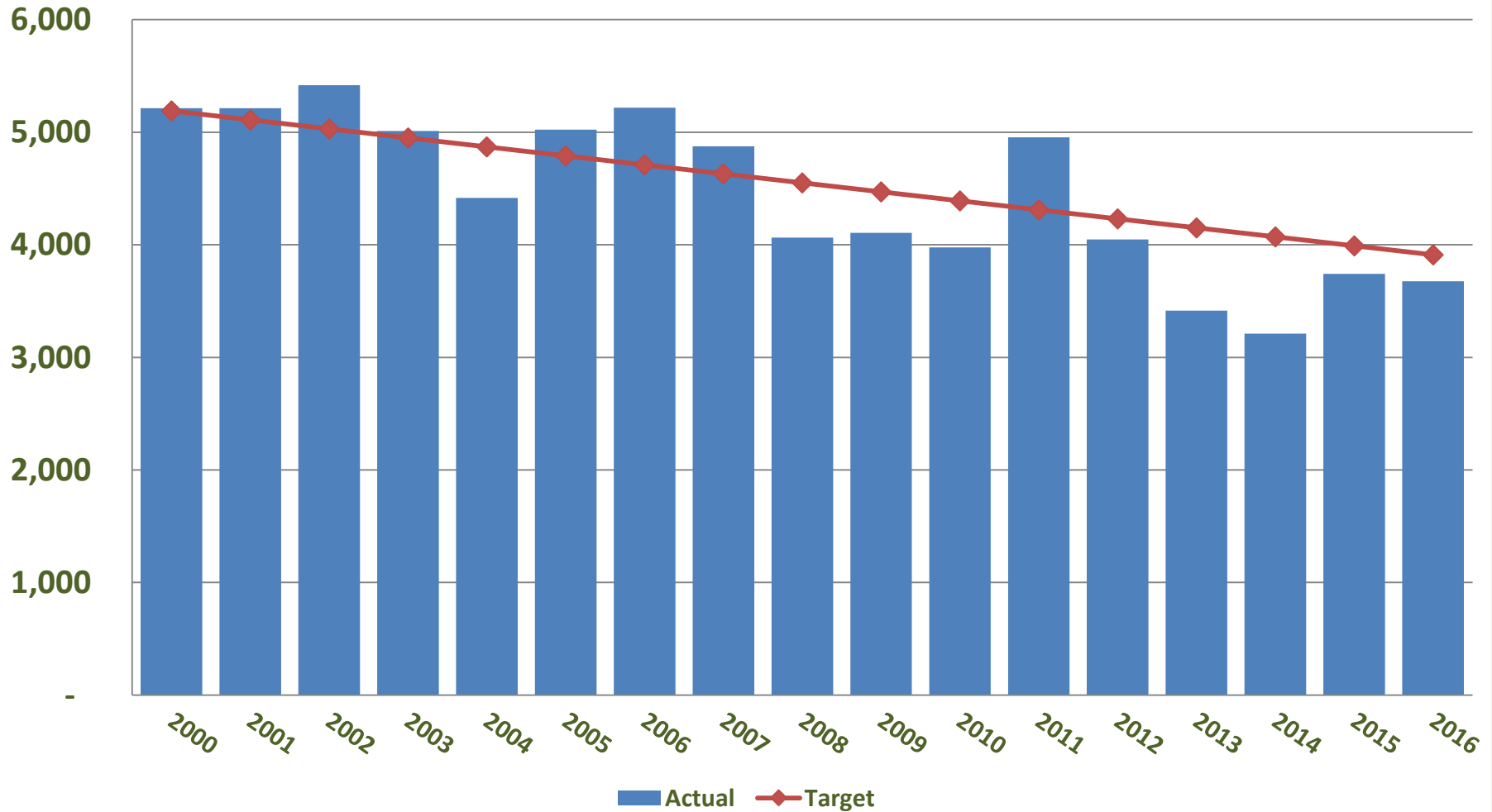






# Key Performance Measures

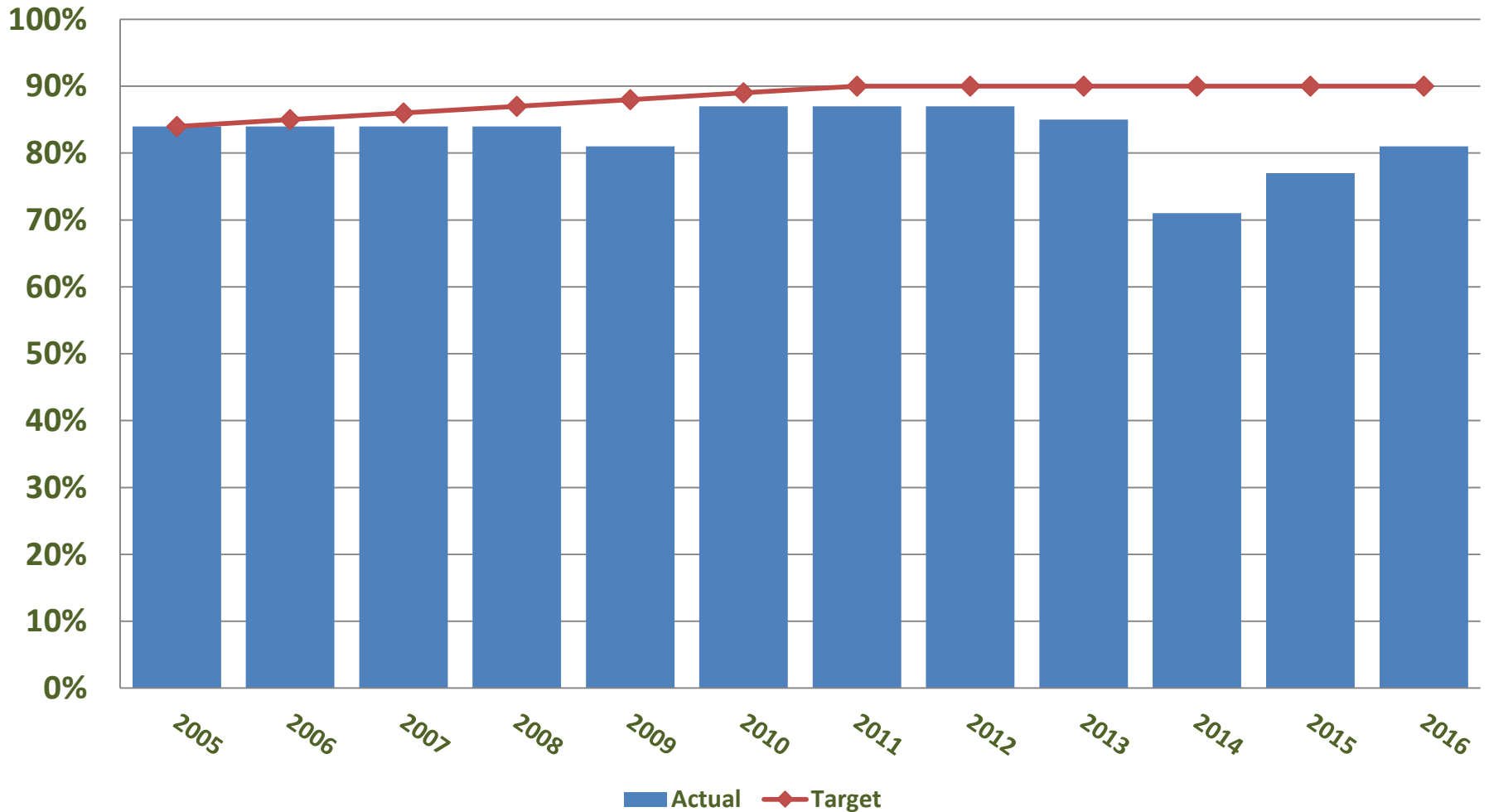
## KPM 3 - Wildlife Damage





# Key Performance Measures

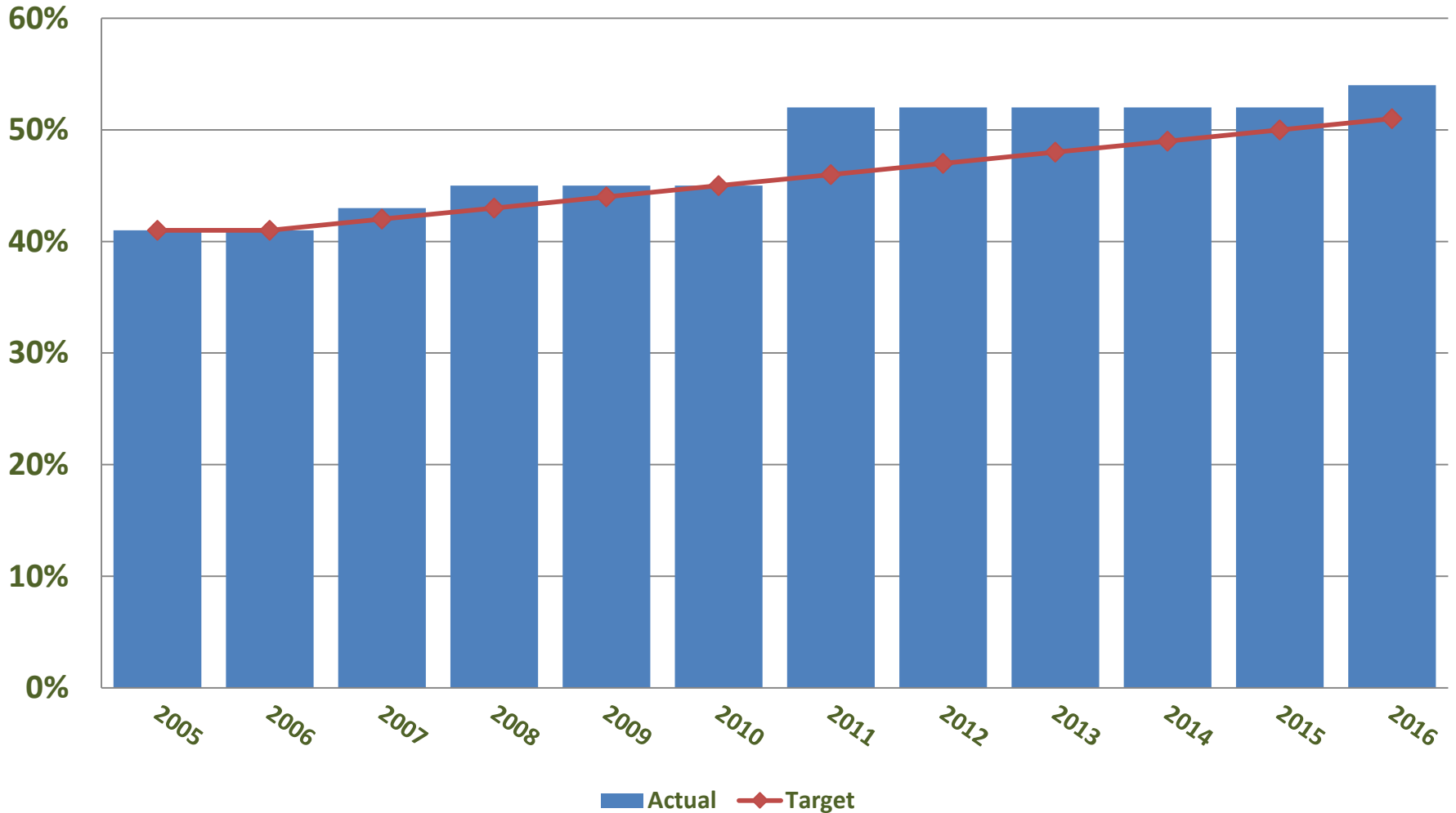
## KPM 4 - Percent of fish species of concern monitored





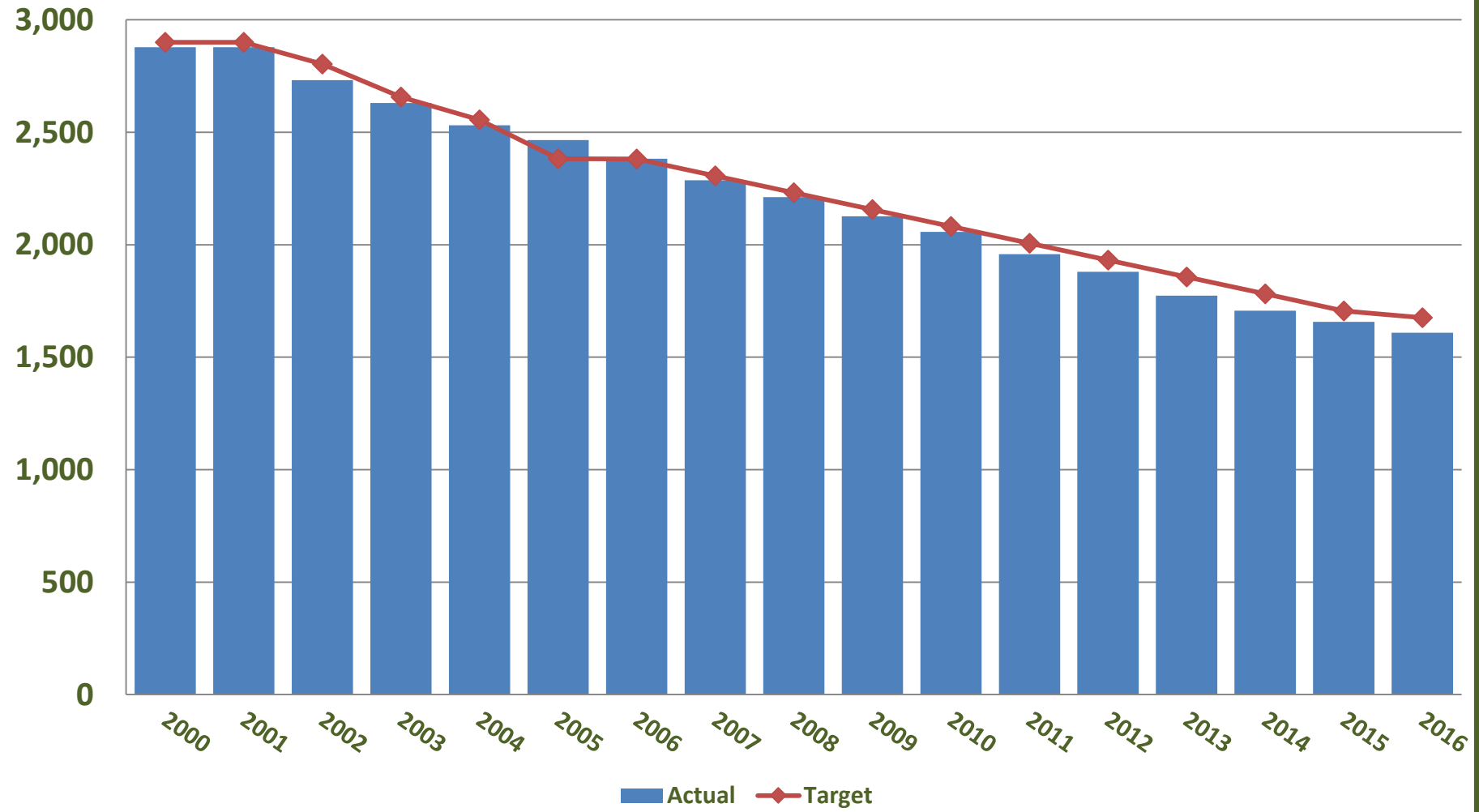
# Key Performance Measures

## KPM 5 - Percent of wildlife species of concern monitored



# Key Performance Measures

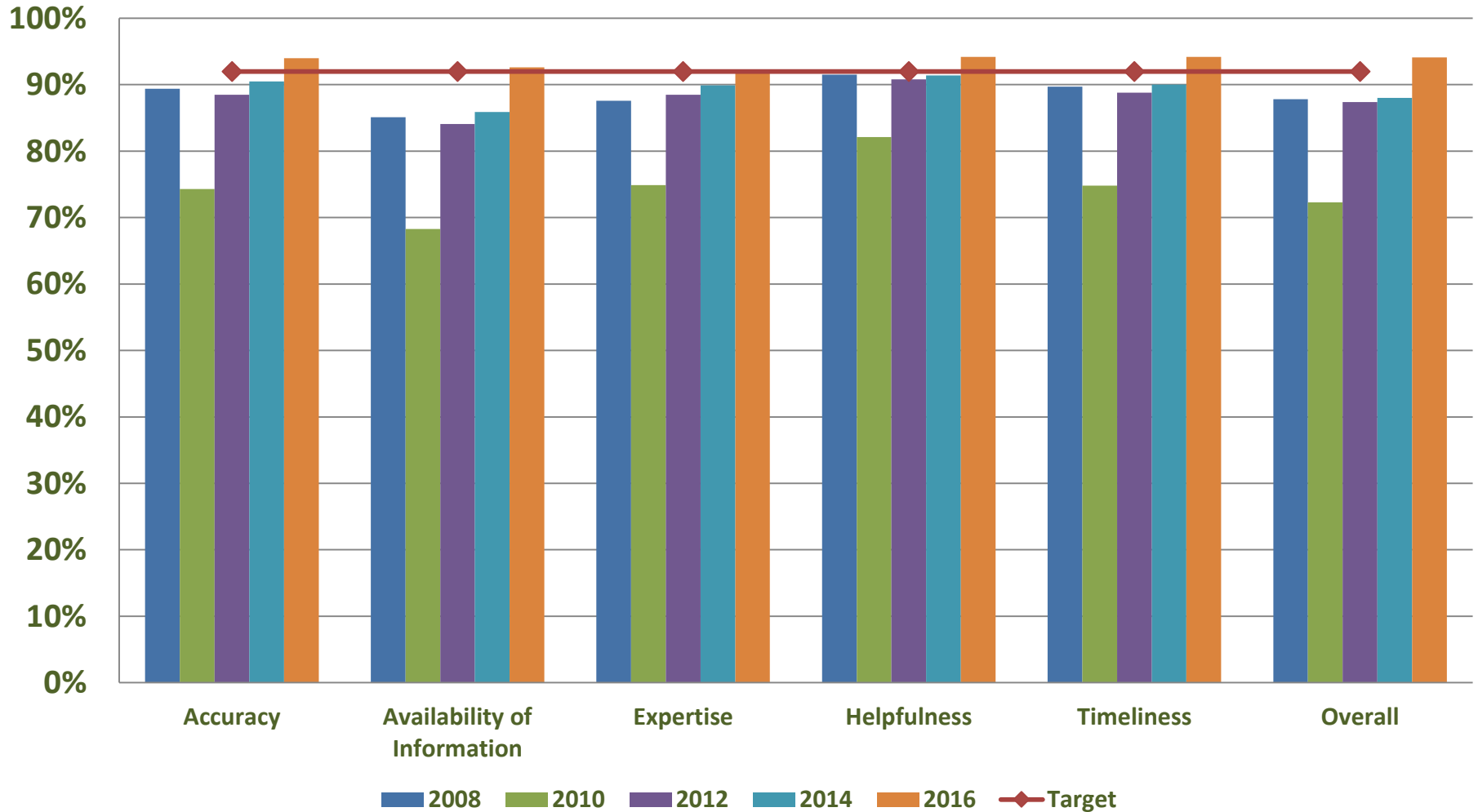
## KPM 6 - Decreasing Number of Unscreened Water Diversions





# Key Performance Measures

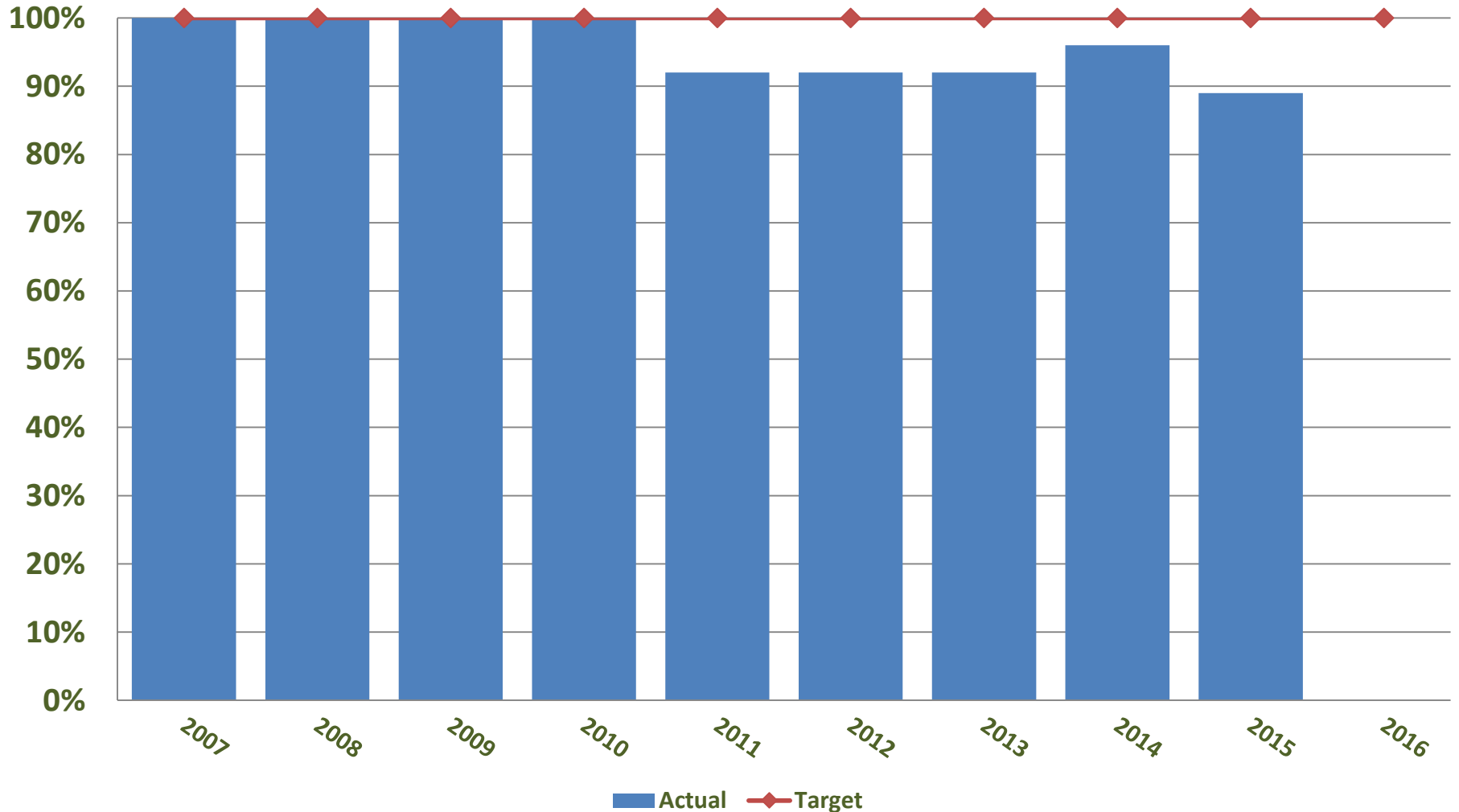
## KPM 7 - Customer Service





# Key Performance Measures

## KPM 8 - Boards and Commissions



# Key Budget Points

- Current Service Level Budget
- Remain within Planned Revenues
- Roughly 10% General Fund Reductions Taken
- Address Deferred Maintenance



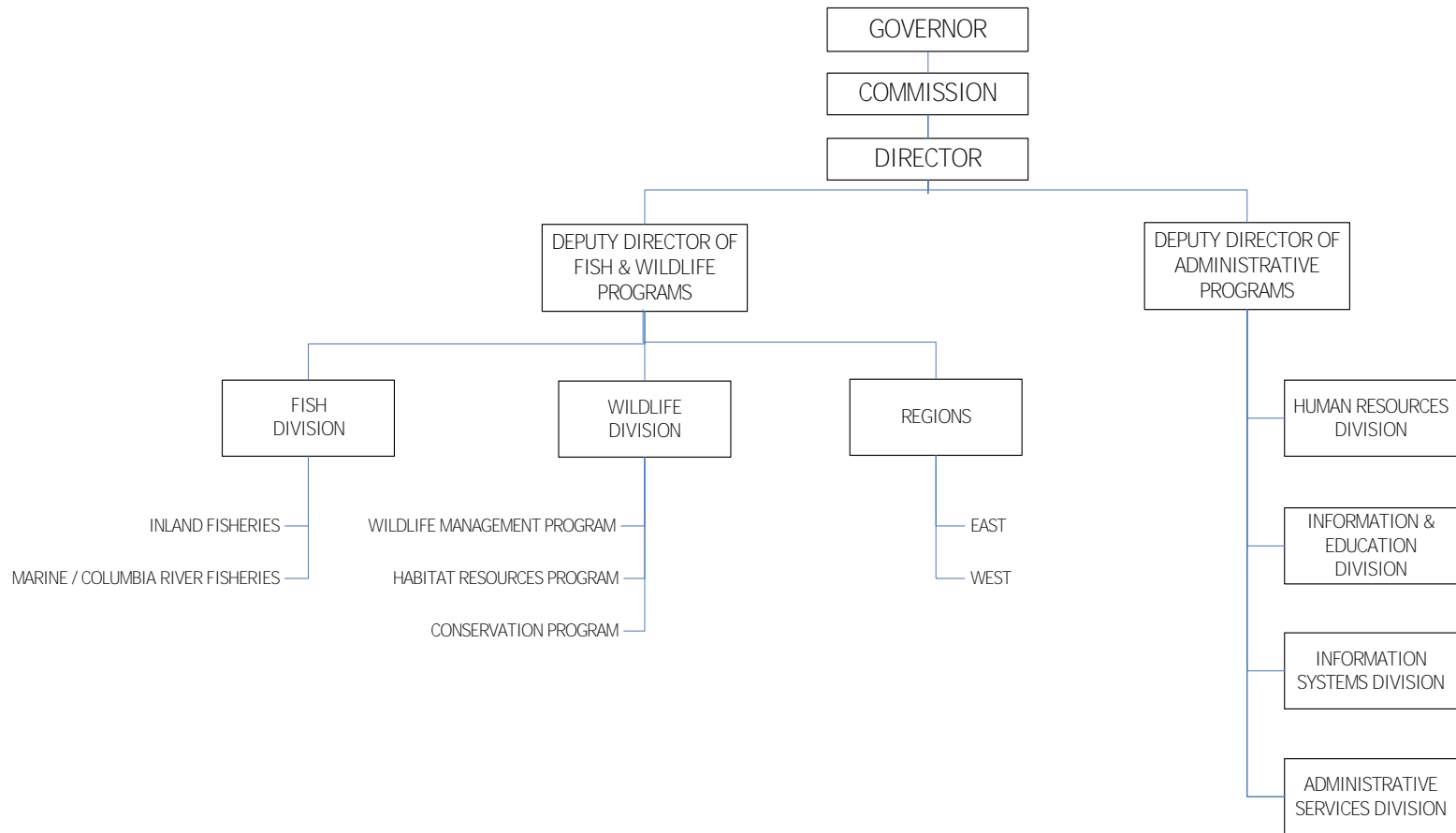
# Conclusion



Ladd Marsh Wildlife Area



### 2017-19 Organization Chart



2017-19 GRB  
Positions: 1459  
FTE: 1190.76

## OREGON FISH AND WILDLIFE COMMISSIONERS



**Michael Finley – Chair**

**Western Oregon**

**Appointment Effective: June 30, 2011, Term Expires: 6/30/2019**

Michael Finley is the former President of the Turner Foundation, a private grant-making foundation that supports hundreds of grassroots, national and international organizations. Before joining the Turner Foundation, he spent 32 years with the National Park Service. During his career, Finley was Superintendent of Yellowstone National Park for 6.5 years and also served as Superintendent of Yosemite and Everglades National Parks and Assateague Island National Seashore. He directly managed hunting and fishing activities on National Park Service lands and waters in Alaska, Florida, Maryland, Virginia, California, Montana and Wyoming. He was also a commissioned law enforcement ranger and investigator for 10 years. Finley hunts and fishes, and is passionate about public recreation.



**Holly Akenson**

**Eastern Oregon**

**Appointment Effective: June 30, 2011, Term Expires: 6/30/2019**

Holly Akenson has been a wildlife biologist and educator, primarily working in rural areas of Eastern Oregon and Idaho. She received her M.S. in Wildlife Resources from University of Idaho and B.S. in Biology and B.S. in Education from Eastern Oregon University. Most recently she worked for Wallowa Resources, providing education and field experiences for youth, university students and the community on stewardship of the natural resources of Wallowa County. Prior to that Holly taught field programs for University of Idaho students and conducted research and monitoring on wolves, cougars, bighorn sheep, bald eagles, and Oregon's nongame Conservation Strategy Species for ODFW, IDF&G, and the Forest Service. She is a certified Wildlife Biologist. Holly currently works as a wildlife consultant and with her husband Jim, manages their tree farm. She serves on a local board promoting logging history. Holly is an avid archery and rifle big game hunter, angler, and wildlife photographer. She enjoys riding mules and taking a pack string into the mountains.

**Bruce Buckmaster****Congressional District 1****Appointment Effective: June 1, 2015, Term Expires: 5/31/2019**

Bruce Buckmaster is the retired owner and CEO of Bio-Oregon, Inc. Bio-Oregon introduced low phosphorus (less polluting) hatchery feeds to ensure compliance with clean water statutes and initiated fish-based nutrient supplementation to aid wild salmon recovery in Oregon rivers and streams. Bio-Oregon was one of Oregon's largest secondary recyclers reclaiming value from 35-40 million pounds of on-shore fish processing waste annually. Now active as a community advocate and avid fly fisher, Bruce spends much of his time working on issues of stewardship and equitable use of natural resources.

**Jim Bittle****Congressional District 2****Appointment Effective: Dec. 19, 2016, Term Expires: Dec. 18, 2020**

James Bittle is the President and current owner of Willie Boats Inc., a custom all-welded aluminum boat manufacturer, located in Southern Oregon. For over 32 years, Jim has actively managed Willie Boats Inc., which is dedicated to provide sound employment for more than 25 employees. Jim's vast knowledge of the outdoor industry has influenced numerous habitat conservation projects and allowed him to support associations such as the Coastal Conservation Association (CCA) and the Rocky Mountain Elk Foundation (RMEF), who are devoted to improving the management of our natural resources throughout the western states and Alaska. Raised in the Rogue Valley, Jim has continued to serve his community through efforts benefiting children and veterans, with organizations such as, Hearts With A Mission and Interfaith Care Community. Jim is committed to sharing his passion for the outdoors and ensuring its preservation for his grandchildren and future generations to come.

**Gregory J. Wolley****Congressional District 3****Appointment Effective: June 1, 2012, Term Expires: 5/31/2020**

Gregory Wolley is originally from the San Francisco Bay Area, and has lived in Portland for the past for 24 years. He currently manages small business development programs for the City of Portland. Greg has previously worked as a forest planner and conservation education manager for the US Forest Service, a regional open space planner for Metro Regional Parks and Greenspaces, and a preserve manager for The Nature Conservancy. He received his B.A. degree in behavioral biology from UC Berkeley, and an M.S. Degree in natural resource education from Southern Oregon University. Greg has served on numerous boards and advisory committees, including the Northwest Association of Environmental Professionals, the City of Portland Urban Forestry Commission, and parks and natural areas planning committees for Multnomah and Los Angeles counties. Greg's passion is introducing new audiences to activities and careers in the outdoors. He enjoys many outdoor activities, including fishing, backpacking and kayaking. He lives with his family in the Grant Park neighborhood of Portland.



**Bob Webber**  
**Congressional District 4**  
**Appointment Effective: Feb 28, 2010, Term Expires: 2/28/2018**

Bob Webber grew up in Tigard. He attended Linfield College and Willamette University Law School. Bob, and his wife Suzanne live on the Elk River outside of Port Orford. They have three daughters and five grandchildren. Bob is a partner in the law firm of Black, Chapman, Webber and Stevens in Medford, and works part time on the south coast. For the past 16 years, he has been a board member and past chairman of the 11,000-member Oregon Hunters Association. He is as an avid hunter and angler, and he also volunteers as a special prosecutor handling wildlife-related cases for the Curry County District Attorney's Office.



**Laura Anderson**  
**Congressional District 5**  
**Appointment Effective: June 1, 2012, Term Expires: 5/31/2020**

Laura Anderson owns and operates Local Ocean Seafoods, a sustainability-focused seafood restaurant and fish market in Newport, Oregon. She also currently serves as the Executive Director of FISHCRED, a coastwide organization that represents commercial fishing business in Marine Spatial Planning. Coming from a commercial fishing family, she spent many summers working on her father's fishing boat before earning a Master's degree in Marine Resource Management from Oregon State University. In her younger years she served as a Peace Corps Volunteer working with artisanal fishers in the Philippines and also spent a year working in international business in Hanoi, Vietnam. Laura still enjoys traveling, particularly where it involves SCUBA diving and experimenting with new cuisines.

## AGENCY SUMMARY

### Mission Statement

The mission of the Oregon Department of Fish and Wildlife (ODFW) is to protect and enhance Oregon's fish and wildlife and their habitats for use and enjoyment by present and future generations.

### Statutory Authority

Statutory authority for the management of fish and wildlife resources in Oregon is found in Chapters 496 through 513 of the Oregon Revised Statutes (ORS). The statutes cover agency authority and responsibility for the administration and enforcement of wildlife and commercial fishing laws; licenses and permits; hunting, angling, commercial fishing and trapping regulations; and wildlife protective measures. The state Food Fish Management Policy and Wildlife Policy are the primary statutes that govern the management of fish and wildlife resources in Oregon.

#### Food Fish Management Policy - 506.109

It is the policy of the State of Oregon that food fish shall be managed to provide the optimum economic, commercial, recreational and aesthetic benefits for present and future generations of the citizens of this state. In furtherance of this policy, the goals of food fish management are:

1. Maintain all species of food fish at optimum levels in all suitable waters of the state and prevent the extinction of any indigenous species.
2. Develop and manage the lands and waters of this state in a manner that will optimize the production, use and public enjoyment of food fish.
3. Permit an optimum and equitable use of available food fish.
4. Develop and maintain access to the lands and waters of the state and the food fish resources thereon.
5. Regulate food fish populations and the use and public enjoyment of food fish in a manner that is compatible with other uses of the lands and waters of the state and provides optimum commercial and public recreational benefits.
6. Preserve the economic contribution of the recreational and commercial fishing industries in a manner consistent with sound food fish management practices.
7. Develop and implement programs for optimizing the return of food fish for Oregon's recreational and commercial fisheries.

#### Wildlife Policy - 496.012

It is the policy of the State of Oregon that wildlife shall be managed to prevent serious depletion of any indigenous species and to provide the optimum recreational and aesthetic benefits for present and future generations of the citizens of this state. In furtherance of this policy, the Oregon Fish and Wildlife Commission (Commission) shall implement the following coequal goals of wildlife management:

1. Maintain all species of wildlife at optimum levels.

2. Develop and manage the lands and waters of this state in a manner that will enhance the production and public enjoyment of wildlife.
3. Permit an orderly and equitable use of available wildlife.
4. Develop and maintain public access to the lands and waters of the state and the wildlife resources thereon.
5. Regulate the wildlife populations and the public enjoyment of wildlife in a manner that is compatible with primary uses of the lands and waters of the state.
6. Provide optimum recreational benefits.
7. Make decisions that affect wildlife resources of the state for the benefit of the wildlife resources and make decisions that allow for the best social, economic and recreational use of wildlife resources by all user groups.

### Additional Statutes and Policies

Numerous other state and federal statutes, regulations, rules and policies are related to wildlife management and govern department activities. Examples include federal and state endangered species acts, statutes related to land use, land management, water quality, water quantity, and many other issues. Some of these statutes or regulations require specific actions by the department. Others are merely advisory.

Policies related to specific funding sources also affect department activities. For example, federal Wildlife and Sport Fish Restoration program funds must be used for fish and wildlife management activities and may not be used for enforcement, marketing or other specified activities. The Wildlife and Sport Fish Restoration program funds require a 25-percent match through license dollars or other non-federal sources, putting additional demands on license revenue. Other restrictions or limitations on use of funds may be outlined in contracts, grants or other legally binding agreements.

Several other factors also affect department activities, including the Legislatively Approved Budget (LAB) which appropriates funds to specific program and activities; collective bargaining agreements; court cases; and state and federal statutes and Executive Orders.

### **Agency Strategic Plans**

For the 2017-19 biennium, ODFW continues advancing its mission under the agency's six guiding principles.

#### **Principles:**

- Emphasize safety in the workplace  
Employee safety is a primary concern for the agency. The agency prides itself in the effort to recognize the need for every employee to make safety in the workplace part of its culture.
- Develop effective relationships based on trust and confidence  
Ties and understanding of our constituents and partners is crucial as we work together in protecting the natural resources of the state of Oregon. Building relationships through trust, respect and confidence provides a solid foundation for those ties.

- Provide proactive and solution-based fish and wildlife management based on sound science  
Science provides the backdrop for decision-making efforts within ODFW to provide solutions in addressing the complex nature of fish and wildlife management issues within the State of Oregon. ODFW prides itself in its ability to provide cutting-edge monitoring, research and science to address existing and upcoming issues in natural resources management.
- Work as a team to accomplish our mission  
For ODFW to successfully carry out its mission and have a positive influence on environmental factors, agency staff must work together as a team to accomplish the agency mission.
- Promote workforce enhancement and inclusion  
Inclusion and enhancement of the agency's workforce allows staff to become engaged and empowered in the work they are performing. This maximizes the potential capabilities of ODFW and creates an environment for staff that drives creativity and responsiveness in dealing with the complex issues of protecting Oregon's natural resources.
- Ensure fiscal integrity  
Financial stability is critical in allowing the agency to successfully carry out its mission and have a positive effect on the status of the fish, wildlife and their habitats for the state of Oregon. ODFW must not only appropriately manage its funds, but do so in a way that demonstrates this accountability to this public in a transparent manner.

## Long Term Planning

Beginning in the 2015-17 biennium, ODFW began a strategic planning initiative to focus its efforts during the following six-year period, which coincides with the six-year fee adjustment passed during the 2015 Oregon Legislative session. The 2017-19 biennium continues to define, progress and expand this effort. This effort outlines a series of goals and objectives to align agency resources to fulfill a vision of itself while fully implementing the mission of the agency.

## Vision

*ODFW is the recognized steward of Oregon's fish & wildlife resources with diversified funding that supports our mission.*

To achieve this vision, ODFW set forth the following goals and objectives for the six-year period.

## Goals and Objectives

Demonstrate effective stewardship of Oregon's fish, wildlife and their habitats

- Ensure priority species are sustained into the future providing ecological, cultural and economic benefits
- Ensure fish, wildlife and habitat needs are evaluated and considered in land, water and energy management decisions
- Ensure the beneficial uses of fish and wildlife (consumptive and non-consumptive) are consistent with conservation and sustainability
- Increase awareness of ODFW stewardship to traditional and non-traditional users

- Increase and diversify public participation in the use and enjoyment of Oregon fish and wildlife resources
- Increase the number of first time hunters & anglers
- Improve annual retention of license purchasers
- Reactivate for license holders
- Increase participation of under-represented participants and Watchable Wildlife Enthusiasts

Diversify, expand and align funding with the work we do and the people we serve

- Engage with the HB2402 Alternate Funding Task Force to find new sources of revenue that can offset scheduled fee increases, fund non hunting and angling work, and expand conservation efforts.
- Improve the capability to directly connect funding with program activities

Improve our operational efficiency and ability to monitor and communicate performance

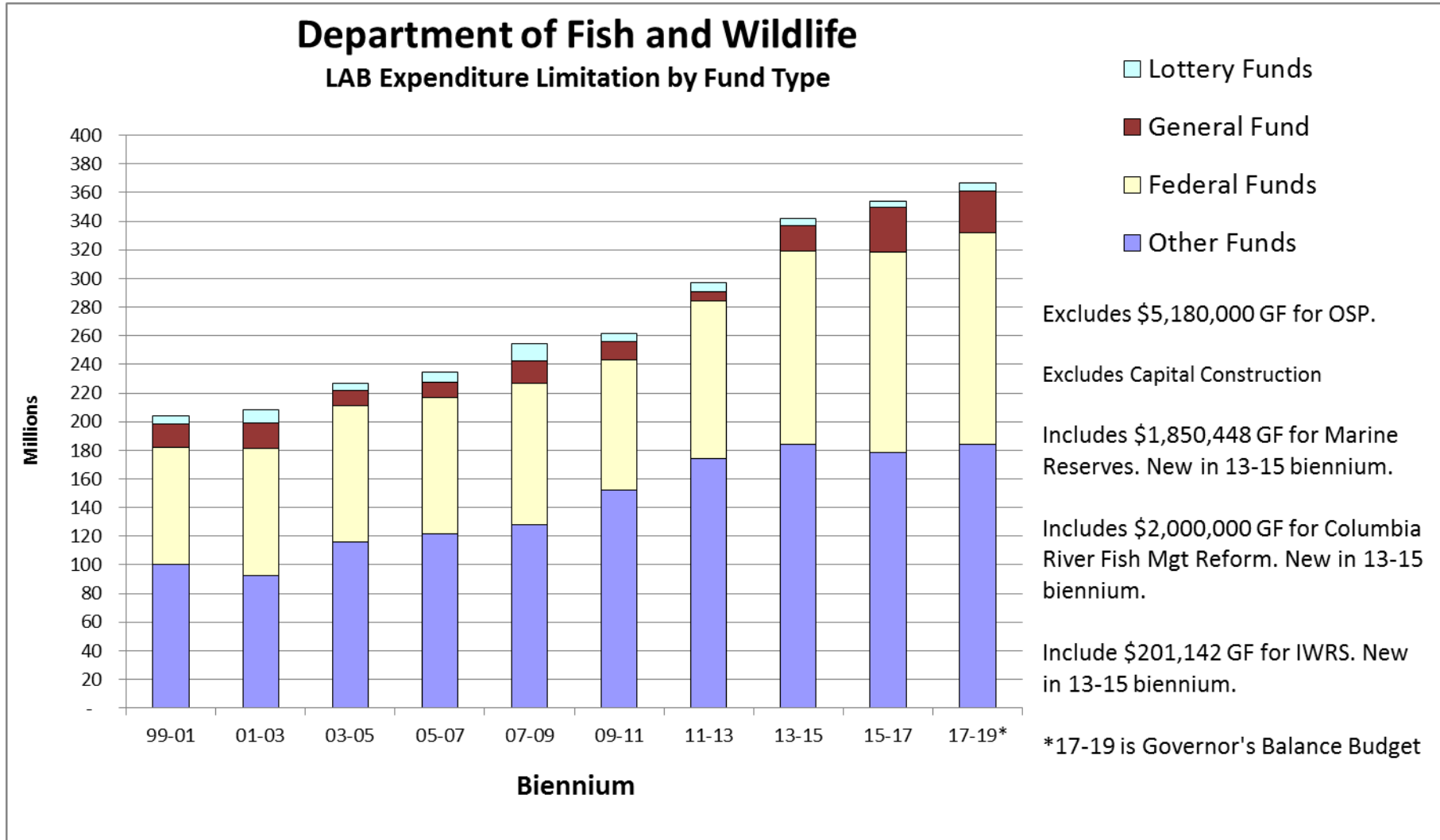
- Identify all Core Processes within Administration
- Define and implement metric measuring methods for all non-measured Core Processes
- Identify ancillary workload for General Fund and Other Fund program staff

### **Outcome-Based Management Framework**

Additionally, ODFW will continue to focus on implementation of an outcome-based management framework to maximize the efficiencies of the agency's business operations and processes, an effort that also began in the 2015-17 biennium. Outcome-based management is a system for setting goals for the agency's core business work and measuring its progress in meeting those goals. ODFW will assess the results of these measurements monthly to monitor outcomes and to increase agency transparency and accountability. This system also integrates continuous process improvement for these core processes; when the agency identifies problem areas, staff conduct problem solving events to make day-to-day processes more efficient and to improve service delivery. Outcome-based management provides the foundation for the agency's efforts in successfully implementing its initiatives.



**Total Budget History & Current Request by Fund Type**



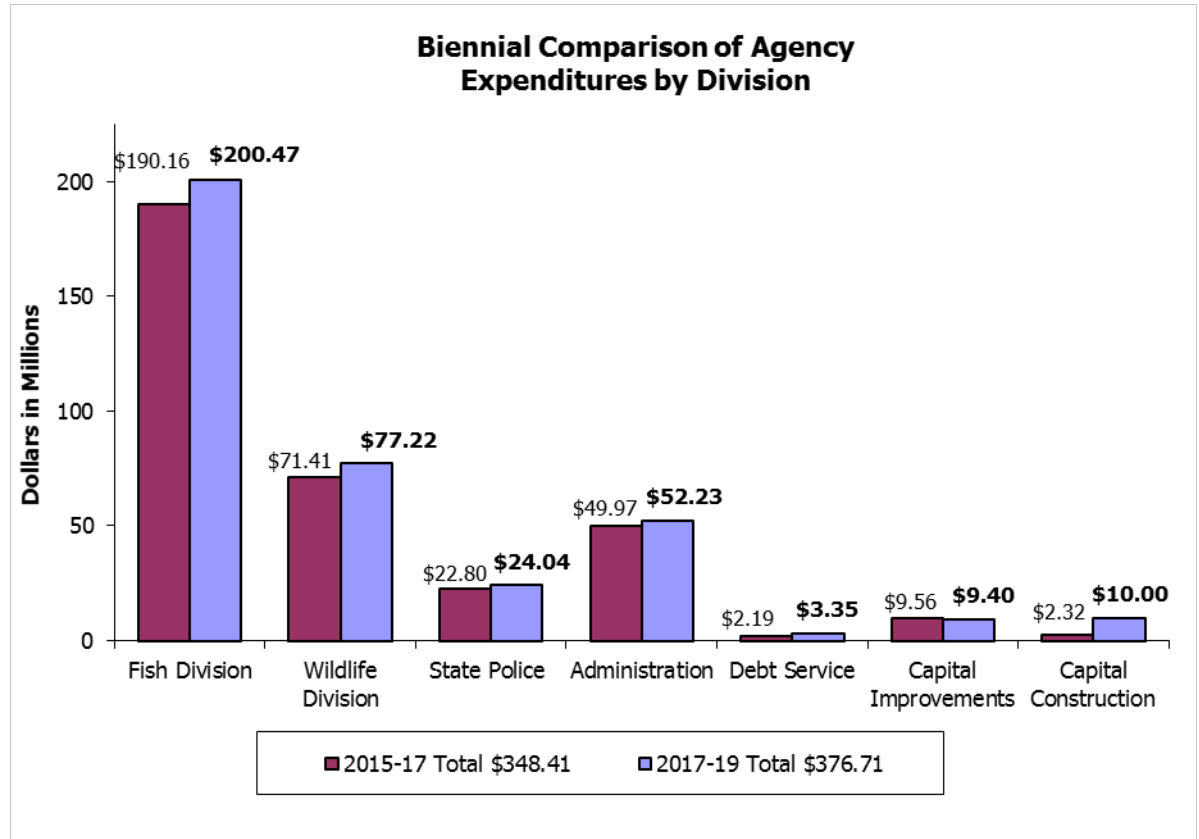
### Agency and Program Descriptions

Appointed by the Governor, the seven-member Commission hires the agency director, sets policy and adopts administrative rules. The director oversees agency operations and administration. Two deputy directors oversee ODFW's day-to-day activities.

The deputy in charge of fish and wildlife programs oversees activities of the Fish and Wildlife divisions and two regions. The deputy in charge of administration oversees Administrative Services, Human Resources, Information and Education, Information Services and Budgeting Services.

In 2015-17, ODFW was comprised of 1,199.26 full-time equivalent employees (FTE) who staffed 25 district and field offices, and operated 33 hatchery facilities, 15 fish-rearing facilities and 16 wildlife areas.

The 2017-19 Governor's Requested Budget has 1190.76 full-time equivalent employees (FTE) staffing the same facilities identified above.





### Fish Division

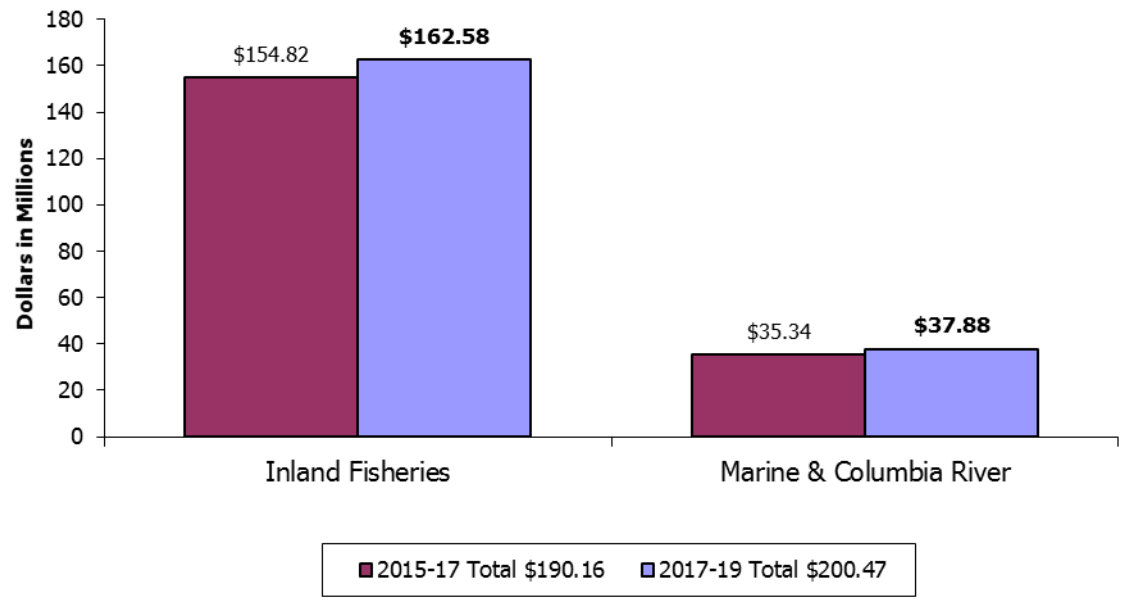
The Fish Division is divided into two program areas: Inland Fisheries and Marine and Columbia River Fisheries. All have responsibility for implementing the Oregon Plan for Salmon and Watersheds.

Following are primary program tasks for each area:

#### Inland Fisheries:

- Implement the rules, statutes, policies and management direction provided by the Commission and Oregon Legislature.
- Develop fish conservation and management plans for fish population recovery.
- Inventory fish populations and their habitats.
- Establish sport and commercial fishing seasons and associated regulations.
- Oversee the Salmon and Trout Enhancement Program (STEP) to promote fisheries, education, fish recovery and habitat restoration through volunteers.
- Administer the Fish Restoration and Enhancement (R&E) Program to help promote and restore Oregon's fish resources.

**Biennial Comparison of Fish Division Expenditures by Program**



- Provide fish screening and passage for migratory fish through construction of screens and passageways, and cooperative relationships with landowners and agencies.
- Produce fish at hatchery facilities to augment natural reproduction and provide fish for sport and commercial fisheries.
- Monitor fish health in agency programs, private rearing and research facilities and the natural environment.
- Provide technical support, through hatchery research and evaluation, to private and public organizations throughout the Pacific Northwest.
- Administer licensing of private fish propagation facilities and permitting for importation, transport and release of non-aquaria fish in Oregon.
- Provide engineering support and related construction management services.
- Ensure statewide consistency and application of natural resource protection statutes, policies and scientific criteria for existing and proposed hydropower projects.

### **Marine and Columbia River Fisheries:**

- Implement the rules, statutes, policies and management direction, as provided by the Commission and Oregon Legislature.
- Develop and implement Oregon's Columbia River and marine commercial and recreational fishery management programs.
- Represent Oregon in regional and international fish management councils including Pacific Fisheries Management Council, International Pacific Halibut Commission and the Pacific Salmon Commission.
- Represent Oregon in Columbia Basin fish mitigation and recovery forums. Develop and implement Oregon Nearshore Strategy priorities to ensure sustainability of marine species and their habitats.
- Develop and implement Columbia Basin Fish and Wildlife Program, federal recovery plan and state conservation plan priorities to ensure sustainability of fish species and their habitats in the Columbia Basin.
- Provide policy and technical expertise for the State of Oregon on regulatory actions and policy development.
- Assess the status of fished species through research and fishery monitoring.
- Plan and conduct research, monitoring and evaluation in support of marine and Columbia Basin fish management programs, including alternative fishing gear to reduce bycatch.
- Gather information on marine habitats and the biology of marine organisms.
- Monitor commercial and recreational fish catches and fishing activity in 12 ports along the Oregon coast.
- Develop, maintain and analyze fishery databases, and provide data to fishery management groups.
- Jointly manage Columbia River fisheries with the state of Washington.
- Ensure statewide consistency and application of natural resource protection statutes, policies and scientific criteria for existing and proposed ocean development projects (including ocean energy).
- Protect Oregon's sturgeon and endangered salmonid populations through implementation of pinniped and avian predation prevention programs.



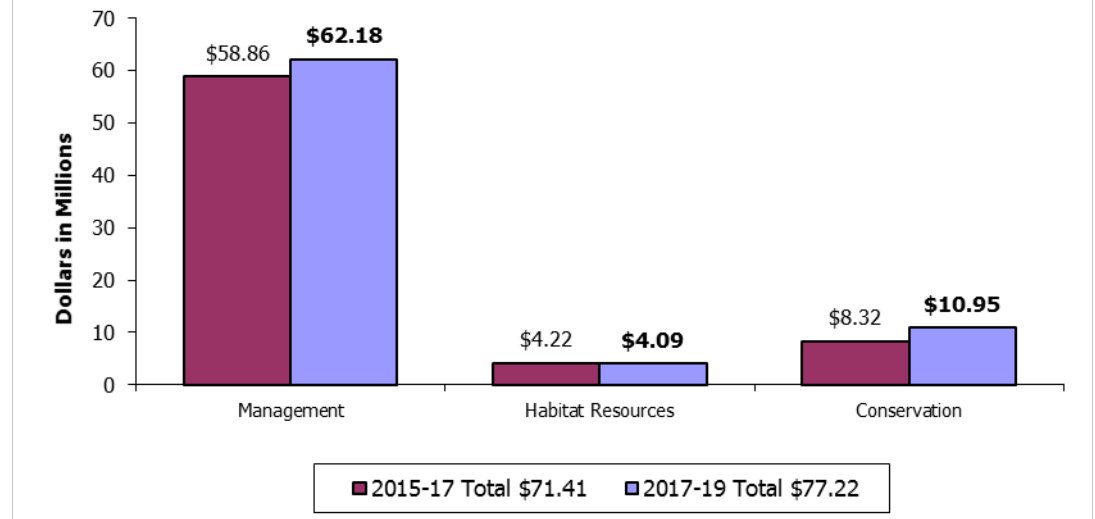
## Wildlife Division

The Wildlife Division is divided into three areas: Wildlife Management, Habitat Resources and Conservation. A list of the primary program tasks for each area is provided below.

### Wildlife Management:

- Conduct and use inventories and research to gauge overall health of big game and game bird populations.
- Establish hunting seasons and associated regulations.
- Work with landowners to prevent or reduce wildlife damage to agricultural and timber crops.
- Conduct research on furbearers, game birds, bighorn sheep, pronghorn antelope, elk, black-tailed deer, mule deer, white-tailed deer, bear and cougar.
- Implement species plans for greater sage-grouse, wild turkey, black-tailed deer, mule deer, elk, bear, cougar, Rocky Mountain goat and bighorn sheep.
- Implement a new Hunter Harvest and Effort

**Biennial Comparison of Wildlife Division Expenditures by Program**



Survey.

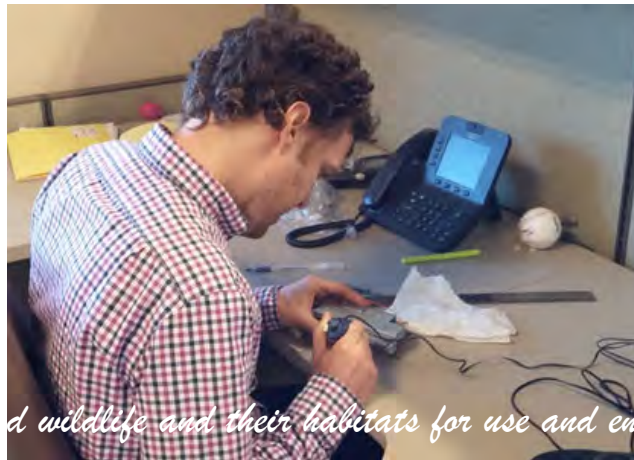
- Represent Oregon on the Pacific Flyway Council.
- Manage ODFW-owned wildlife areas for ecological, hunting and viewing benefits.
- Provide hunting access through cooperative partnerships with private landowners and federal agencies.
- Provide assistance to landowners through various programs to conduct habitat improvement projects.
- Provide oversight of all administrative functions including the Wildlife Division budget, contracts and grants.

### **Habitat Resources:**

- Provide technical advice and assistance to local, state, and federal agencies and private landowners regarding land use activities and proposed developments.
- Provide technical expertise to private landowners and natural resource agencies on removal and fill actions, energy facility siting, mining, transportation, and forest management issues.
- Provide statewide oversight and consistency in applying natural resource protection standards.
- Coordinates the agency's response to hazardous material spill events that affect fish, wildlife or habitat, and obtains compensation for damages under state or federal Natural Resource Damage Assessment statutes.
- Implement multiple portions of the six key conservation issues identified in the Oregon Conservation Strategy that affect species and habitats statewide.

### **Conservation:**

- Integrate the Strategy into agency programs and other natural resource agency initiatives to ensure long-term health and viability of wildlife species and their habitats.
- Implement Wildlife Integrity rules, which govern the importation, possession, sale and transportation of non-native wildlife.
- Ensure compliance with Oregon's Endangered Species Act (ESA) and manage species to avoid new listings.
- Coordinate with USFWS to manage species listed under the federal ESA.
- Implement the Oregon Wolf Conservation and Management Plan.
- Participate in wildlife habitat improvement projects that mitigate the loss of habitat due to construction of hydropower facilities.



*To protect and enhance Oregon's fish and wildlife and their habitats for use and enjoyment by present and future generations*

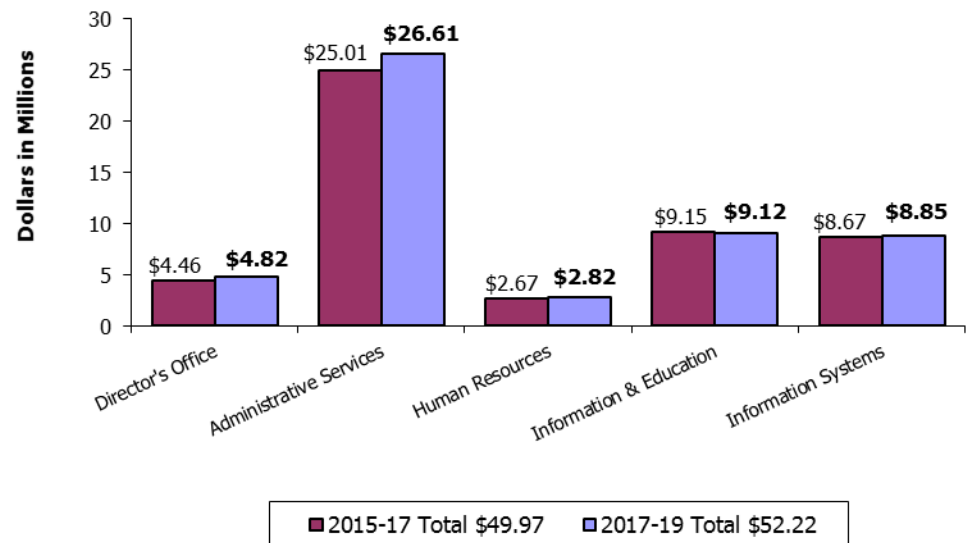
## Administration

The Administration budget includes the Commission, Director's Office, Commercial Fish Permit Board, Administrative Services Division, Human Resources Division, Information and Education Division, and Information Systems Division. A list of the primary division tasks for each area is provided below.

### Director's Office:

The Director's Office consists of the ODFW director and two deputy directors. The agency director oversees agency operations and administration, and provides leadership for fish and wildlife programs. The director represents ODFW on the Governor's Natural Resources Cabinet and before Oregon's legislators and members of the U.S. Congressional delegation. The director also represents ODFW in cooperative efforts with other natural resource agencies within Oregon and throughout the United States, and with federal agencies such as the USFWS, Bonneville Power Administration (BPA) and the National Marine Fisheries Service (NMFS). The Director's Office leads development and allocation of the ODFW biennial budget. Budget oversight includes monitoring federal revenue contracts in coordination with program managers. The Director's Office oversees information

**Biennial Comparison of Administration Expenditures by Program**



security directives and internal audit requirements.

### **Administrative Services:**

- Contract Services: Provide technical support and oversight on contracts, grants, purchases and realty transactions; provide risk management services; manage headquarters building maintenance and security, and manage the agency's fleet.
- Fiscal Services: Process revenue and expenditures for ODFW programs; provide accounts receivable and payable services; process payroll; oversee inventory and fixed assets; and prepare financial reports.
- Licensing: Issue computerized, mail-order and commercial licenses; respond to constituents' questions on rules and license requirements; and provide support to 600 license agents.

### **Human Resources:**

- Direct all human resources; safety and health-related activities; equal employment opportunity; recruitment; position classification; labor relations; affirmative action; and workforce enhancement.

### **Information and Education:**

- Promote hunting, fishing and wildlife viewing opportunities through ODFW website, e-mail, telephone, public events, public information campaigns, brochures, social media, and other electronic and printed materials.
- Respond to media and public inquiries regarding fish and wildlife management, Commission decisions, and fishing and hunting regulations.
- Manage and develop content for ODFW external website receiving more than 4.2-million views annually. Manage internal website.
- Certify more than 6,100 students per year in safe firearms handling and practice, hunter ethics and responsibilities, and wildlife conservation through statewide Hunter Education program.
- Teach basic angling skills, angler ethics and aquatic stewardship to nearly 15,000 youth and families through Family Fishing Events, workshops, clinics and Free Fishing Weekend events.
- Offer hands-on instruction in fishing, hunting, crabbing, clamming and other outdoor activities through the Outdoor Skills program.
- Coordinate more than 1,920 volunteer instructors contributing more than 27,800 hours of service valued at nearly \$940,000 annually.
- Introduce more than 27,000 youth to hunting through the Mentored Youth Hunter Program.
- Provide outreach and support for the Oregon Conservation Strategy, the Nearshore Strategy, the Oregon Plan for Salmon and Watersheds, and other natural resource plans and programs.
- Coordinate collaborative efforts with industry, retailers, tourism organizations, sporting groups and others to encourage participation in fishing, hunting and wildlife viewing related recreation, which contribute more than \$2.5 billion to Oregon's economy. Provide economic analysis and revenue forecast support for management of agency resources.

### **Information Systems:**

The Information Systems Division develops and supports technology that enables ODFW's business operations and includes the following units:



- Help Desk: provides desktop computer support and other support services to employees.
- Network: provides technical support for enterprise systems including all servers, office network connectivity and security.
- Application Development: designs and develops custom business applications.
- Administration: provides guidance and support within the division and is the key liaison to both fish and wildlife divisions and field operations.

## **Environmental Factors**

Every agency is faced with major challenges and trends that affect its ability to achieve its mission. Some factors affecting ODFW include:

- A declining base of traditional customers as a smaller percentage of the population participates in angling and hunting.
- Instability of federal revenues due to competing Congressional priorities.
- Endangered Species Act listings for a variety of fish and wildlife populations.
- Variable ocean productivity and impact to important fish species.
- Concerns over possible introduction of animal diseases into the state.
- Increasing wildlife conflict with agricultural producers.
- Concerns over expanding predator populations.
- Shrinking wildlife habitat due to development.

## **Agency Initiatives**

At the start of each biennium, ODFW's leadership team reviews its mission and outlines the agency's initiatives moving into the new biennium. Initiatives are evaluated to see if they continue to mirror the direction of the Commission, the Governor, the Legislature, and constituents. The leadership team also evaluates whether the initiatives reflect the agency's responsibility for what's best for Oregon's fish and wildlife resources, along with its commitment to leadership and excellence in the field.

For each of these initiatives, the leadership team developed work plans that outlined specific actions, timelines, and staff assignments for ensuring that these efforts will be implemented over the course of the biennium. Work plan updates are reviewed at regular management team meetings and communicated to staff.

Furthermore, ODFW will develop priorities for the 2015-17 biennium during the first quarter of the biennium to incorporate Legislative priorities and effectively align available resources.

Some of these initiatives and actions are identified below.

### **Columbia River Fisheries Reform Strategies**

The Oregon Fish and Wildlife Commission (Commission) adopted policies and administrative rules in June 2013 putting in place a new fisheries management and reform framework for Columbia River recreational and non-tribal commercial fisheries. The objectives of the framework are (1) maintain or enhance the overall economic viability of commercial and recreational fisheries; (2) optimize overall economic

benefits to Oregon; (3) promote conservation of native fish; and (4) promote orderly and concurrent fisheries with the State of Washington. In general, the intent of reforms are to, (1) for steelhead, salmon and sturgeon, prioritize recreational fisheries in the mainstem and commercial fisheries in off-channel areas of the lower Columbia River; (2) develop and implement selective-fishing gear and techniques for commercial mainstem fisheries and transition gill net use to off-channel areas; and (3) enhance the economic benefits of off-channel commercial fisheries by providing additional hatchery fish for release in off-channel areas and expanding existing seasons and boundaries in off-channel areas and/or establishing new off-channel areas.

The Oregon Legislature in the summer of 2013 passed legislation (Senate Bill 830) enabling enactment of the fisheries management and reform framework. Specific provisions include repealing prohibitions related to taking food fish by fixed fishing gear or seines (which allows the Commission to authorize use of some previously banned gear for commercial fishing), establishing a Columbia River Fisheries Transition Fund (which provides compensation and financial assistance to commercial fishers who demonstrate economic harm caused by fisheries reforms and/or require assistance in offsetting the costs of new fishing gear), establishes a Columbia River Fisheries Enhancement Fund (to implement measures that enhance fisheries, optimize the economic benefits of fisheries and advance native fish conservation related to fish management and reform) and authorizes the Commission to establish an annual and daily Columbia Basin salmon, steelhead and sturgeon recreational fishing endorsement (to fund certain elements of the fisheries management and reform framework).

### **Oregon Conservation and Nearshore Strategies**

ODFW developed the Oregon Conservation Strategy (Strategy) in the 2005-07 biennium. It identifies six common conservation issues that affect species and habitats across the state. A seventh common conservation issue was added to the Strategy in the 2011-2013 biennium. The Strategy provides a blueprint for voluntary actions that can be taken by landowners to address species and habitats of concern. Conservation Program staff completed a comprehensive revision of the Strategy as required by the U.S. Fish and Wildlife Service in order to continue to receive State Wildlife Grant funds. It was updated to reflect new data, science, and available resources with regards to Strategy Species, Strategy Habitats, Key Conservation Issues, and Conservation Opportunity Areas. The revision was completed with the assistance of internal and external technical experts, as well as a Stakeholder Advisory Committee which included representation from outdoor interest groups, conservation organizations, landowner groups, agriculture, forestry, travel & tourism, professional societies, and local government. The revised Strategy is expected to be approved by the U.S. Fish and Wildlife Service in the summer of 2016.

The Oregon Nearshore Strategy provides a strategic plan for ODFW's management of nearshore marine resources. The nearshore includes all ocean areas from the shoreline to 60-meter water depth and encompasses Oregon's three-mile territorial sea. The Commission adopted the Nearshore Strategy in December 2005. It gives a set of priorities for conservation and management of nearshore marine fish and wildlife and their habitats; an identification of current information gaps; research and monitoring needs for managing nearshore resources; and 16 recommended ODFW actions to address current priority nearshore issues. An examination of progress made implementing the 16 recommended actions and an examination of the potential effects of the seventh key conservation issue was completed in 2012.

### **Forage Fish Management Plan**

The Pacific Fishery Management Council (PFMC) recommended measures to protect a suite of forage fish species, as a strategic action to

implement its Fishery Ecosystem Plan. This action was taken in recognition of the importance of forage fish species to all federally managed fisheries and to the health of the California Current Ecosystem. This action prohibits new directed fishing on a suite of species, unless and until an evaluation of the proposed fishery activity is conducted; including consideration of the impacts to existing fisheries and ecosystem function.

The Oregon Forage Fish Management Plan (FFMP) links Oregon's waters with federal offshore waters, making regulations and management priorities consistent and continuous, to more fully protect the marine food web along the entire West Coast. With the guidance of the Marine Fisheries Management Plan Framework, the FFMP is designed to achieve the following management goals:

- Support existing ecosystem resilience and reliance on forage fish
- Do not constrain existing fisheries
- Support sustainability of existing fisheries, relative to the reliance on forage fish prey
- Collect data to inform tracking and monitoring of forage fish catch in Oregon fisheries
- Use an ecosystem-based approach to managing forage fish, rather than a single species approach, and
- Use a precautionary, conservative approach to fisheries management.

### **Klamath River Reintroduction of Anadromous Species and Dam Removal**

The Klamath Basin Restoration Agreement requires the development of a Klamath basin anadromous reintroduction implementation plan to guide the actions necessary to reintroduce and reestablish salmon and steelhead populations in the Oregon reaches of the Klamath River and tributaries where they have been absent since the early 1900s. The reintroduction of these runs will partially address treaty rights of the Klamath Tribes of Oregon and will aid in alleviating constraints on sport and commercial fishing in the Klamath Management Zone.

The Department will guide and execute the public involvement processes necessary to successfully develop an acceptable plan for all resource users; and assist the Klamath River Restoration Corporation as needed with carrying out their charge of phasing the removal of four dams on the Klamath River.

### **Management Plans**

The Department has been working intensively over the last biennium to update the Cougar Management Plan and Gray Wolf Conservation and Management Plan. Cougar will be completed by the end of 2016, however extensive public process has lengthened the gray wolf plan review and it will likely be completed in 2017. Roosevelt and Rocky Mountain Elk Management Plans as well as the Mule Deer Management Plans are also slated for review in 2017.

### **Hunting Regulation Simplification**

Similar to the effort undertaken in 2015-2016 to simplify angling regulations, the Oregon hunting regulations will be reviewed by Department staff for opportunities to simplify, improve clarity, and remove conflicting or over-burdensome regulations. The review will involve Oregon State Police and public review before recommended changes are provided to the Oregon Fish and Wildlife Commission.

## Agency Accomplishments

ODFW has been completing many initiatives started during the 2013-15 and 2015-17 biennia in addition to addressing numerous issues identified as emerging environmental concerns in previous biennia. Some of these accomplishments are listed below.

### **Environmental Concern: Concerns over expanding wolf populations**

The gray wolf is recolonizing Oregon since wolves were extirpated from the state in the early 1900's. The population has been expanding in number and distribution throughout Oregon since 2008. The Oregon Wolf Conservation and Management Plan guides agency activities and is currently being updated. The gray wolf was removed from the Oregon List of Endangered Species by the Fish and Wildlife Commission in 2015, based on a rigorous biological analysis done by the Department. However, the United States Fish and Wildlife Service still lists wolves as endangered in the majority of the state further complicating management. Wolf management places high resource demands on the Department scientifically and socially. The minimum wolf population at the end of 2015 was 110 wolves in nine counties throughout NE and SW Oregon. The population is small and still requires monitoring to ensure its conservation. Monitoring wolves, a secretive carnivore, is time and resource intensive. During 2015, 21 radio-collared wolves were monitored, but by the end of the year only 12 collars were still collecting data. Suspected wolf depredation on domestic livestock necessitates detailed investigations and when warranted, non-lethal measures to be advised and implemented. So far in 2016, 16 incidents of livestock depredation have been confirmed and 4 wolves have been lethally removed. The Oregon wolf population has increased 27% - 59% per year over the last 4 years. This increase is projected to continue and expected to dramatically increase the amount of resources required for wolf monitoring, depredation investigation and prevention research on effects on other native wildlife, and public education.

### **Environmental Concern: Shrinking wildlife habitat due to development**

Greater sage-grouse require vast landscapes of intact sagebrush habitat to meet their life-history needs. Due primarily to habitat loss and fragmentation and the inadequacy of regulatory mechanisms to protect sage-grouse habitat, the USFWS determined in 2010 greater-sage grouse warrant listing range-wide under the Federal ESA, but on September 22, 2015 the USFWS found the threats to sage-grouse had been significantly reduced because of an unprecedented landscape-scale cooperative conservation effort. Oregon contributed to this conservation effort and the Service's "not warranted" finding in several ways including Governor Brown's Executive Order 15-18 (Sept. 17, 2015) which directed state agencies to implement the Oregon Sage-grouse Action Plan. The Action Plan was developed by the SageCon Partnership and represented a multi-year collaborative effort among landowners, county governments, NGO's as well as state and federal partners. Leading up to the adoption of the plan and the issuing of the EO 15-18, the 2015 Oregon legislature appropriated funding to increase the number and effectiveness of Rural Fire Protection Associations to suppress rangeland wildfires as well as appropriating funding to manage invasive plants threatening the sagebrush ecosystem. Additionally, both the Land Conservation and Development Commission (LCDC) and the Fish and Wildlife Commission (OFWC) adopted administrative rules during the summer of 2015 to ensure the long-term availability of sage-grouse habitat. The LCDC rules (OAR-660-023-0115) established how sage-grouse habitat should be avoided and established a mitigation hierarchy where avoidance isn't possible. In addition, the rules placed a limit (1%) on the amount of development that can occur in in Priority Area for Conservation (PAC) over a 10-year period. The OFWC amended the rules (OAR 635-140-0000) to establish a mitigation hierarchy and mitigation standards to ensure the availability of sage-grouse habitat. All of these Oregon actions

addressed the two significant threats (habitat loss/fragmentation and inadequate regulatory mechanisms) identified by the USFWS in 2010.

### **Environmental Concern: Variable ocean productivity and impact to important fish species**

Current or potential Endangered Species Act (ESA) listings are a challenge to meeting ODFW's mission. ODFW developed the Oregon Coast Coho Conservation Plan to document the actions the State of Oregon is committed to taking in an effort to improve the status of the ESA listed Oregon Coast Coho Salmon. The plan has been presented to NOAA Fisheries as justification to consider de-listing under the ESA. ODFW has also utilized its monitoring information on Oregon Coast Coho to provide justification to NOAA Fisheries for recent, conservative wild Coho fisheries that help provide angling opportunities and some economic benefit to coastal communities. ODFW's Native Fish Investigations program was instrumental in establishing new populations of the ESA listed Oregon Chub, and helping meet the requirements that the US Fish and Wildlife Service outlined for de-listing this non-game fish. As a result of ODFW's efforts and monitoring, Oregon Chub were the first fish species in the nation to be de-listed. ODFW has also been proactive in attempting to avoid ESA listings by developing conservation plans, including the Coastal Multi-Species Conservation and Management Plan that provides clear management direction to ensure populations of salmon and steelhead along the Oregon Coast do not decline to the point where ESA protection is needed.

### **Criteria for 2017-19 Budget Development**

ODFW's 2015-17 budget was a multi-pronged effort to address a projected gap between revenue and expenditures of \$32 million. Using strategies of program reductions, fee adjustments, shifting programs to General Funds and large-scale operational efficiencies and savings, this gap was addressed. The agency's 2017-19 budget is a continuation of that effort and was developed under the tenets of ODFW's overall mission and vision.

As such, no significant program changes are proposed for the 2017-19 budget. No new major fee increases were proposed beyond those approved during the 2015 Legislative session. There is one capital construction project request which comprises about 56% of the Policy Option Package requests. This request is for \$10,000,000 to fund Deferred Maintenance projects with General Obligation bonds. The Governor's Requested Budget is only a 4.94% increase over the 2015-17 Legislatively Approved budget when these two projects are excluded.

Current statewide projections indicate General Fund revenue will not be enough to cover inflation. ODFW fee revenues are slightly higher than projected two years ago when the current fee increases were approved. Federal funding to continue current programs is increasingly uncertain. These facts along with higher payroll costs and higher inflation has caused ODFW to focus on maintaining current program budgets.

Continuation of some projects that were approved on a one-time basis in the 2015-17 biennium are proposed to continue into the 2017-19 biennium. These projects rely on Federal Funds, or Other Funds and comprise about 18% of the Policy Option Package requests.

Most of the remaining Policy Option Packages fund expansion of conservation work, or small program enhancements, or debt service for deferred maintenance.

ODFW actively engaged the public during development of the 2017-19 Agency Request Budget. On March 29, 2016, the department held its first meeting with its External Budget Advisory Committee (EBAC) to develop and refine the 2017-19 budget proposal. EBAC includes conservation

groups, local government, sports groups, commercial fishing representatives, and other interested parties. The EBAC's feedback, along with the agency's message, was taken to nine "Town Hall" meetings held around the state from April 27 to May 26, 2016. These meetings sought additional input from the general public on the proposed budget. A second EBAC meeting was held on June 1, 2016 to receive final input on the proposed budget. The 2017-19 Agency Request Budget was presented to the Commission on June 10, 2016 for its input and approval. The Governor presented her budget on December 01, 2016.

### **Major Information Technology Projects/Initiatives**

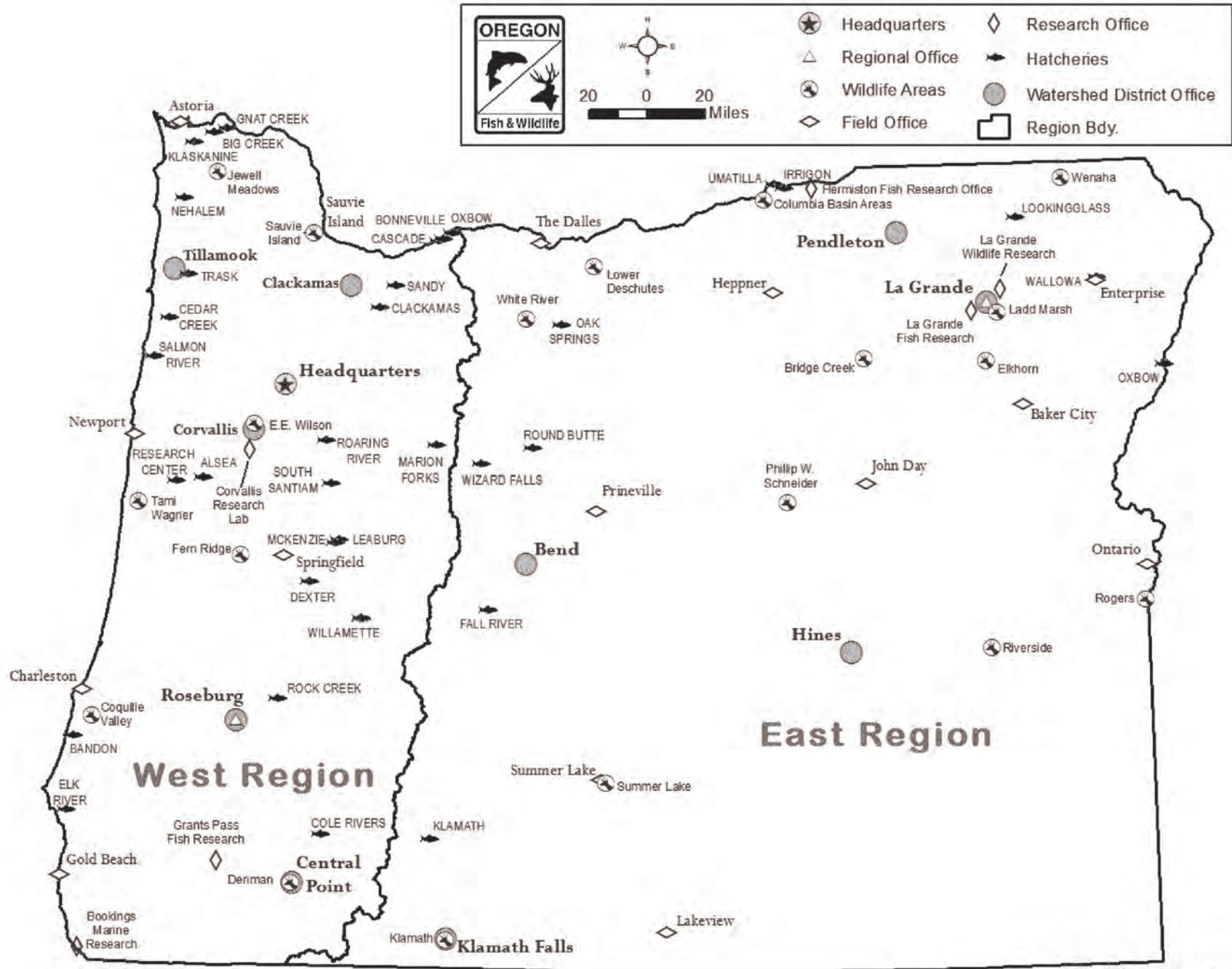
ODFW does not have any major Information Technology projects slated for the 2017-19 biennium.

### **Other Considerations**

#### **Coordination with Oregon State Police Enforcement Programs**

The OSP Fish and Wildlife Division is the single enforcement entity designated by law to protect the state's fish and wildlife resources. The Superintendent of State Police and the ODFW Director formed a partnership through Cooperative Enforcement Planning so that enforcement efforts are directed toward ODFW's priorities and management goals. The OSP Fish and Wildlife Division enforces fish, wildlife and commercial fishing laws, and protects natural resources. The members of the OSP Fish and Wildlife Division also enforce traffic, criminal, boating, livestock and environmental protection laws, and respond to emergency situations.

Across all revenue sources, ODFW will be spending \$24.04 million during the 2017-19 biennium for OSP Fish and Wildlife Division services, compared to \$24.3 million in 2015-17.



Created by ODFW GIS, 3/14/2017

Map of ODFW Office Locations

## Summary of 2017 ODFW Legislative Concepts

### HB-2266 (LC-598)

**Concept Subject or Title:** Oregon Hatchery Research Center Fund – remove section.

**What the Bill does:** The bill decouples the Oregon Hatchery Research Center fund and the Hatchery Construction Fund. It does not require an annual accounting of unobligated, unappropriated funds, and removal of these funds from the Oregon Hatchery Research Center Fund. It maintains the Hatchery Construction Fund, which shall consist of moneys appropriated to the fund by the Legislative Assembly and monies received by the Department.

**Statement of the Problem:** House Bill 3012 developed The Oregon Hatchery Research Center Fund to finance hatchery management research projects to enhance and improve Oregon’s fisheries resources. The bill states, “interest earned by the Oregon Hatchery Research Center Fund shall be credited to the fund. Moneys in the fund are continuously appropriated to the State Department of Fish and Wildlife”. Additionally, Section (3) of the bill states “Any unexpended and unobligated balance in the Oregon Hatchery Research Center Fund as calculated on July 1 of each year shall be transferred to the Hatchery Construction Fund.” This clause does not allow for fund carryover from underspent research projects into other research avenues approved by the Oregon Hatchery Research Center Board. Carryover funds from underspent projects could be used to expand on existing research, pooled to fund larger research initiatives, or assist in funding developed projects with no clearly identified funding source.

**Proposed Solution:** Amend ORS 498.833 and amends Sections 1 and 2, Chapter 734, Oregon Laws 2015.

**Contact:** Curtis E. Melcher, Director, 503-947-6044, [curt.melcher@state.or.us](mailto:curt.melcher@state.or.us)



## Committee Questions

**Question:** Senator Girod wanted to know the average cost per FTE in 2015-17 LAB and 2017-19 GRB. Senator Taylor requested a breakout of items like health care, PERS, and other OPE. Senator Frederick asked if the cost per FTE using just salaries could also be calculated and on an annual basis.

Answer: It was agreed that the methodology used by DLCD, which was to use total Personal Services and divide it by FTE, was agreeable to both LFO and CFO. The table below shows the results:

<b>ODFW - ALL FUND TYPES</b>	<b>2015-17 LAB Total Funds</b>	<b>2017-19 GB ALL Funds</b>
Salary/Wages **	\$119,872,382	\$132,783,264
Health Benefits	\$36,812,952	\$39,682,338
PERS & Pension Obligation Bond	\$25,752,120	\$26,776,940
All other personnel costs	\$8,835,056	\$10,233,413
Total Personal Services	\$191,272,510	\$209,475,955
FTE **	1,198.26	1,190.76
Total ODFW Budget	\$358,974,515	\$376,717,809
Average Personal Service Cost/FTE **	\$159,652	\$175,918
Person Services as Percentage of Total Budget	54.9%	55.6%
Average Cost/FTE (salaries only) / Year **	\$50,019	\$55,755

\*\* FTE does not include the count for temporary employees. However, total salaries includes \$1.2M and \$1.3M in temporary salaries budget for AY 15-17 and AY 17-19 respectively. Average cost per FTE is slightly higher due to this difference.

Oregon Department of Fish and Wildlife  
 UPDATED OTHER FUNDS ENDING BALANCES FOR THE 2015-17 & 2017-19 BIENNIA as of March 1, 2017

2017-19 Ways and Means Presentation

Agency: 63500 - Oregon Department of Fish and Wildlife  
 Contact Person (Name & Phone #): Cameron Smith, 503-947-6160

(a) Other Fund Type	(b) Program Area (SCR)	(c) Treasury Fund #/Name	(d) Category / Description	(e) Constitutional and/or Statutory reference	(f) 2015-17 Ending Balance		(g) 2017-19 Ending Balance		(i) Comments
					In LAB	Revised	In CSL	Revised	
Limited	020-03-00 Diversity	7222 OF - Non Game Wildlife Fund Non License Dedicated WL Diversity Non Game Check Off	Operations	ORS 496.385(1)	177,675	248,715	240,923	240,923	Non-license other funds. While these funds are not federally stipulated, this balance is from restricted donations and interest earned.
Limited	Various	0544 - State Wildlife Fund - ROLLUP	Operations	ORS 496.300(1)	12,316,962	32,924,980	34,045,539	35,730,384	License dollars - restricted by Federal Regulations ("Wildlife and Fisheries," Title 50 code of Federal Regulations, Pt. 80 2008 ed.). Includes some miscellaneous fund sources.  GRB expenditures are \$377 million. A minimum of 90 days of working capital, which is \$47 million, is the department's goal.
Limited	Various	0978 - Fish and Wildlife Account - ROLLUP	Operations	ORS 496.303	1,048,097	5,209,603	3,810,649	4,005,841	License dollars - restricted by Federal Regulations ("Wildlife and Fisheries," Title 50 code of Federal Regulations, Pt. 80 2008 ed.).
Limited	010-05-03 Inland Fisheries	0530 - Oregon Fish and Wildlife Hydroelectric Fund 7724 OF Dedicated - Natural Production Hydro Fund	Operations	ORS 496.835(1)	339,287	344,303	115,560	276,712	The moneys in this fund are continuously appropriated for use by the State Department of Fish and Wildlife in its activities related to hydroelectric projects including payment of necessary administrative expenses.
Limited	010-06-01 Marine/Columbia River Fisheries	0626 - Commercial Fish Fund ROLLUP	Operations	ORS 506.306(1) ORS 508.326(1)	3,083,485	4,160,013	1,979,708	2,737,857	Sale of commercial licenses and permits.
Limited	010-06-01 Marine/Columbia River Fisheries	1116 - Black/Blue Rockfish/Nearshore Species 7133 OF Dedicated - Marine Black Rockfish, Blue Rockfish and Nearshore Species Research Account	Operations	ORS 508.951(1)	284,890	302,960	327,326	334,458	25 percent of these revenues shall be expended for general fish management purposes and 75 percent of such moneys shall be expended to pay the expenses of developmental fishery activities pursuant to ORS 506.460.
Limited	020-03-00 Conservation	1402 - BPA Stewardship Fund 7230 OF Dedicated - BPA Stewardship Fund	Trust Fund	Chapter 121() O.L. 2013	0	1,308,863	0	1,183,863	Restricted by settlement agreement with the Bonneville Power Administration to pay for damages to habitat and wildlife.
Limited	010-06-02 Marine/Columbia River Fisheries	1483 - Columbia River Enhancement Fund 7182 OF Dedicated - Columbia River Enhancement Fund	Operations	ORS 496.146(23)	0	980,016	891,952	935,725	License dollars - restricted by Federal Regulations ("Wildlife and Fisheries," Title 50 code of Federal Regulations, Pt. 80 2008 ed.).
Limited	010-06-02 Marine/Columbia River Fisheries	1484 - Columbia River Transition Fund 7180 OF Dedicated - Columbia River Transition Fund	Operations	ORS 496.146()	0	500,403	500,403	500,403	0
Limited	010-05-05 Inland Fisheries	1489 - Fish Passage Restoration 7136 OF Dedicated - Fish Passage Restoration	Operations	Chapter 674, Sec. 1(1) O.L. 2013	0	201	201	201	License dollars - restricted by Federal Regulations ("Wildlife and Fisheries," Title 50 code of Federal Regulations, Pt. 80 2008 ed.).
Limited	010-05-02 Inland Fisheries	1555 - Oregon Hatchery Research Center 7137 OF Dedicated - Oregon Hatchery Research Center	Operations	Chapter 734, Sec. 1(2) O.L. 2015	266,000	316,471	237,800	295,107	License dollars - restricted by Federal Regulations ("Wildlife and Fisheries," Title 50 code of Federal Regulations, Pt. 80 2008 ed.).
<b>TOTALS</b>					<b>17,516,396</b>	<b>46,296,528</b>	<b>42,150,061</b>	<b>46,241,474</b>	

Objective: Provide updated Other Funds ending balance information which reflects the agency's best estimate of changes in economic conditions or budget adjustments due to General Fund allotment

**Instructions:**

Column (a): Select one of the following: Limited, Nonlimited, Capital Improvement, Capital Construction, Debt Service, or Debt Service Nonlimited.

Column (b): Select the appropriate Summary Cross Reference number and name from those included in the 2013-15 Legislatively Approved Budget. If this changed from previous structures, please note the change in Comments (Column (j)).

Column (c): Select the appropriate, statutorily established Treasury Fund name and account number where fund balance resides. If the official fund or account name is different than the commonly used reference, please include the working title of the fund or account in Column (j).

Column (d): Select one of the following: Operations, Trust Fund, Grant Fund, Investment Pool, Loan Program, or Other. If "Other", please specify. If "Operations", in Comments (Column (j)), specify the number of months the reserve covers, the methodology used to determine the reserve amount, and the minimum need for cash flow purposes.

Column (e): List the Constitutional, Federal, or Statutory references that establishes or limits the use of the funds.

Columns (f) and (h): Use the appropriate, audited amount from the 2013-15 Legislatively Approved Budget and the 2015-17 Current Service Level as of the Agency Request Budget.

Columns (g) and (i): Provide updated ending balances based on revised expenditure patterns or revenue trends. Do not include adjustments for reduction options that have been submitted unless the options have already been implemented as part of the 2013-15 General Fund approved budget or otherwise incorporated in the 2013-15 LAB. The revised column (i) can be used for the balances included in the Governor's budget if available at the time of submittal. Provide a description of revisions in Comments (Column (j)).

Column (j): **Please note any reasons for significant changes in balances previously reported during the 2013 session.**

Additional Materials: If the revised ending balances (Columns (g) or (i)) reflect a variance greater than 5% or \$50,000 from the amounts included in the LAB (Columns (f) or (h)), attach supporting memo or spreadsheet to detail the revised forecast.

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## Summary of 2015-17 ODFW Revenue, Costs, and Fees

### Background

The 2015-17 biennium is the first biennium under the six-year fee adjustment that became effective January 2016. Passed during the 2015 Legislative Session, Senate Bill 247 set up a three-phase incremental increase for most recreational and occupational fees. Those fees are adjusted by incremental amounts every two years, starting in 2016 and then again in 2018 and 2020. Rather than implement larger fee increases every six years, the incremental approach to fee adjustments is designed to mimic inflation in consumer good prices that consumers are already accustomed to paying. Under SB 247, commercial fishing fees, both license/permit fees and Ad Valorem rates, increase only once (in 2016) at the beginning of the six-year horizon in order to ensure predictability for the commercial fishing industry. The fee adjustments are designed such that revenues for recreation- and commercial-license programs keep pace with ongoing cost increases and those programs have solidly positive ending balances by the end of 2019-21 biennium.

**Revenue** – License sales revenues were somewhat stronger than expected for the first year (2016) of the fee adjustment cycle. Preliminary 2017 sales appear to be lower than 2016, but it's too early predict if this trend will continue.

**Costs** – The agency is basically requesting a current service level budget. Although some specific costs are expected to be higher than standard inflation. The agency hopes to control costs in the following biennia so no fee increase will be needed in the 21-23 biennium. The agency also hopes to reduce or eliminate the need for fee increases in the 19-21 biennium.

**Fees** – The agency is confident the current six-year fee adjustment schedule will provide enough revenue to cover agency costs over the same six year period. Again, the agency hopes to reduce or eliminate the need for some future fee increases.

### Cost Increases from 2015-17 LAB to 2017-19 GB (All fund types, all programs)

Total Personnel Services	5.2%
Total All Other Costs	4.6%
Oregon State Police	5.4%
State Government Service Charges	13.1%
Total increase for all expenditure types	4.94%

## Oregon Department of Fish and Wildlife Recreational License Fee Schedule

	Resident			Nonresident		
Prices shown include all vendor fees, including new OHRC surcharge. New fees take effect on Jan. 1 of 2016, 2018, and 2020.	2016	2018	2020	2016	2018	2020
<b>YOUTH LICENSES (ages 12-17)</b>						
JUVENILE SPORTS PAC	\$55.00	\$55.00	\$55.00	-	-	-
YOUTH LICENSE*	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00
YOUTH COMBINED ANGLING TAG	\$5.00	\$5.00	\$5.00	\$5.00	\$5.00	\$5.00
YOUTH UPLAND BIRD STAMP	\$4.00	\$4.00	\$4.00	\$4.00	\$4.00	\$4.00
YOUTH WATERFOWL STAMP	\$4.00	\$4.00	\$4.00	\$4.00	\$4.00	\$4.00
RES. JUVENILE TURKEY TAGS	\$10.50	\$10.50	\$10.50	\$10.50	\$10.50	\$10.50
*Permits fishing, hunting, & shellfishing and includes Columbia River Basin Endorsement. Replaces all other juvenile licenses, resident or nonresident, except for Juvenile SportsPac.						
<b>HUNTING LICENSES</b>						
ANNUAL HUNTER	\$32.00	\$33.50	\$34.50	\$160.50	\$167.00	\$172.00
RESIDENT SENIOR HUNTER	\$20.50	\$21.50	\$22.00	-	-	-
RES UNIFORM SERVICES HUNTER	\$16.00	\$17.00	\$17.00	-	-	-
3-DAY NR BIRD LICENSE	-	-	-	\$30.50	\$31.50	\$32.50
<b>HUNTING TAGS/VALIDATIONS</b>						
DEER	\$26.50	\$27.50	\$28.50	\$414.00	\$430.50	\$443.50
ELK	\$46.00	\$48.00	\$49.50	\$549.00	\$571.00	\$588.00
SPECIAL ELK (DV/Pioneer)	\$24.00	\$25.00	\$26.00	-	-	-
BEAR TAG	\$15.50	\$16.00	\$16.50	\$15.50	\$16.00	\$16.50
TURKEY TAG	\$24.50	\$25.50	\$26.50	\$84.00	\$87.50	\$90.00
ANTELOPE	\$48.00	\$50.00	\$51.50	\$369.00	\$384.00	\$395.50
BIGHORN SHEEP	\$132.50	\$138.00	\$142.00	\$1,413.00	\$1,469.50	\$1,513.50
COUGAR	\$15.50	\$16.00	\$16.50	\$15.50	\$16.00	\$16.50
MTN GOAT	\$132.50	\$138.00	\$142.00	\$1,413.00	\$1,469.50	\$1,513.50
PHEASANT TAG	\$17.00	\$17.00	\$17.00	\$17.00	\$17.00	\$17.00
UPLAND BIRD STAMP	\$9.00	\$9.50	\$10.00	-	-	-
WATERFOWL STAMP	\$12.50	\$13.00	\$13.50	-	-	-
NR BIRD HUNTER STAMP	-	-	-	\$41.50	\$43.00	\$44.50
<b>FISHING LICENSES/TAGS</b>						
ANNUAL ANGLER	\$38.00	\$41.00	\$44.00	\$97.50	\$103.50	\$110.50
RES SENIOR ANGLER	\$25.00	\$27.00	\$29.00	-	-	-
ONE-DAY	\$19.00	\$21.00	\$23.00	\$19.00	\$21.00	\$23.00
TWO-DAY	\$34.50	\$38.00	\$42.00	\$34.50	\$38.00	\$42.00
THREE-DAY	\$50.50	\$54.50	\$59.50	\$50.50	\$54.50	\$59.50
NR 7-DAY	-	-	-	\$76.50	\$84.50	\$93.50
ADULT COMBINED TAG	\$35.00	\$40.50	\$46.00	\$55.00	\$60.50	\$66.00
HATCHERY HARVEST TAG	\$25.00	\$28.50	\$33.00	\$25.00	\$28.50	\$33.00
TWO-ROD ANGLER	\$21.50	\$24.50	\$28.00	\$21.50	\$24.50	\$28.00
COL RIV BASIN ENDORSEMENT^	\$9.75	\$9.75	\$9.75	\$9.75	\$9.75	\$9.75
*New requirement. Previously purchased Adult Combined Tag at resident rate.						
^When Col. River Basin Endorsement is purchased separately, its price is \$11.75 (incl. \$2 vendor fee).						

## Oregon Department of Fish and Wildlife Recreational License Fee Schedule

	Resident			Nonresident		
Prices shown include all vendor fees, including new OHRC surcharge. New fees take effect on Jan. 1 of 2016, 2018, and 2020.	2016	2018	2020	2016	2018	2020
	<b>SHELLFISH LICENSES</b>					
RES. ANNUAL SHELLFISH	\$9.00	\$10.00	\$10.00	\$26.00	\$28.00	\$28.00
NR 3-DAY SHELLFISH	-	-	-	\$17.00	\$19.00	\$19.00

<b>COMBINATION LICENSES</b>						
SPORTS PAC	\$180.00	\$188.50	\$196.50	-	-	-
COMBINATION	\$65.00	\$69.00	\$73.00	-	-	-
SENIOR COMBINATION	\$41.50	\$44.50	\$47.50	-	-	-
<b>NEW LICENSE CONCEPTS</b>						
ONE-DAY ANGLING & SHELLFISH	\$27.50	\$30.50	\$32.50	\$27.50	\$30.50	\$32.50
PREMIER HUNT SERIES - APPs	\$8.00	\$8.00	\$8.00	\$8.00	\$8.00	\$8.00
PIONEER COMBINATION LICENSE	\$6.00	\$6.00	\$6.00	-	-	-
UNIQUE FISHING OPP. RAFFLE	\$8.00	\$8.00	\$8.00	\$8.00	\$8.00	\$8.00

## Oregon Department of Fish and Wildlife Commercial Fishing Fee Schedule

### Ad Valorem Rates

2016 and on	
SALMON	3.15%
CRAB	2.35%
SHRIMP	2.40%
ALBACORE	1.09%
SARDINE	2.25%
SABLEFISH	2.40%
SOLE/FLOUNDER	2.25%
GROUND FISH, MISC	2.25%
NEARSHORE SPECIES	5.00%
WHITING	2.30%
OTHER	2.30%

### Commercial Fishing License & Permit Fees

	Resident	Nonresident
2016 and on		
FISHING	\$102	\$152
CREW	\$127	\$177
JUVENILE	\$32	\$152
BAIT FISHING	\$127	\$177
TUNA LICENSED	\$27	\$27
TUNA UNLICENSED	\$252	\$302
BOAT, Vessels < 50 ft	\$352	\$402
BOAT, Vessels > 50 ft	\$402	\$452
SHRIMP	\$202	\$252
TROLL, SALMON	\$127	\$177
GILLNET, SALMON	\$127	\$177
SCALLOP	\$127	\$177
HERRING	\$127	\$177
CRAB	\$202	\$252
URCHIN	\$127	\$177
BLACK/BLUE	\$127	\$177
NEARSHORE	\$127	\$177
CLAM, COASTWIDE	\$127	\$177
CLAM, SOUTH COAST	\$127	\$177
SARDINE	\$127	\$177
SHELLFISH HARVESTER	\$127	\$177
SINGLE DELIVERY	\$127	\$177
WHOLESALE DEALER	\$502	na
FISH CANNER	\$502	na
SHELLFISH CANNER	\$502	na
BAIT DEALER	\$127	na
SELLER LIMITED	\$102	\$152
BUYER	\$277	na

## Oregon Department of Fish and Wildlife Occupational & Miscellaneous License Fee Schedule

Prices shown include all vendor fees. New fees take effect on Jan. 1 of 2016, 2018, or 2020.	2016 Fee	2018 Fee	2020 Fee
DUPLICATE LICENSE/TAG	\$25.50	\$25.50	\$25.50
WILDLIFE AREA PKING - DAY	\$10.00	\$10.00	\$10.00
WILDLIFE AREA PKING - ANNUAL	\$30.00	\$30.00	\$30.00
GUIDE/OUTFITTER CH APPLICATION	\$30.00	\$31.00	\$32.00
GUIDE TAGS -- DEER	\$537.00	\$558.00	\$575.00
GUIDE TAGS -- ELK	\$792.00	\$824.00	\$848.00
RES HUNT/TRAP FURBEARERS	\$51.00	\$53.00	\$54.50
NR HUNT/TRAP FURBEARERS	\$380.00	\$395.00	\$407.00
JUV HUNT/TRAP FURBEARERS	\$17.00	\$17.00	\$17.00
RES HUNT FURBEARERS	\$24.00	\$25.00	\$26.00
BOBCAT RECORD CARD	\$35.00	\$36.50	\$37.50
OTTER RECORD CARD	\$35.00	\$36.50	\$37.50
FURDEALER LIC	\$104.00	\$108.00	\$111.00
TAXIDERMIST LIC	\$104.00	\$108.00	\$111.00
HIDE/ANTLER DEALER PERMIT	\$34.00	\$35.50	\$36.50
CERVID PROP - I	\$60.00	\$62.50	\$64.50
CERVID PROP - II	\$60.00	\$62.50	\$64.50
WILDLIFE PROPAGATION LICENSE	\$54.00	\$56.00	\$58.00
LOP REGISTRATION	\$32.00	\$33.50	\$35.00
LOP TAG REDISTRIBUTION	\$16.00	\$16.50	\$17.00
PRIVATE HUNTING PRESERVE LICENSE	\$216.00	\$225.00	\$232.00
PRIVATE HUNTING PRESERVE - RES	\$6.00	\$6.50	\$6.50
PRIVATE HUNTING PRESERVE - NR	\$13.00	\$13.50	\$14.00
WILD BIRD SEAL (HUNT PRESERVE)	\$16.00	\$16.50	\$17.00
FALCONRY - 3-YR LICENSE	\$137.00	\$142.50	\$147.00
FALCONRY - CAPTURE PERMIT	\$25.00	\$26.00	\$27.00
COMPETITIVE HUNTING DOG PERMIT	\$28.00	\$29.00	\$30.00
GAMEBIRD RELEASE PERMIT	\$0.00	\$0.00	\$0.00
OUTDOOR CLUB PERMIT	\$100.00	\$100.00	\$100.00
WL SCIENTIFIC TAKE PERMIT - K-12	\$0.00	\$0.00	\$0.00
WL SCIENTIFIC TAKE PERMIT - Other	\$108.00	\$114.50	\$121.50
WILDLIFE SITE INSPECTION FEE	\$150.00	\$156.00	\$160.00
FISH PROPAGATION LICENSE	\$135.00	\$143.00	\$151.50
STURGEON PROPAGATION PERMIT	\$3,180.00	\$3,371.00	\$3,573.00
FISH TRANSPORT PERMIT	\$40.00	\$42.50	\$45.00
FISH SCIENTIFIC TAKE PERMIT - K-12	\$0.00	\$0.00	\$0.00
FISH SCIENTIFIC TAKE PERMIT - Other	\$108.00	\$114.50	\$121.50
GAME FISH TOURNAMENT PERMIT	\$108.00	\$114.50	\$121.50
GRASS CARP STOCKING PERMIT	\$252.00	\$252.00	\$252.00



ODFW PROGRAM PRIORITIZATION FOR 2017-19 - CURRENT SERVICE LEVEL

Agency																						
2017-19 Legislatively Adopted Budget																						
Agency Number: 63500																						
Priority	Agency	Prgm/Div	Agency Initials	Program or Activity Initials	Program Unit/Activity Description	Identify Key Performance Measure(s)	Primary Purpose Program-Activity	GF	LF	OF	NL-OF	FF	NL-FF	TOTAL FUNDS	Pos.	FTE	New or Enhanced Program (Y/N)	Included as Reduction Option (Y/N)	Legal Req. Code (C, D)	Legal Citation	Explain What is Mandatory (for C, FM, and FO Only)	Comments on Proposed Changes to CSL included in Agency Request Budget
1		1	ODFW	Inland Fisheries and Marine / CRM&OS Fisheries	<b>Fish Management</b> <b>010-05-01-15000, 010-06-01-21000, 010-06-02-10000:</b> These staff provide on the ground fish management and include district fish biologists, assistant district biologists, staff associated with fish management (salmon, HMS, CPS, Groundfish, etc.) and Columbia River fisheries management.	2, 4, 7	11	2,087,849	0	13,448,589		9,581,721		\$ 25,118,159	134	107.12	Y		S	496.012 506.109	POP 101: Revenue Shortfall - General Fund Request (\$1,752,357 GF - \$1,752,357 OF License) (Field Staff Fund Shift) POP 102: Revenue Shortfall - Fee Adjustment (\$1,447,276 OF-License) POP 106: Mitchell Act Fish Marking & Hatchery Reform (\$264,110 FF) POP 112: Coastal & Lower Col Status & Trend Monitoring (-\$174,232 LF) POP 114: Fish Research, Monitoring & Evaluation - Various (\$154,000 OF source?) POP 115: Deschutes Basin Fish Monitoring & Recovery (\$1.5 million FF USFWS; \$235,000 OF Deschutes Watershed Council/Central Oregon Irrigation District)	
2		1	ODFW	Wildlife Management	<b>Game Management 020-01-01-00000:</b> This section through both HQ and Field Staff implements the rules, statutes, policies and management direction provided by the Oregon Fish and Wildlife Commission and State Legislature. Responsible for monitoring wildlife diseases, conducting game species surveys, hunter surveys, developing species management plans and annual harvest regulations.	1, 3, 7	11	2,477,393	0	15,096,059		1,925,303		\$ 19,498,755	69	67.78	Y		S	496.012	POP 101: Revenue Shortfall - General Fund Request (\$2,105,350 GF - \$2,105,350 OF License) (Field Staff Fund Shift) POP 102: Revenue Shortfall - Fee Adjustment (\$948,019 OF License) POP 112: Coastal & Lower Col Satus & Trend Monitoring (\$128,424 OF PCSRS ? source?) PKG 840: End of Session - Sage Grouse (\$500,000 GF)	
3		2	ODFW	Inland Fisheries and Wildlife Management	<b>Regional Operations</b> <b>010-05-01-10000, 020-01-05-00000:</b> This program provides the leadership, planning, management, and direction for field implementation of fish and wildlife programs within the four administrative regions of the state.	1, 2, 3, 7	4	612,171	0	7,495,126		78,026		\$ 8,185,323	38	36.50			S	496.012	POP 101: Revenue Shortfall - General Fund Request (\$545,038 GF - \$545,038 OF License) (Field Staff Fund Shift)	
4		1	ODFW	Oregon State Police	<b>Oregon State Police Fish and Wildlife Division</b> <b>030-01-00-00000:</b> This division of OSP enforces fish, wildlife, and commercial fishing laws to protect natural resources. Portions of license and tag fees are used to fund enforcement costs.		5	0	0	23,940,949		0		\$ 23,940,949	0	-		Y	S		POP 101: Revenue Shortfall - General Fund Request (\$5,180,000 GF - \$5,180,000 OF License) (Enforcement Fund Shift) POP 102: Revenue Shortfall - Fee Adjustment (\$2,058,728 OF License) POP 103: SB830 Col River Fish Management & Reform (\$522,000 OF Columbia Endorsement)	
5		1	ODFW	Hatchery Management	<b>Hatchery Production:</b> This program (010-05-04-30000) includes both state and federally funded hatcheries throughout the state of Oregon. These facilities are responsible for the rearing and release of both salmon and trout into state waters. The majority of the agencies general fund is used to fund these facilities as well as a large portion of Sport Fish Restoration, Mitchell Act, and Army Corps of Engineers dollars. Program includes Fish Health Section (010-05-04-20000) which monitors hatchery fish production for fish pathogens. Monitoring occurs monthly and prior to release. If pathogens are detected, treatments are prescribed. Program also includes Fish Marking & Identification (010-05-04-10000) which mass marks fish for selective harvest, coded wire tag (CWT) represent releases groups of fish, maintains statewide marking and release databases, and inputs and exports data in regional databases. Program includes Trout Stocking & Purchase (010-05-04-50000) where funds from license sales are used to purchase trout from private facilities for stocking throughout Oregon and for air stocking of high lakes. Program also includes Statewide Hatchery Management (010-05-04-40000) which is responsible for providing policy guidance to hatchery operations. Other principal duties of headquarter operations such as summarizing monthly and annually hatchery operations, adult collections, egg collections, feed use, fish inventories and release, and Department of Environmental Quality compliance.	2, 4, 7	11	5,838,679	0	12,304,283		42,187,020		\$ 60,329,982	250	229.41	Y		S FM FO	496.012 506.109	Raising fish for mitigation purposes POP 102: Revenue Shortfall - Fee Adjustment (\$2,599,322 OF License) POP 103: SB830 Col River Fish Management & Reform (\$640,000 GF - \$486,201 OF-Columbia Endorsement - \$329,365) POP 106: Mitchell Act Fish Marking & Hatchery Reform (\$1,906,890 FF NOAA) POP 107: Marion Forks Hatchery Complex (\$600,000 FF USACE) POP 108: Idaho Power Company Fall Chinook Production (\$360,000 OF Idaho Power Company)	

ODFW PROGRAM PRIORITIZATION FOR 2017-19 - CURRENT SERVICE LEVEL

Agency																						
2017-19 Legislatively Adopted Budget																						
Agency Number: 63500																						
Agency	Priority	Prgm/Div	Agency Initials	Program or Activity Initials	Program Unit/Activity Description	Identify Key Performance Measure(s)	Primary Purpose Program-Activity	GF	LF	OF	NL-OF	FF	NL-FF	TOTAL FUNDS	Pos.	FTE	New or Enhanced Program (Y/N)	Included as Reduction Option (Y/N)	Legal Req. Code (C, D)	Legal Citation	Explain What is Mandatory (for C, FM, and FO Only)	Comments on Proposed Changes to CSL included in Agency Request Budget
6	2	ODFW	Marine / CRM&OS Fisheries	<b>Marine Fishery Data Management Program 010-06-01-31000:</b> This program is responsible for processing, organizing, and storing sport and commercial ocean fishery data collected by fishery sampling programs. Produces data analyses used by fishery managers, responds to data requests, and organizes, formats and uploads data to PacFIN and RecFIN regional fishery data systems.	2, 4	11	0	0	938,335			408,635		\$ 1,346,970	9	6.96			S FM	496.012 506.109	Provides data to Pacific States Marine Fisheries Commission	
7	3	ODFW	Wildlife Management	<b>Dedicated &amp; Obligated Accounts for Game Birds, Fee Pheasant, Bighorn Sheep, Pronghorn, Rocky Mtn Goat 020-01-03-00000:</b> Funds from these accounts are used for management activities including population surveys, research, reintroduction and relocation efforts, habitat improvement and responding to wildlife damage conflicts. Funds derived from the sale of Fee Pheasant Permits provides pheasant hunting opportunity at several wildlife areas throughout the state.	1, 3	11	0	0	4,582,439			118,189		\$ 4,700,628	17	10.49			S	496.012 496.303	POP 102: Revenue Shortfall - Fee Adjustment (\$44,449 OF License) PKG 850 (SB5544): Sage-Grouse Initiative (\$90,000 OF Pheasants Forever/Intermountain West Joint Venture: \$90,000 GF)	
8	4	ODFW	Wildlife Management and Habitat Resources	<b>Wildlife Restoration, Management, and Landowner Assistance 020-01-06-0000:</b> This section is responsible for administering the Pittman-Robertson Act and technical assistance throughout the state. Program staff is responsible for Regional habitat programs statewide and coordinating management of 16 major wildlife management areas.	1, 3, 7	11	70,297	0	4,527,792			16,656,474		\$ 21,254,563	53	49.39	Y		S FM	(S) 496.012 (FM) USFWS-Pittman-Robertson Act	Restore, conserve, manage and enhance wild birds and mammals and their habitats; provide public use and access to wildlife resources; educate hunters and archers.	POP 109: PR Funding for Wildlife Research & Management (\$7,000,000 FF USFWS) POP 110: Coquille Valley Fish & Wildlife Area (\$369,000 OF Timber Revenue) POP 111: Coquille Valley Tidegate Replacement (\$1,025,000 OF Timber Revenue) POP 124: Coordination of Energy Dev & Transmission (\$60,870 GF; \$-60,870 OF Idaho Power Company)
9	5	ODFW	Wildlife Management	<b>Game Research &amp; Inventories 020-01-07-00000:</b> The function of the Research Program is to provide wildlife managers with documented information, and to develop techniques on measurements of population status, movements, mortality factors, and habitat use for many wildlife species (deer, elk, bear, cougar, beaver, etc.) to effectively manage wildlife resource of the state. The agency has statutory obligations to regulate wildlife populations and the public enjoyment of wildlife in a manner that is compatible with primary uses of the lands and to provide optimum recreational benefits. Big game census surveys are conducted annually by department staff in each of the 21 Wildlife Districts throughout Oregon. Species surveyed include deer, elk, pronghorn antelope, bighorn sheep, and Rocky Mountain goat. This also includes the Game GIS Program.	1, 7	11	11,589	0	824,892			2,389,140		\$ 3,225,621	15	13.67			S	496.012		
10	2	ODFW	Inland Fisheries	<b>Fishery Research &amp; Monitoring Program:</b> Field programs (Corvallis and LaGrande: <b>010-05-02-21000 010-05-02-22000</b> ) responsible for the field monitoring, research, and evaluation of Oregon's native fish. The program data is used to evaluate population trends and ESA impacts to listed species in order to manage both recreational and commercial fisheries within Oregon. A large portion of the funding comes from PCSRF, USACOE, and BPA. Programs include Native Fish Investigations ( <b>010-05-02-24000</b> ) which conducts statewide research on Oregon's non-anadromous native fish. This program provides scientific information on the status, life history, genetics, and habitat needs for Oregon's native fish populations. This information is intended to aid fish managers and landowners in developing appropriate conservation and recovery strategies, and on-going monitoring plans. Such information will also help ODFW implement fish management goals, subbasin plans, the Native Fish Conservation Policy, and the Oregon Plan for Salmon and Watersheds. In addition, data and information provided by the Native Fish Investigations Project is necessary to ensure present and future recreation angling opportunities for native game species.	2, 4	9	5,453,239	1,180,363	6,288,858			29,106,669		\$ 42,029,129	369	230.86	Y	Y	S FM	496.012 506.109	Monitoring and Research required under ESA	POP 112: Coastal & Lower Col Status & Trend Monitoring (\$348,464 LF; \$2,782,821 OF-PCSRF (WORSF): -\$2,026,897 FF) POP 113: Fish Research, Monitoring & Evaluation PCSRF (\$2,400,000 OF PCSRF) POP 114: Fish Research, Monitoring & Evaluation Various (\$12,44,609 FF Various Agencies: \$96,000 OF PGE)
11	13	ODFW	Inland Fisheries	<b>Oregon Hatchery Research Center 010-05-02-23000:</b> The Oregon Hatchery Research Center is a facility specifically designed to support both basic and applied research into the mechanisms that may create differences between wild and hatchery fish, and ways to better manage these differences to meet fishery and conservation objectives. The center is also charged with helping Oregonians understand the role and performance of hatcheries in responsibly using and protecting Oregon's native fishes. Research facilities include four artificial stream channels that simulate actual stream conditions, four concrete raceways, a tank farm comprised of 44 fiberglass tanks, an analytical lab, and a complete wet lab with heated, chilled, filtered and UV-treated water. The facility is currently funded with license dollars and some outside grants.	2, 4, 7	9	208,200	0	2,544,627			0		\$ 2,752,827	3	3.00	Y		-	496.012		POP 102: Revenue Shortfall - Fee Adjustment (\$1,119,828 OF License) POP 117: OHRC Research Proposal (\$800,000 GF; \$600,000 OF OHRC Surcharge)

**ODFW PROGRAM PRIORITIZATION FOR 2017-19 - CURRENT SERVICE LEVEL**

Agency																						
2017-19 Legislatively Adopted Budget																						
Agency Number: 63500																						
Priority	Agency	Prgm/Div	Agency Initials	Program or Activity Initials	Program Unit/Activity Description	Identify Key Performance Measure(s)	Primary Purpose Program-Activity	GF	LF	OF	NL-OF	FF	NL-FF	TOTAL FUNDS	Pos.	FTE	New or Enhanced Program (Y/N)	Included as Reduction Option (Y/N)	Legal Req. Code (C, D)	Legal Citation	Explain What is Mandatory (for C, FM, and FO Only)	Comments on Proposed Changes to CSL included in Agency Request Budget
12		3	ODFW	Marine / CRM&OS Fisheries	<b>Marine Commercial Fishery Sampling (groundfish &amp; salmon) 010-06-01-23700:</b> This program gathers data on ocean commercial fishery landings, including species, catch, and biological parameters. Samplers cover all commercial fishery ports of landing. Samplers also act as liaisons and points of contact for commercial fishermen and processing plants. This program is primarily funded through dedicated Commercial Fish fund (CFF).	4	6	0	0	2,112,382		1,066,093		\$ 3,178,475	22	15.45			S FM	506.109	Sampling of commercial landings to collect data for federal management	
13		6	ODFW	Wildlife Management	<b>Access &amp; Habitat 020-01-08-00000:</b> Income provided by a \$4 surcharge on Hunting Licenses is used to fund projects providing access for hunting, improve habitat for wildlife, or a combination of Access and Habitat. Projects are reviewed by Regional and State A&H boards and the Oregon Fish and Wildlife Commission.	1, 8	11	0	0	2,693,465		0		\$ 2,693,465	2	1.50	Y		S	496.228 496.232 496.242	POP 118: Voluntary Access & Habitat Incentive Program (\$750,000 FF USDA)	
14		4 & 3	ODFW	Marine / CRM&OS Fisheries	<b>Ocean Salmon Management/Policy 010-06-01-23100, 010-06-02-30000:</b> The Ocean Salmon Management Program monitors ocean commercial and recreational salmon fisheries, and conducts ocean and coastal river's investigations for ODFW. The program uses data from these and other sources to develop management recommendations for the best use of Oregon's salmon resources, and to evaluate proposed ocean salmon fishery regulations.	2, 4	6	1,435,656	0	1,946,320		1,389,761		\$ 4,771,737	31	19.05			S FM	496.012 506.109	Sampling of commercial and recreational landings to collect data for federal management	POP 103: SB830 Col River Fish Management & Reform (\$1,360,000 GF: \$849,197 OF-Columbia Endorsement)
15		5	ODFW	Marine / CRM&OS Fisheries	<b>Marine Recreational Fishery Sampling (groundfish &amp; salmon) 010-06-01-23800:</b> This program gathers data on ocean sport fishery landings, including species, catch, effort, and biological parameters. Samplers cover all major ocean sport fishing ports. Samplers also act as liaisons and points of contact for sport fishermen and charter boat operators. Funding is primarily through Sport Fish Restoration.	2, 4	11	134,066	0	399,911		2,251,542		\$ 2,785,519	27	17.42			S FM FO	496.012	Collects, processes, and disseminates recreational fishery data for federal management	
16		4	ODFW	Inland Fisheries	<b>Fish Screens &amp; Passage 010-05-05-20000:</b> This program works to restore and maintain fish populations by protecting them from entrainment into water diversions and providing adequate passage to habitat areas for all life cycle needs. The program's directive is to share the cost of installing fish screens and providing passage with water users. The cost share includes monetary, construction engineering, and design assistance, as well as a tax credit.	2, 6	9	1,070,960	0	7,282,084		5,538,289		\$ 13,891,333	57	55.61	Y		S FM	496.303	Works to ensure compliance with federal ESA regulations	POP 101: Revenue Shortfall - General Fund Request (-\$28,072 OF License: -28,072 FF) (Field Staff Fund Shift) POP 119: Fish Screening (\$258,000 OF : \$49,000 OF Ruby Pipeline MitigationFF) POP 120: Culvert Fish Passage (\$1,975,000 OF ODOT)
17		2	ODFW	Conservation	<b>Conservation Program: Oregon Conservation Strategy (OCS) Program (020-03-03-00000, 020-03-04-00000)</b> ensures that conservation actions/strategies identified in the OCS are implemented by ODFW staff, state and federal agencies, non-governmental organizations, and publics. This program facilitates conservation by identifying and developing partnerships for implementing the OCS, identifying priority fish and wildlife conservation needs and providing a process for reviewing and updating the OCS. Program. This program includes the Aquatic Invasive Species (AIS) team that conducts watercraft inspections, provides public education and outreach, and implements other related activities to protect Oregon against AIS. This program also includes four staff biologists and two Regional Conservation Biologists (West & East Regions) that assist with implementation of the Oregon Conservation Strategy (OCS) at the regional geographic scale. (020-02-05-00000)	3, 5, 7	9	0	998,856	1,643,314		3,069,398		\$ 5,711,568	23	17.04	Y	Y	S FM	(S) 496.012, 496.172 (FM) State Wildlife Grants	Developing and implementing programs that benefit wildlife and their habitats, including species not hunted or fished. Funds must be used to address conservation needs and monitoring.	POP 112: Coastal & Lower Col Status & Trend Monitoring (-\$90,162 LF: -\$482 OF License: \$89,800 FF)
18		5	ODFW	Conservation	<b>Bonville Power Administration Mitigation 020-03-07-00000:</b> This program is responsible for development and implementation of long-term wildlife mitigation programs in Oregon associated with habitat losses due to the construction of hydroelectric projects in the Columbia River basin including habitat restoration, enhancement, and acquisition.	7, 8	9	0	0			2,647,975		\$ 2,647,975	10	6.74	Y	Y	S FM	Mitchell Act	Mitigate the loss of wildlife habitat from the construction and operation of hydro projects such as federal dams.	POP 112: Coastal & Lower Col Status & Trend Monitoring (-\$2,070 LF: -\$54,384 OF: \$113,721) POP 123: Willamette Wildlife Mitigation Program (\$1,560,000 FF BPA)
19		3	ODFW	Inland Fisheries	<b>Statewide Policy and Coordination 010-05-02-10000:</b> This program is responsible for the coordination, development, and implementation of conservation and recovery plans within Oregon. This program also provides the agency policy guidance regarding ESA listed species and fishery impacts.	2, 4	9	228,356	2,514,924	477,191		282,085		\$ 3,502,556	15	13.22	Y		S FM	496.012	Provides agency policy guidance regarding ESA listed species and fishery impacts	POP 112: Coastal & Lower Col Status & Trend Monitoring (\$177,293 GF: -\$2,563 LF: \$76,260 OF-PCSRF: -\$73,395 FF)
20		6 & 4	ODFW	Inland Fisheries and Marine / CRM&OS Fisheries	<b>Marine Licensing &amp; Support (includes Fish Tickets) part of 010-05-01-21000, 010-06-01-32000:</b> This section supports and administers Marine Resources Program. Provides sport and commercial license sales to sport fishermen, hunters, charter boat operators, and commercial fishermen. Acts as primary public point of contact for marine fishery licensing information and other public inquires.	2, 4, 7	6	0	0	1,400,946		169,859		\$ 1,570,805	9	8.00			S	496.012 506.109		PKG 840 End of Session: Attorney General Fees (\$59,569 OF License)

ODFW PROGRAM PRIORITIZATION FOR 2017-19 - CURRENT SERVICE LEVEL

Agency																							
2017-19 Legislatively Adopted Budget																							
																			Agency Number:	63500			
Priority	Agency	Prgm/ Div	Agency Initials	Program or Activity Initials	Program Unit/Activity Description	Identify Key Performance Measure(s)	Primary Purpose Program-Activity	GF	LF	OF	NL-OF	FF	NL-FF	TOTAL FUNDS	Pos.	FTE	New or Enhanced Program (Y/N)	Included as Reduction Option (Y/N)	Legal Req. Code (C, D)	Legal Citation	Explain What is Mandatory (for C, FM, and FO Only)	Comments on Proposed Changes to CSL included in Agency Request Budget	
21		7	ODFW	Wildlife Management	<b>Damage, Green Forage &amp; DEAR Programs 020-01-02-00000:</b> <u>Green Forage</u> is designed to assist landowners experiencing crop damage from game mammals by improving forage and providing alternate food sources. Major activities include: forage seedings, fertilizer application, water developments, reseeding forest clearcuts to provide alternate food, and controlling noxious weeds. <u>Deer Enhancement and Restoration (DEAR)</u> program started in 1985 to assist landowners improve mule deer habitats on their lands. Activities include forage seedings, water developments, juniper control, riparian fencing, and shrub plantings. <u>Statewide Damage Program:</u> Funds are distributed to each Region to provide assistance to landowners experience property damage caused by wildlife. Expenditures and activities include fencing and netting materials, repellent, hazing materials, personnel to haze (primarily elk), relocation of animals, publications regarding living with wildlife, etc.	1, 3	11	51,139	0	525,318			0		\$ 576,457	1	1.00		Y	-			POP 101: Revenue Shortfall - General Fund Request (\$45,080 GF - \$45,080 OF License) (Field Staff Fund Shift)
22		3	ODFW	Capital Improvements	<b>Capital Improvements:</b> Program includes Restoration and Enhancement (088-01-00-00000) which restores state-owned hatcheries, enhances natural fish production, expands hatchery production and provides additional public access to fishing waters. The R&E Program provides increased sport fishing opportunities, and also supports and improves the commercial salmon fishery. The program is funded by a \$4 surcharge on all sport fishing licenses, and license and landing fees from the commercial gillnetting and troll fisheries. These surcharges are used to fund a variety of fish and habitat restoration and enhancement projects. Any public or private non-profit organization may request funds to implement a project. Restoration projects tend to focus on ODFW-sponsored projects to replace fish liberation equipment, repair fish hatcheries, repair fish passage facilities, and collect information on physical and biological characteristics of streams, lakes or estuaries. Program also includes Deferred Maintenance (088-02-00-00000). ODFW owns and operates buildings, land improvements, leasehold improvements, and other assets. These assets are sited on more than 436,100 acres of agency owned or controlled land. The Maintenance Master Plan, completed in December of 2005, identified facility and facility-related requirements. Program also includes Emergency Hatchery Maintenance (088-03-00-00000) which provides emergency repairs and maintenance for ODFW's state-funded hatcheries. Funds for emergency projects are allocated by the Engineering and Facilities section within the Fish Division on a case by case basis. In fund emergency repairs/maintenance that a hatchery	1,2,4,5	11	155,525	0	5,646,566		3,094,247			\$ 8,896,338	2	2.00	Y	Y	S			POP 109: PR Funding for Wildlife Research & Management (\$700,000 FF-USFWS) PKG 801 LFO Analyst Adjustment: (\$1,000,000 OF License R&E)
23		3	ODFW	Conservation	<b>Wolf Program 020-03-06-00000:</b> This program includes a wolf biologist and assistant who are responsible for developing, revising and implementing the Oregon Wolf Conservation and Management Plan. Staff monitor the status and distribution of wolves in Oregon in addition to education, outreach and wolf depredation related incidents and investigations.	3, 5, 7	9	0	80,812	0		149,473		\$ 230,285	1	1.00			S FM	(S) 496.012 (FM) USFWS	Ensure conservation and respond to gray wolf issues.		
24		7	ODFW	Marine / CRM&OS Fisheries	<b>Predator Management – Marine 010-06-01-22200:</b> Conducts hazing of sea lions in Columbia River and coastal locations, and lethal removal operations for sea lions at Bonneville Dam, to minimize sea lion predation on salmon and minimize interactions with fisheries. This program is also responsible for trapping and tagging sea lions, and collecting predation and fishery interaction data as part of these operations.	6	11	219,143	0	3,431		242,268		\$ 464,842	3	2.00			S FM		Collects predation and fishery interaction data for NOAA and provides lethal removal operations in conjunction with the USACOE	POP 101: Revenue Shortfall - General Fund Request (\$131,026 GF Backfill: -\$260,249 OF License: \$225,000 FF)	
25		2	ODFW	Habitat Resources	<b>Intra-agency Coordination 020-02-04-00000:</b> This section coordinates with other agencies to address land and water use issues associated with fish, wildlife and their habitats. This program includes coordination and technical assistance for state energy facility siting, forestry, land use, waterway alterations, and natural resource damage assessment. Program includes Landowner Technical Assistance (020-02-02-00000) which provides assistance to landowners for enhancement of private property for fish and wildlife habitat. The subprograms included are: Wildlife Habitat Conservation and Management, Riparian Tax Incentive, Landowner Incentive, and Habitat Connectivity.	3, 7	9	326,365	61,278	1,163,057		2,264,204		\$ 3,814,904	5	5.00	Y	Y	S	496.012		POP 101: Revenue Shortfall - General Fund Request (\$298,684 GF - \$298,684 OF License) (Habitat Program Fund Shift) POP 112: Coastal & Lower Col Status & Trend Monitoring (\$54,079 LF - \$54,079 OF) POP 124: Coordination of Energy Dev & Transmission (\$62,448 GF: \$162,552 OF Idaho Power Company)	
26		8	ODFW	Marine / CRM&OS Fisheries	<b>Marine Commercial Shellfish Management, Research, &amp; Evaluation 010-06-01-23300:</b> These programs develop regulations and management actions to manage harvest in commercial shellfish fisheries. Staff in these programs analyze data to support management actions, hold stakeholder and advisory committee meetings, and develop and present proposed actions for the OFWC. These programs also gather data on commercial shellfish landings, including species, catch, effort, and biological parameters. Samplers also act as liaisons and points of contact for commercial shellfish fishers.	4	6	0	0	2,019,636		243,112		\$ 2,262,748	11	8.60			S FM	506.109	Provides data regarding harmful algal blooms and pink shrimp to federal agencies	PKG 801 LFO Analyst Adjustment: (\$115,433 FF)	

**ODFW PROGRAM PRIORITIZATION FOR 2017-19 - CURRENT SERVICE LEVEL**

Agency																							
2017-19 Legislatively Adopted Budget																							
Agency Number: 63500																							
Priority	Agency	Prgm/Div	Agency Initials	Program or Activity Initials	Program Unit/Activity Description	Identify Key Performance Measure(s)	Primary Purpose Program-Activity	GF	LF	OF	NL-OF	FF	NL-FF	TOTAL FUNDS	Pos.	FTE	New or Enhanced Program (Y/N)	Included as Reduction Option (Y/N)	Legal Req. Code (C, D)	Legal Citation	Explain What is Mandatory (for C, FM, and FO Only)	Comments on Proposed Changes to CSL included in Agency Request Budget	
27	4	ODFW	ODFW	Inland Fisheries	<b>Recreational Fisheries 010-05-01-22000:</b> This program is responsible for overseeing statewide recreational fisheries management for inland fisheries the Sport Fish Restoration Program, and the Statewide Biometrician. Program functions include oversight of state fishing regulations, the Restoration & Enhancement program, the Salmon and Trout Enhancement Program (STEP), and the Warmwater Fisheries Program (010-05-01-23000). The Warmwater Fisheries Program management warmwater fish populations to provide angling opportunities, enhancing habitat, increase fish production, conducting research, and provide technical guidance on warmwater fish management to other agencies and the angling public.	2, 4	11	0	0	757,169		679,009		\$ 1,436,178	4	3.50			S	496.012			
28	9	ODFW	ODFW	Marine / CRM&OS Fisheries	<b>Marine Groundfish Research, Monitoring, &amp; Evaluation 010-06-01-23200:</b> This program designs and conducts research and assessment projects to produce data and analyses needed to solve fishery management issues. Examples include reducing catch of prohibited species by various gear types (bycatch reduction), developing new information on discard mortality, and documenting life history characteristics such as age structure or age at maturity for use by stock assessment scientists.	2, 4	6	0	0	849,329		585,723		\$ 1,435,052	5	4.54			S FM	496.012 506.109	Provides data regarding bycatch reduction on federally over fished species to federal agencies.		
29	10	ODFW	ODFW	Inland Fisheries	<b>Water Quality/Quantity/Instream Flow Program 010-05-03-10000:</b> This program is involved with many water issues that can directly or indirectly affect fish and wildlife. Its areas of interest are divided into four primary categories: Water Allocation and Water Quality, Hydro Power Program, Natural Resources Information Management, Vector Control (Animal borne Diseases affecting fish, wildlife, or humans). Staff work closely with other agencies regarding stream flows, water use permitting and activities, hydro relicensing, and water quality issues.	1, 2, 4, 5	9	702,295	0	549,746		249,434		\$ 1,501,475	3	3.00	Y		S FM FO	496.012	Works with federal agencies regarding Water Allocation and Quality, Hydro Power, Natural Resources Information Management, and Vector Control	POP 101: Revenue Shortfall - General Fund Request (\$804,662 GF - \$602,811 OF License) \$201,872 GF for Integrated Water Resources Strategy (Water Quality/Quantity Fund Shift) POP 112: Coastal & Lower Col Status & Trend Monitoring (-\$68,829 GF) POP 125: Portland Harbor Injury Assessment (\$100,000 OF Portland Harbor Settlement Funds)	
30	4	ODFW	ODFW	Conservation	<b>Marine Mammal Conservation 020-03-02-00000:</b> This subprogram is responsible for coordinating with the Marine Resources Program to oversee the health of marine mammals. Staff conducts studies and surveys of pinnipeds, seal and sea lion predation, and interactions of these animals with other important marine resources and human activities in the coastal zone. This is a shared program with the Fish Division.	5	9	0	134,195	0			293,605		\$ 427,800	1	1.50		Y	FM	Marine Mammal Protection Act	Protection, conservation, and recovery of marine mammals.	POP 112: Coastal & Lower Col Status & Trend Monitoring (-\$482 OF)
31	10	ODFW	ODFW	Marine / CRM&OS Fisheries	<b>Marine Mammal Research, Monitoring, &amp; Evaluation 010-06-01-23500:</b> This program gathers data on seal and sea lion population trends, feeding habits, movement and reproduction. Provides data and analyses used in administration of Marine Mammal Protection Act and Endangered Species Act.	5	9	365,087	0	52,299		0		\$ 417,386	2	1.50			FM	Marine Mammal Protection Act	Collects data regarding seal and sea lion populations, feeding habits, movement, and reproduction for federal agencies.	POP 101: Revenue Shortfall+V371 - General Fund Request (\$322,847 GF - \$322,847 OF License) (Avian & Pinniped Management Fund Shift)	
32	5	ODFW	ODFW	Inland Fisheries	<b>Salmon and Trout Enhancement Program/Biologists 010-05-01-25000:</b> STEP is a volunteer based program within the Oregon Department of Fish and Wildlife that seeks to rehabilitate and enhance the populations, habitat and fisheries of native salmon, trout and other fish managed by the Department through the involvement and education of citizens. This program is funded through Sport Fish Restoration.	2, 4, 7	11	49,124	0	612,111		1,748,977		\$ 2,410,212	10	10.00	Y	Y	S	496.440		POP 101: Revenue Shortfall - General Fund Request (\$40,093 GF - \$40,094 OF License, \$1 FF) (Field Staff Fund Shift) POP 112: Coastal & Lower Col Status & Trend Monitoring (-\$116,170 LF)	
33	11	ODFW	ODFW	Marine / CRM&OS Fisheries	<b>Marine Habitat Research, Monitoring, &amp; Evaluation (ocean &amp; estuarine) 010-06-01-23600:</b> This program inventories and assesses ocean and estuarine habitat for use in species population assessments and analyzing the potential impacts of development. This program is also responsible for conducting research on species-habitat relationships and developments methodologies for population surveys.	2, 4	9	0	0	762,726		8,496		\$ 771,222	3	3.00			S				
34	5	ODFW	ODFW	Marine / CRM&OS Fisheries	<b>Columbia River Investigations 010-06-02-20000:</b> This program is responsible for research projects throughout the Columbia River. These projects include work on both white and green sturgeon as well as eulachon and other sensitive species. This program also works with Bonneville Power Administration regarding mitigation requirements related to habitat and spill.	2, 4	9	0	0	539,150		4,166,420		\$ 4,705,570	37	23.68			S FM	496.012 506.109	Works with federal agencies regarding mitigation requirements related to habitat and spill		
35	6	ODFW	ODFW	Inland Fisheries	<b>Engineering 010-05-05-10000:</b> The Engineering Section provides engineering and construction support services, primarily in the development of fish hatcheries, fish passage in streams and rivers and related fish and wildlife buildings and structures.	1, 2, 4, 5	4	1,373,930	0	246,093		37,840		\$ 1,657,863	6	6.50	Y	Y	-	496.012			

**ODFW PROGRAM PRIORITIZATION FOR 2017-19 - CURRENT SERVICE LEVEL**

Agency																							
2017-19 Legislatively Adopted Budget																							
Agency Number: 63500																							
Agency	Priority	Prgm/Div	Agency Initials	Program or Activity Initials	Program Unit/Activity Description	Identify Key Performance Measure(s)	Primary Purpose Program-Activity	GF	LF	OF	NL-OF	FF	NL-FF	TOTAL FUNDS	Pos.	FTE	New or Enhanced Program (Y/N)	Included as Reduction Option (Y/N)	Legal Req. Code (C, D, S)	Legal Citation	Explain What is Mandatory (for C, FM, and FO Only)	Comments on Proposed Changes to CSL included in Agency Request Budget	
36	7	ODFW	ODFW	Inland Fisheries	<b>Real Estate Management 010-05-05-30000:</b> This program is responsible for actions necessary to appraise, negotiate for and acquire or dispose of real property, easements, leases, permits and agreements. This support activity is to facilitate real estate/facilities related needs for Regional, District, and Headquarters personnel. Realty works closely with agency personnel and persons from the federal, state, various counties and cities, and the private sector.	7	4	0	0	0	0	0	0	\$ -	0	-						POP 101: Revenue Shortfall - General Fund Request (-\$421,240 OF License)	
37	1	ODFW	ODFW	Habitat Resources	<b>Habitat Conservation Biologists 020-02-06-00000:</b> Inter-agency and intra-agency coordination to provide education and assistance to landowners and state agencies to protect watershed health.	1,2,4,5,7	9	0	0	0	0	0	0	\$ -	0	-	Y		S	496.012		POP 112: Coastal & Lower Col Status & Trend Monitoring (-\$491,284 OF PCSRF)	
38	8	ODFW	ODFW	Inland Fisheries	<b>Eastside Habitat Restoration Biologists 010-05-02-31000:</b> This program provides the field staff to implement habitat mitigation projects for the Bonneville Power Administration in North East Oregon.	2, 4, 5	9	0	0	0	0	2,379,360	0	\$ 2,379,360	9	8.75	Y		FO	496.012	Provides habitat mitigation implementation in North East Oregon	POP 126: Blue Mountain Fish Habitat Improvement (\$100,000 FF BPA)	
39	8	ODFW	ODFW	Wildlife Management	<b>Predator Control (Wildlife Svcs) 020-01-04-00000:</b> The agency is required by statute (ORS 610.020) to contribute to the predatory animal, rabbit and rodent control fund. Moneys within this fund are combined with funds from the Oregon Department of Agriculture and used as part of the overall cost-share with USDA - Wildlife Services (WS) and participating Oregon Counties to assist with controlling agriculture damage caused by predatory animals. WS also responds to concerns caused by bear, cougar, furbearers, and wolves.	3	6	470,140	0	107,978	0	0	0	\$ 578,118	0	-		Y	S	610.020		PKG 840 End of Session: Attorney General Fees (\$25,000 GF) (Predator Control)	
40	11	ODFW	ODFW	Inland Fisheries	<b>Hydro Program 010-05-03-20000:</b> ODFW is a member of the state Hydroelectric Application Review Team and works closely with facilities operators, other agencies, and interest groups in re-licensing efforts. ODFW's hydro power program consists of a statewide coordinator as well as regional hydropower coordinators as well as implementation staff. This program is also currently involved with the development efforts of wave energy along the Oregon coast. This program is primarily funded through dedicated hydroelectric fees.	4	9	115,444	0	2,620,287	0	23,308	0	\$ 2,759,039	14	13.17	Y	Y	S FM FO	543.078	Works with federal hydro operators regarding re-licensing efforts	POP 112: Coastal & Lower Col Status & Trend Monitoring (-\$69,109 GF) POP 124: Coordination of Energy Dev & Transmission (\$101,682 GF; \$706,318 OF Idaho Power Company)	
41	12	ODFW	ODFW	Inland Fisheries	<b>Endangered Species Act &amp; Scientific Take Permitting 010-05-02-32000:</b> This program provides administrative and technical support in the implementation of an Endangered Species program for statewide fish management activities essential to division and regional staff. Programmatic direction is provided by the state Endangered Species Act (ESA) and the federal Endangered Species Act as they apply to fish management policies, objectives, and guidelines contained in state Oregon Administrative Rules (OARs). This program administers Scientific Take Permits and other permits for use by federal, state, and other public and private entities needed to accomplish research and educational activities with Oregon.	4	9	25,567	217,728	0	0	0	413,959	0	\$ 657,254	3	2.87	Y	Y	S FM FO	496.012	Provides implementation and permitting for education and research on ESA listed species	
42	12	ODFW	ODFW	Marine / CRM&OS Fisheries	<b>Nearshore &amp; Estuarine Management (marine reserves, spatial planning, permit reviews) 010-06-01-10000:</b> This program reviews permits for ocean and estuary development actions and provides recommendations to the permitting agencies with regards to natural resource impacts. Participates as the state's primary marine natural resource advisor in statewide ocean natural resource planning and management forums such as the Ocean Policy Advisory Council, Nearshore Research Taskforce, and West Coast Governors Agreement on Ocean Health. Responsible for implementing Oregon's Nearshore Strategy and marine and estuary components of Oregon's Conservation Strategy.	4	9	1,977,163	0	768,663	0	0	0	\$ 2,745,826	9	9.00		Y	S	496.012			
43	13	ODFW	ODFW	Marine / CRM&OS Fisheries	<b>Recreational Shellfish Management, Monitoring, &amp; Evaluation 010-06-01-23400:</b> This program develops regulations and management actions to manage harvest in sport shellfish fisheries. Analyzes data to support management actions, holds stakeholder and advisory committee meetings, develops and presents proposed actions for the OFWC. This program also gathers data on sport shellfish landings, including species, catch, effort, and biological parameters. Samplers also act as liaisons and points of contact for sport shellfish fishers.	2, 4	11	0	0	1,654,466	0	0	0	\$ 1,654,466	11	8.32		Y	S	496.012 496.303			
44	8	ODFW	ODFW	Wildlife Management	<b>Volunteer Program 020-01-09-00000:</b> Regional Wildlife Volunteer Program actively involves citizens as volunteers in the protection and enhancement of Oregon's fish and wildlife resources. These positions assist with wildlife surveys, habitat improvement, nest box building and monitoring, public education, carpentry, computer and clerical work. Volunteer Host on Wildlife Areas also benefit wildlife.	7	11	0	0	0	0	0	0	\$ -	0	-		Y	-			POP 101: Revenue Shortfall - General Fund Request (\$69,057 GF - \$69,057 OF License) (Field Staff Fund Shift)	

**ODFW PROGRAM PRIORITIZATION FOR 2017-19 - CURRENT SERVICE LEVEL**

Agency																							
2017-19 Legislatively Adopted Budget																							
																			Agency Number: 63500				
Priority	Agency	Prgm/Div	Agency Initials	Program or Activity Initials	Program Unit/Activity Description	Identify Key Performance Measure(s)	Primary Purpose Program-Activity	GF	LF	OF	NL-OF	FF	NL-FF	TOTAL FUNDS	Pos.	FTE	New or Enhanced Program (Y/N)	Included as Reduction Option (Y/N)	Legal Req. Code (C, D)	Legal Citation	Explain What is Mandatory (for C, FM, and FO Only)	Comments on Proposed Changes to CSL included in Agency Request Budget	
45	15	ODFW		Inland Fisheries	<b>Watershed Council Liaisons 010-05-02-33000:</b> This program serves as the agency liaisons to local watershed councils in the implementation of habitat projects throughout Western Oregon.	4	9	1,173,511	1,736	1,606,959		0		\$ 2,782,206	13	12.00	Y		-				POP 112: Coastal & Lower Col Status & Trend Monitoring (\$960,651 GF: \$116,484 LF: \$61,800 OF: \$92,552 FF)
46	4	ODFW		Habitat Resources	<b>Western Oregon Stream Restoration Program 020-02-07-00000:</b> This program provides technical assistance to landowners and watershed councils on habitat restoration projects and culvert replacements, obtains grants and permits, provides on-site direction for project implementation, and conducts short and long term monitoring to evaluate changes in habitat conditions.	4, 5, 7	9	0	0	0		0		\$ -	0	-			-				POP 112: Coastal & Lower Col Status & Trend Monitoring (-\$1,860,018 OF PCSRF) (WORSRP)
47	16	ODFW		Inland Fisheries	<b>Sportfish Restoration Fund Boat Ramps 010-05-01-24000:</b> This section is responsible for working with outside agencies and constituents to disburse Sport Fish Restoration Funds in order to purchase, maintain, or repair boat ramps for angling access.	2	4	0	0	0		1,854,036		\$ 1,854,036	0	-		Y	FO	Sport Fish Restoration Act	A portion of SFR funding is earmarked by federal statute for construction and repair of boat ramps for angling access.		
48	17	ODFW		Inland Fisheries	<b>Natural Resource Information Management Program 010-05-02-34000:</b> This program is a participant within the regional StreamNet Project, a cooperative venture of federal and state agencies and tribes in the Pacific Northwest. NRIMP provides support to the agency by providing technological support to field staff for management of data related to fish and wildlife management. This program provides GIS data, maps and reports, data standards and protocols, as well as information on angling opportunities within Oregon. (OF Obligated)	4	9	148,175	0	26,589		880,131		\$ 1,054,895	4	4.00		Y	S				
49	5	ODFW		Habitat Resources	<b>ODOT Liaisons 020-02-08-00000:</b> Provides direct technical advice to ODOT to promote environmentally sensitive project designs, facilitate coordination between ODFW, ODOT, and other regulatory agencies on project-related issues to implement ODOT's Project Development, Construction, Maintenance, and Salmon Recovery Programs in a manner consistent with the missions of both agencies and to complete construction and maintenance projects on time and within budget constraints. (OF Obligated - ODOT)	7	9	0	0	0		0		\$ -	0	-			-				
50		ODFW		Major Construction and Acquisitions	<b>Major Construction and Acquisitions 089-00-00-00000:</b> None proposed for 15-17	1, 2, 4, 5, 6	11	0	0	0		0		\$ -	0	-	Y		S			POP 127: Willamette Falls Fish Ladder Repairs (\$1,000,000 FF) POP 128: Lower Deschutes River Ranch Acquisition (\$1,323,750 FF, LISEWS)	
	1	ODFW		Administration	<b>Administration 040-00-00-00000</b> Ensures fiscal integrity through sound budget and fiscal management. Supports fish and wildlife management through license sales, training, hunting and fishing information and education, recruitment, and marketing, network, application development, and technical support; Commission and legislative affairs; and contracting services. Provides core business functions such as payroll, purchasing, telecommunications, personnel, human resource management, and safety standards. Program budget includes agency debt service and government service charges.	1, 2, 7, 8	4	3,806,177	0	44,040,602		5,787,125		\$ 53,633,904	123	121.76	Y	Y	S	496.124		POP 101: Revenue Shortfall - General Fund Request (\$259,897 GF: -\$248,695 OF License: -\$11,154 FF) (Conservation Staff Fund Shift) POP 129: Hunter Ed, Recruitment, Retention - PR Funds (\$3,100,000 FF USFWS) PKG 840: End of Session (-\$693,944 GF: -\$1,109,521 OF License) (DAS Price List)	
	1	ODFW		Debt Service	<b>Debt Service 050-00-00-00000:</b> Funding to pay Certificates of Participation and Bond Financing		4	174,216	0	1,832,210		0		\$ 2,006,426	0	-			D				
	9	ODFW		Wildlife Management	<b>Wildlife Administration 020-01-10-00000:</b> Responsible for the administration of wildlife programs throughout the state. Provides oversight and policy development and implementation of the agency's wildlife programs.	1, 3, 5, 7, 8	4	213,447	0	2,458,594		869,229		\$ 3,541,270	15	14.16			S	496.012, 496.124, 496.146, 496.162, 496.225 to 496.242, 496.303 (4, 6, 8, 10, 11, 12), 496.550, 496.555, 496.558, 496.562, 496.566, 497.112 (2a, 2b, 2c, 2d, 6), 498.142, 498.146, 498.164, 498.166, 498.172		PKG 840: End of Session (-\$31,187 OF License) (AG Fees)	

**ODFW PROGRAM PRIORITIZATION FOR 2017-19 - CURRENT SERVICE LEVEL**

Agency																					
2017-19 Legislatively Adopted Budget																					
																			Agency Number: 63500		
Priority Agency	Prgm/Div	Agency Initials	Program or Activity Initials	Program Unit/Activity Description	Identify Key Performance Measure(s)	Primary Purpose Program-Activity	GF	LF	OF	NL-OF	FF	NL-FF	TOTAL FUNDS	Pos.	FTE	New or Enhanced Program (Y/N)	Included as Reduction Option (Y/N)	Legal Req. Code (C, D, S)	Legal Citation	Explain What is Mandatory (for C, FM, and FO Only)	Comments on Proposed Changes to CSL included in Agency Request Budget
	6	ODFW	Inland Fisheries	<b>Fish Division Administration part of 010-05-01-21000:</b> This program provides the policy guidance and management for fish programs throughout Oregon. This program is also responsible for oversight and management of inland fisheries as well as Columbia River and marine fisheries.	2, 4, 6, 7, 8	4	0	0	2,826,878		0		\$ 2,826,878	8	7.50			S	506.001 to 506.995, 507.010 to 507.050, 508.006 to 508.960, 509.010 to 509.910, 511.006 to 511.806, 513.010 to 513.040		
Cross Check ---->							30,974,903	5,189,892	181,617,419	-	144,836,135	-	\$ 362,618,349	1,456	1,187.56						

**Document criteria used to prioritize activities:**

The department actively engaged the public during development of its 2017-19 Agency Request Budget. The department formed an External Budget Advisory Committee (EBAC) made up of 50 public members who have been engaged in agency issues over time. EBAC members are from many different organizations, and include conservation, sporting groups, and land-based industry groups as well local and federal officials. The department also convened 9 town hall meetings across the state.

The department prioritized programs based on core statutory responsibilities (ORS 496.012 and 506.109, in particular) and comments received from EBAC and the public directly and at town hall meetings. The department did not consider the source of funding as part of this prioritization.

**7. Primary Purpose Program/Activity Exists**

- 1 Civil Justice
- 2 Community Development
- 3 Consumer Protection
- 4 Administrative Function
- 5 Criminal Justice
- 6 Economic Development
- 7 Education & Skill Development
- 8 Emergency Services
- 9 Environmental Protection
- 10 Public Health
- 11 Recreation, Heritage, or Cultural
- 12 Social Support

**19. Legal Requirement Code**

- C Constitutional
- D Debt Service
- FM Federal - Mandatory
- FO Federal - Optional (once you choose to participate, certain requirements exist)
- S Statutory



### Prioritized List of 10% Program Reductions by Fund Type - 2017-19 Budget

Rank/ Justification	Activity or Program	Describe Reduction	POS	FTE	Fund Type	Total Funds	Agency Program Priority
(Rank the activities or programs not undertaken in order of lowest cost for benefit obtained)		(which program or activity will not be undertaken)	(Describe the effects of this reduction. include positions and FTE in 2015-17 and 2017-19)			from program priorities	
<b>10% General Fund Reductions</b>			<b>9</b>	<b>8.13</b>	<b>GF</b>	<b>\$ 3,107,714</b>	
1	Plan Implementation and Technical Support, Nearshore & Estuarine Management, Hydro Program, Engineering, Marine Mammal Research, Monitoring, & Evaluation, Water Quality/Quantity, Statewide Policy & Coordination, Fish Screens & Passage, Marine Recreational Fishery Sampling, Ocean Salmon Management/Policy, Oregon Hatchery Research Center, Fishery Research & Monitoring Program, Hatchery Production, Regional Operations, Fish Management	Proportional reduction from all programs	0	0	GF	536,133	Various 45 and down
2	Plan Implementation and Technical Support	Reduces the agencies Western Oregon Stream Restoration program and it's ability to work with landowners regarding stream restoration and salmonid habitat work.	3	3.00	GF	587,832	45
3	Plan Implementation and Technical Support	Reduces the agencies Western Oregon Stream Restoration program and it's ability to work with landowners regarding stream restoration and salmonid habitat work.	2	2.00	GF	530,662	45
4	Wildlife Division - Volunteer Program		0	0.38	GF	64,227	44

**Taken**

**Taken**

**Prioritized List of 10% Program Reductions by Fund Type - 2017-19 Budget**

Rank/ Justification	Activity or Program	Describe Reduction	POS	FTE	Fund Type	Total Funds	Agency Program Priority	
5	Wildlife Division - Predator Control (Wildlife Services)	This would reduce the contribution to the predatory animal, rabbit and rodent control fund. Moneys within this fund are combined with funds from the Oregon Department of Agriculture and used as part of the overall cost-share with USDA – Wildlife Services and participating Oregon Counties to assist with controlling agriculture damage caused by predatory animals. Wildlife Services also responds to concerns caused by bear, cougar, furbearers, and wolves.	0	0.00	GF	135,920	39	
			<b>Taken</b>					
6	Wildlife Division - Predator Control (Wildlife Services)	This would reduce the contribution to the predatory animal, rabbit and rodent control fund. Moneys within this fund are combined with funds from the Oregon Department of Agriculture and used as part of the overall cost-share with USDA – Wildlife Services and participating Oregon Counties to assist with controlling agriculture damage caused by predatory animals. Wildlife Services also responds to concerns caused by bear, cougar, furbearers, and wolves.	0	0.00	GF	199,229	39	
			<b>Taken</b>					
7	Capital Improvement	This would eliminate the agencies funding for emergency hatchery repair	0	0.00	GF	15,552	22	
			<b>Taken</b>					
8	Fish Screens & Passage	Eliminates Tech positions in Central Point and John Day. This reduces the screen shops ability to maintain existing screens and take on new projects.			GF	258,434	16	
			<b>Taken</b>					
9	Fishery Research & Monitoring Program	Reduces the agencies salmonid monitoring programs.	4	2.75	GF	381,557	10	
			<b>Taken</b>					
10	Administration - Administrative Services Division	Reduce General Fund used to pay for State Government Services Charges and backfill with Other Funds.	0	0.00	GF	199,084	Not ranked	
			<b>Taken</b>					
11	Administration - Administrative Services Division	Reduce General Fund used to pay for State Government Services Charges and backfill with Other Funds.	0	0.00	GF	199,084	Not ranked	
			<b>Taken</b>					

### Prioritized List of 10% Program Reductions by Fund Type - 2017-19 Budget

Rank/ Justification	Activity or Program	Describe Reduction	POS	FTE	Fund Type	Total Funds	Agency Program Priority
<b>10% Lottery Funds Reductions</b>			<b>3</b>	<b>2.39</b>	<b>LF</b>	<b>\$ 518,990</b>	
1	Endangered Species Act & Scientific Take Permitting	Reduce the Endangered Species Act and Scientific Take permitting program. This reduction reduces ODFW's ability to issue permits for Scientific Take and providing administrative and technical support in the implementation of Endangered Species program.	1	0.50	LF	208,446	41
2	Wildlife Division - Marine Mammal Conservation	Eliminate .5 FTE responsible for coordinating with the Marine Resources Program to oversee the health of marine mammals. Staff conducts studies and surveys of pinnipeds, seal and sea lion predation, and interactions of these animals with other important marine resources and human activities in the coastal zone.	0	0.50	LF	128,542	30
3	Wildlife Division - Wolf Program	Eliminate 1.0 FTE responsible for developing, revising and implementing the Oregon Wolf Conservation and Management Plan. Staff monitor the status and distribution of wolves in Oregon in addition to education, outreach and wolf depredation related incidents and investigations.	1	1.00	LF	77,332	25
4	Statewide Policy and Coordination	Reduces the agencies ability to respond to issues with ESA listed species and to complete and implement conservation and recovery plans.	1	0.39	LF	55,516	19
5	Wildlife Division - Oregon Conservation Strategy	Reduce the Oregon Conservation Strategy Program Services and Supplies. This program ensures that conservation actions/strategies identified in the Oregon Conservation Strategy are implemented by ODFW staff, state and federal agencies, non-governmental organizations, and publics.	0	0.00	LF	49,154	17

### Prioritized List of 10% Program Reductions by Fund Type - 2017-19 Budget

Rank/ Justification	Activity or Program	Describe Reduction	POS	FTE	Fund Type	Total Funds	Agency Program Priority
<b>10% Other Funds Reductions</b>			<b>85</b>	<b>70.58</b>	<b>OF</b>	<b>\$ 18,007,942</b>	
1	Plan Implementation and Technical Support	Eliminates the agencies Recovery Plan Implementation Coordinators reducing the ability to implement recently completed conservation and recovery plans throughout Oregon. Eliminates the agencies Lower Columbia River Chum reintroduction program.	8	7.00	OF	1,308,378	45
2	Wildlife Division - Wildlife Management: (Volunteer Program)	Eliminate the Volunteer Program. This program assists with wildlife surveys, habitat improvement, nest box building and monitoring, public education, carpentry, computer and clerical work. Volunteer Host on Wildlife Areas also benefit wildlife.	2	1.38	OF	192,680	44
3	Recreational Shellfish Management, Monitoring, & Evaluation	Eliminate the Recreational Shellfish Management, Monitoring, & Evaluation. This would reduce the Department's ability to develop regulations and manage harvest in Oregon's sport shellfish fisheries.	15	10.49	OF	1,840,274	43
4	Nearshore & Estuarine Management	This would reduce the agencies ability to review permits for ocean and estuary development actions and participate as the state's primary marine natural resource advisor in statewide ocean natural resource planning and management forums such as the Ocean Policy Advisory Council, Nearshore Research Taskforce, and West Coast Governors Agreement on Ocean Health. The agency would also no longer implement Oregon's Nearshore Strategy and marine and estuary components of Oregon's Conservation Strategy.	3	3.00	OF	545,257	42
5	Hydro Program	Reduce the Hydro Program. This reduces the Department's ability to address statewide hydroelectric issues and to negotiate re-licensing efforts.	14	12.67	OF	2,781,832	40
6 Reduction Options	Wildlife Division - Wildlife Management: (Predator Control)	Eliminate program to address concerns caused by bear, cougar, furbearers, and wolves.	0	0.00	OF	104,140	39

### Prioritized List of 10% Program Reductions by Fund Type - 2017-19 Budget

Rank/ Justification	Activity or Program	Describe Reduction	POS	FTE	Fund Type	Total Funds	Agency Program Priority
7	Engineering	This limits the agencies ability to respond to engineering needs at statewide facilities and would require programs to seek outside engineering support	0	0.00	OF	208,378	35
8	Marine Habitat Research, Monitoring, & Evaluation	Eliminates the majority of marine mammal research in Oregon and eliminates the majority of the monitoring occurring in the Columbia River as well as bays and estuaries in Oregon	2	2.00	OF	195,944	33
9	Wildlife Division - Habitat Resources: (Intra-agency Coordination)	Reduce Interagency coordination with other agencies. This reduces the Department's ability to address land and water use issues associated with fish, wildlife, and their habitats.			OF	558,046	25
10	Wildlife Division - Habitat Resources: (Intra-agency Coordination)	Reduce Interagency coordination with other agencies. This reduces the Department's ability to address land and water use issues associated with fish, wildlife, and their habitats.	1	1.00	OF	607,933	25
11	Wildlife Division - Wildlife Management: (Damage, Green Forage & DEAR)	Eliminate programs to assists landowners with habitat improvement. This program also assists landowners with damage issues.	1	1.00	OF	499,645	21
12	Capital Improvements	This would eliminate the agencies funding for emergency hatchery repair	0	0.00	OF	564,657	22
13	Wildlife Division - Conservation: (Boneville Power Administration)	Reduce the BPA program. This program is responsible for the development and implementation of long-term mitigation programs.	0	0.00	OF	77,805	18
14	Wildlife Division - Conservation: (Conservation Planning)	Reduce the Conservation Planning Program. Conservation and management of threatened, endangered and sensitive species at the state level would be reduce. This reduction could also reduce or delay the implementation of the Oregon Conservation Strategy. This program includes the Aquatic Invasive Species (AIS) team that conducts watercraft inspections, provides public education and outreach, and implements other related activities to protect	6	4.18	OF	847,584	17

### Prioritized List of 10% Program Reductions by Fund Type - 2017-19 Budget

Rank/ Justification	Activity or Program	Describe Reduction	POS	FTE	Fund Type	Total Funds	Agency Program Priority
15	Wildlife Division - Conservation: (Conservation Planning)	Reduce the Conservation Planning Program. Conservation and management of threatened, endangered and sensitive species at the state level would be reduce. This reduction could also reduce or delay the implementation of the Oregon Conservation Strategy. This program includes the Aquatic Invasive Species (AIS) team that conducts watercraft inspections, provides public education and outreach, and implements other related activities to protect	8	3.86	OF	769,462	17
16	Wildlife Division - Wildlife Management: (Access and Habitat)	Reduce the Access and Habitat program. This program funds projects that provide access for hunting and/or improve habitat for wildlife. .	0	0.00	OF	82,194	13
17	State Police Enforcement	Reduce enforcement activities by Oregon State Police Fish and Wildlife Troopers.	0	0.00	OF	2,394,095	4
18	Administration - Administrative Services Division	Eliminate four positions in ASD - one in each of the following sections: Disbursements, Accounting, Licensing and Contract Services. This reduction will create delays in payment to vendors, could affect the ability for the agency to properly track project expenditures for the Screens and Passage program, will likely negatively impact timeliness of controlled hunt draw activities and service to agents related to new agent contracts and related questions and will affect the ability of the agency to complete timely maintenance processes on its headquarters building.	4	4.00	OF	613,765	not ranked
19	Administration - Administrative Services Division	Eliminate five positions in the following ASD sections: Payroll, Accounting, Licensing and Contract Services. This reduction will reduce accuracy in the payroll section, delay archival and filing of financial records, impact timeliness of reconciliations, reduce response times to licensing customers, delay headquarters building maintenance - increasing contracting costs and may impact vendor payment timeliness.	5	5.00	OF	652,181	not ranked

**Prioritized List of 10% Program Reductions by Fund Type - 2017-19 Budget**

Rank/ Justification	Activity or Program	Describe Reduction	POS	FTE	Fund Type	Total Funds	Agency Program Priority
20	Administration - Administrative Services Division	Eliminate four positions in ASD - in each of the following sections: Accounting, Licensing and Contract Services. This reduction will increase wait times for agents with questions, potentially impacting sales, affect accuracy in accounting records through reduction in reconciliation, increase lead-times for competitive solicitations and may increase workload on field staff to adhere to statutory requirements, eliminate assistance for field staff with inventory and tracking and eliminate review of inventory records - affecting accuracy of inventory records and reporting of assets.	4	4.00	OF	501,055	not ranked
21	Administration - Administrative Services Division	Eliminate two positions in ASD - one in Licensing and the Division Administrator position. This reduction proposes holding back funds to upgrade one licensing staff person to serve as a lead and to upgrade the supervising position over payroll and disbursements to a financial services manager. The remaining managerial positions would report to the Deputy Director over Administration. This reduction will impact customer service in Licensing, providing a loss of a higher knowledge source as well as increasing the work of the Licensing manager, which will impact the rest of the unit as well, delaying answers to questions, etc... Elimination of the Division Administrator will increase position supervision for the Deputy Administrator and impact the efficiency of the Division, delaying responses and ability to respond to security and other higher level issues.	2	2.00	OF	496,294	not ranked

**Prioritized List of 10% Program Reductions by Fund Type - 2017-19 Budget**

Rank/ Justification	Activity or Program	Describe Reduction	POS	FTE	Fund Type	Total Funds	Agency Program Priority
22	Administration - Human Resources	Eliminate three positions in Human Resources Division. This reduction will significantly increase times for recruitment services and ability to fill positions in a timely manner. It would also cause a decrease in the ability to recruit a diverse workforce. This reduction would also result in a reduction of professional level response to issues for managers, employees, and the public. Significantly reduces the effectiveness of HR to respond to disciplinary issues, labor contract issues/grievances, BOLI/EEOC, litigation issues that may result in legal problems for the agency.	2	2.00	OF	464,056	not ranked
23	Administration - Information and Education Division	Eliminate three positions and services and supplies in Information and Education Division. This would drastically reduce the amount of information available to the public regarding hunting and fishing opportunities. This could significantly affect license sales and result in reduced revenue for fish and wildlife management. This would lead to reduced compliance with regulations, less customer service, and decreased public support for legal fishing and hunting activities.	3	2.00	OF	550,653	not ranked
24	Administration - Information Systems Division	Eliminate five positions in Information Systems Division. This reduction will impact application development, computer support, and network management and security. This reduction will also lessen Point-of-Sale agent support, access to data, and customer service.	5	5.00	OF	1,039,114	not ranked
25	Administration	Services and Supplies	0	0.00	OF	112,520	not ranked



### Prioritized List of 10% Program Reductions by Fund Type - 2017-19 Budget

Rank/ Justification	Activity or Program	Describe Reduction	POS	FTE	Fund Type	Total Funds	Agency Program Priority
<b>10% Federal Funds Reductions</b>			<b>73</b>	<b>45.23</b>	<b>FF</b>	<b>\$ 14,486,129</b>	
1	Natural Resource Information Management Program	Eliminate the Natural Resource Information Management program. This affects ODFW's technical support for GIS data, maps, reports, and data standards.	7	7.00	FF	1,381,260	48
2	Sportfish Restoration Fund Boat Ramps	Eliminate disbursements for the purchase, maintainance, and repair of boat ramps for angling access.	0	0.00	FF	1,795,036	47
3	Endangered Species Act & Scientific Take Permitting	Reduce the Endangered Species Act and Scientific Take permitting program. This reduction reduces ODFW's ability to issue permits for Scientific Take and providing administrative and technical support in the implementation of Endangered Species program.	3	1.75	FF	379,586	41
4	Hydro Program	Reduces the agencies participation in hydro electric projects in Oregon	0	0.00	FF	22,562	40
5	Eastside Habitat Restoration Biologists	Eliminates BPA habitat restoration projects in Eastern Oregon	10	9.75	FF	2,347,772	38
6	Columbia River Investigations	Reduce the Columbia River Investigations program. Significantly reduces ODFW's ability to manage white and green sturgeon as well as the recently listed <i>Eulachon</i> species.	40	17.11	FF	4,163,930	34
7	Marine Habitat Research, Monitoring, & Evaluation	Eliminates the majority of marine mammal research in Oregon and eliminates the majority of the monitoring occurring in the Columbia River as well as bays and estuaries in Oregon	1	0.00	FF	8,170	33
8	Salmon and Trout Enhancement Program	Reduce the majority of the STEP program reducing the agencies ability to work with volunteers to rehabilitate and enhance the populations, habitat and fisheries of native salmon, trout and other fish managed by the Department.	6	4.50	FF	454,954	32
9	Wildlife Division - Conservation: (Marine Mammal Conservation)	Eliminate the federal match in the Marine Mammal Conservation Program. This would eliminate the ability to oversee the health of marine mammals.	1	1.50	FF	294,227	30

### Prioritized List of 10% Program Reductions by Fund Type - 2017-19 Budget

Rank/ Justification	Activity or Program	Describe Reduction	POS	FTE	Fund Type	Total Funds	Agency Program Priority
10	Wildlife Division - Habitat Resources: (Intra-Agency Coordination)	Eliminate the federal match in the Intra-agency Coordination Program. This program coordinates with other agencies to address land and water use issues associated with fish, wildlife, and their habitats.			FF	456,454	25
11	Wildlife Division - Habitat Resources: (Intra-Agency Coordination)	Eliminate the federal match in the Intra-agency Coordination Program. This program coordinates with other agencies to address land and water use issues associated with fish, wildlife, and their habitats.	4	2.62	FF	809,887	25
12	Wildlife Division - Habitat Resources: (Intra-Agency Coordination)	Eliminate the federal match in the Intra-agency Coordination Program. This program coordinates with other agencies to address land and water use issues associated with fish, wildlife, and their habitats.			FF	809,887	25
13	Wildlife Division - Conservation: Wolf Program)	Eliminate the federal match in the Wolf Program. This program is responsible for revising and implementing the Oregon Wolf Conservation and Management Plan.	1	1.00	FF	143,616	23
14	Wildlife Division - Conservation (Bonneville Power Administration Mitigation)	Reduce the Bonneville Power Administration Mitigation program. This program is responsible for development and implementation of long-term wildlife mitigation programs in Oregon associated with habitat losses due to the construction of hydroelectric projects in the Columbia River basin including habitat restoration, enhancement, and acquisition.			FF	530,651	18
15	Capital Improvements	This would eliminate the agencies funding for major improvements.	0	0.00	FF	309,425	22

**Prioritized List of 10% Program Reductions by Fund Type - 2017-19 Budget**

Rank/ Justification	Activity or Program	Describe Reduction	POS	FTE	Fund Type	Total Funds	Agency Program Priority
16	Administration - Information and Education	Eliminate federally funded shooting range grant program and services and supplies related to the operation of the mandatory Hunter Education program. The shooting range grant programs provides funding for organizations, government agencies and others to develop or improve safe locations for recreational target shooting and Hunter Education training programs. This would also result in reduced availability of mandatory Hunter Education training which could affect license sales and hunting participation.	0	0.00	FF	578,712	not ranked

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Oregon Department of Fish and Wildlife (ODFW) 15% General Fund and Lottery Fund Reductions for GRB															
2017 - 2019 Biennium															
Detail of Reductions to 2017-19 Current Service Level Budget															
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
Priority (ranked with highest priority first)	Agency	SCR or Activity Initials	Program Unit/Activity Description	GF	LF	OF	NL-OF	FF	NL-FF	TOTAL FUNDS	Pos.	FTE	Impact of Reduction on Services and Outcomes		
Dept	Prgm/ Div														
<b>5% Reduction Options - General Funds</b>															
5		63500	010-05-00-00000	Fish Propagation Program	(714,825)		714,825	Taken in GRB			0	0	0.00	Shift from General Fund to Other Funds-License.	
10		63500	010-05-00-00000	Fishery Research & Monitoring Program	(381,557)			Taken in GRB			(381,557)	(4)	(2.75)	Reduces the agencies salmonid monitoring programs.	
14		63500	010-06-00-00000	Ocean Salmon Management/Policy	(500,000)			Taken in GRB			(500,000)	0	0.00	Eliminates the additional Columbia River reform transition funding.	
<b>10% Reduction Options - General Funds</b>															
16		63500	010-05-00-00000	Fish Screens & Passage	(258,434)			Taken in GRB			(258,434)	0	0.00	Eliminates Tech positions in Central Point and John Day. This reduces the screen shops ability to maintain existing screens and take on new projects.	
22		63500	088-00-00-00000	Capital Improvements	(15,552)			Taken in GRB			(15,552)	0	0.00	This would eliminate the agencies funding for emergency hatchery repair.	
22		63500	088-00-00-00000	Capital Improvements	(52,809)			Taken in GRB			(52,809)	0	0.00	This would eliminate the agencies funding for emergency hatchery repair.	
39		63500	020-01-00-00000	Wildlife Division - Predator Control (Wildlife Services)	(470,140)			Taken in GRB			(470,140)			This would reduce the contribution to the predatory animal, rabbit and rodent control fund. Moneys within this fund are combined with funds from the Oregon Department of Agriculture and used as part of the overall cost-share with USDA – Wildlife Services and participating Oregon Counties to assist with controlling agriculture damage caused by predatory animals. Wildlife Services also responds to concerns caused by bear, cougar, furbearers, and wolves.	
44		63500	020-01-00-00000	Wildlife Division - Volunteer Program	(64,227)			Taken in GRB			(64,227)	0	(0.38)		
45		63500	010-05-00-00000	Plan Implementation and Technical Support	(1,001,048)			Taken in GRB			(1,001,048)	(5)	(5.00)	Reduces the agencies Western Oregon Stream Restoration program and it's ability to work with landowners regarding stream restoration and salmonid habitat work.	

Oregon Department of Fish and Wildlife (ODFW) 15% General Fund and Lottery Fund Reductions for GRB														
2017 - 2019 Biennium														
Detail of Reductions to 2017-19 Current Service Level Budget														
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
<b>15% Reduction Options - General Funds</b>														
45		63500	010-05-00-00000	Plan Implementation and Technical Support	(117,446)						(117,446)	0	0.00	Reduces the agencies Western Oregon Stream Restoration program and it's ability to work with landowners regarding stream restoration and salmonid habitat work.
45		63500	010-05-00-00000	Regional Operations, Fish Management, Statewide Policy & Coordination, Plan Implementation and Technical Support, Monitoring, & Evaluation, Fish Screens & Passage, Oregon Hatchery Research Center, Fishery Research & Monitoring Program, Hydro Program, Water Quality/Quantity, Hatchery Production, Engineering.	(431,302)	<b>Taken in GRB</b>					(431,302)	0	0.00	Proportional Services & Supplies reduction from all programs
45		63500	010-06-00-00000	Nearshore & Estuarine Management, Marine Mammal Research, Marine Recreational Fishery Sampling, Ocean Salmon Management/Policy.	(162,059)	<b>Taken in GRB</b>					(162,059)	0	0.00	Proportional Services & Supplies reduction from all programs
Not Ranked		63500	040-00-00-00000	Administration - Administrative Services Division	(492,172)	<b>Taken in GRB</b>					(492,172)	0	0.00	Reduce General Fund used to pay for State Government Services Charges and backfill with Other Funds.
<b>10% Reduction Options - Lottery Funds</b>														
17		63500	020-03-00-00000	Wildlife Division - Oregon Conservation Strategy		(49,154)					(49,154)	0	0.00	Reduce the Oregon Conservation Strategy Program Services and Supplies. This program ensures that conservation actions/strategies identified in the Oregon Conservation Strategy are implemented by ODFW staff, state and federal agencies, non-governmental organizations, and publics.
19		63500	010-05-00-00000	Statewide Policy and Coordination		(465,368)					(465,368)	(4)	(2.81)	Reduces the agencies ability to respond to issues with ESA listed species and to complete and implement conservation and recovery plans.
<b>15% Reduction Options - Lotery Funds</b>														

<b>Oregon Department of Fish and Wildlife (ODFW) 15% General Fund and Lottery Fund Reductions for GRB</b>														
<b>2017 - 2019 Biennium</b>														
<b>Detail of Reductions to 2017-19 Current Service Level Budget</b>														
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
19		63500	010-05-00-00000	Statewide Policy and Coordination		(55,516)					(55,516)	(1)	(0.39)	Reduces the agencies ability to respond to issues with ESA listed species and to complete and implement conservation and recovery plans.
41		63500	010-05-00-00000	Endangered Species Act & Scientific Take Permitting		(208,446)					(208,446)	(1)	(0.50)	Reduce the Endangered Species Act and Scientific Take permitting program. This reduction reduces ODFW's ability to issue permits for Scientific Take and providing administrative and technical support in the implementation of Endangered Species program.
					(4,661,571)	(778,484)	714,825	0	0	0	(4,725,230)	(15)	(11.83)	

## **Fish and Wildlife, Department of**

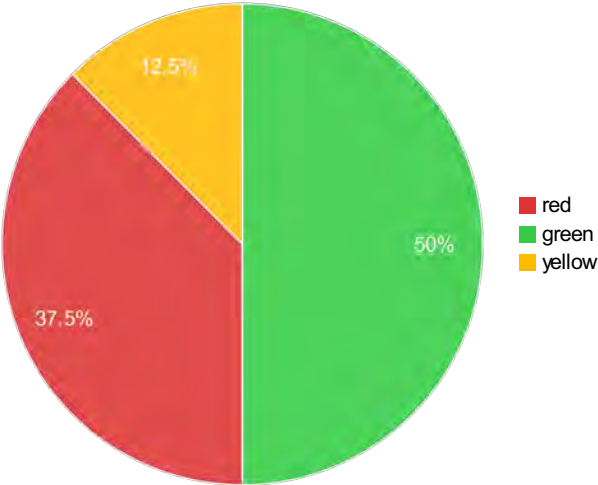
Annual Performance Progress Report

Reporting Year 2016

Published: 10/14/2016 2:07:31 PM



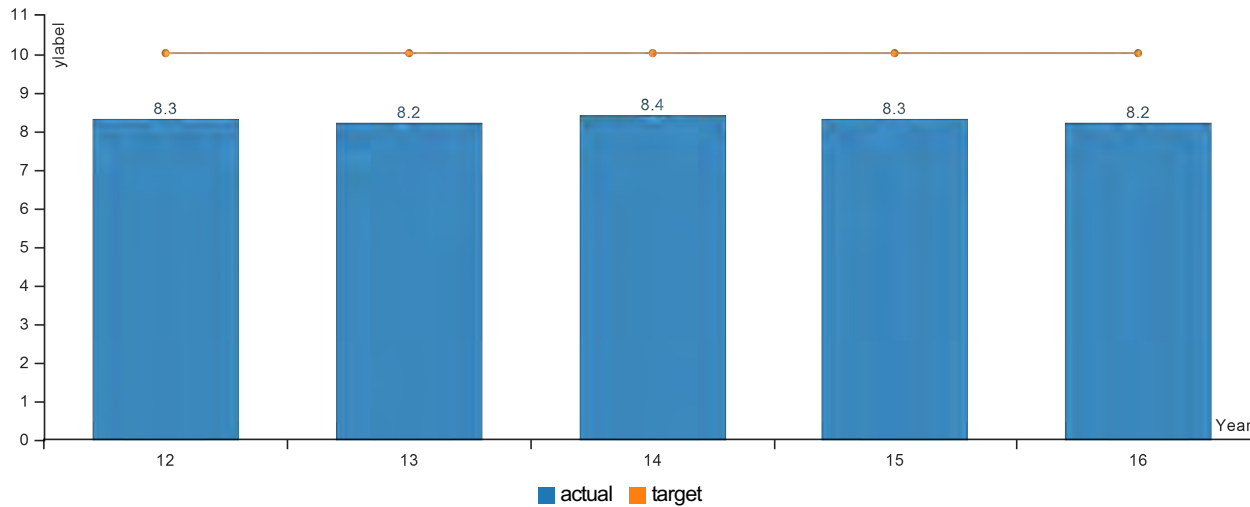
KPM #	Oregon Department of Fish and Wildlife Approved Key Performance Measures (KPMs)
1	Hunting License Purchases - Percent of the license buying population with hunting licenses and/or tags
2	Angling License Purchases - Percent of the license buying population with angling licenses and/or tags.
3	Wildlife Damage - Number of wildlife damage complaints addressed annually.
4	Oregon Species of Concern - Percent of fish species of concern (listed as threatened, endangered, or sensitive) being monitored
5	Oregon Species of Concern Percent of wildlife species of concern (listed as threatened, endangered, or sensitive) being monitored. -
6	Decreasing the Number of Unscreened Water Diversions - Number of unscreened priority water diversions.
7	Customer Service - Percent of customers rating their overall satisfaction with the agency above average or excellent. Percent of customers rating their satisfaction with the agency's customer service as "good" or "excellent" for timeliness, accuracy, helpfulness, expertise and availability of information.
8	Boards and Commissions - Percent of total best practices met by the Department of Fish and Wildlife, State Fish and Wildlife Commission.



	Green	Yellow	Red
	= Target to -5%	= Target -6% to -15%	= Target > -15%
<b>Summary Stats:</b>	50%	12.50%	37.50%

KPM #1 Hunting License Purchases - Percent of the license buying population with hunting licenses and/or tags

Data Collection Period: Jan 01 - Jan 01



Report Year	2012	2013	2014	2015	2016
<b>Percent of the License Buying Population Age 12-69 With Hunting Licenses and/or Tags</b>					
Actual	8.30%	8.20%	8.40%	8.30%	8.20%
Target	10%	10%	10%	10%	10%

**How Are We Doing**

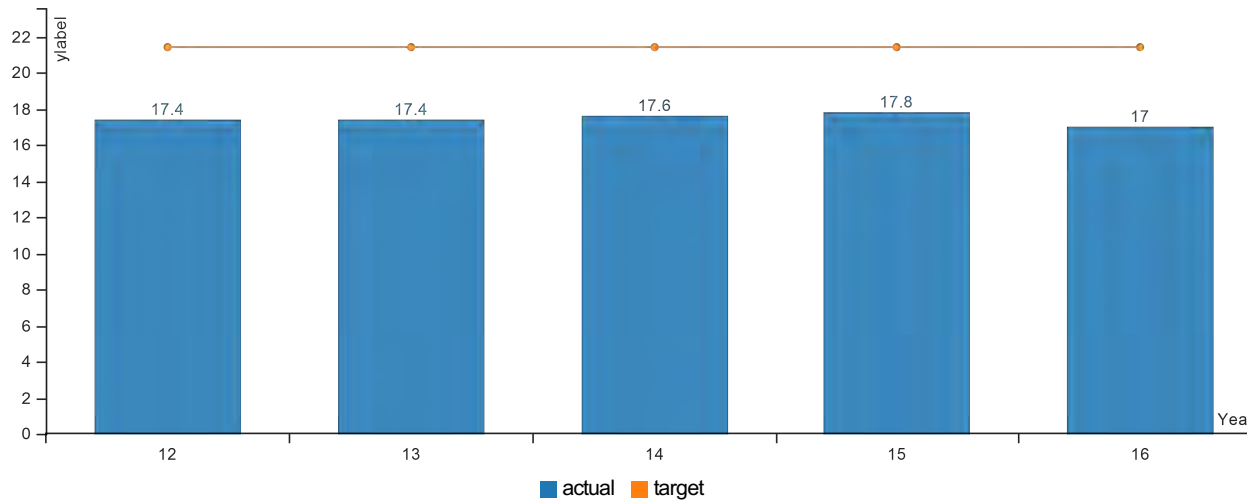
The hunting participation data is for calendar year 2015. For 2015, the percentage of the Oregon license buying population (ages 12 to 69 years) participating in hunting was 8.2%. When measured in proportion to the growth in the state population, participation in hunting is declining in Oregon. From 2000 to 2015, the participation rate for hunting has declined from 11.4% to 8.2%. Over the same period, that segment of the state population has increased from 2.55 million in 2000 to 3.00 million in 2015. The hunting participation rate has been stable for the last six years (2010-2015), but remains below the 10% target level.

**Factors Affecting Results**

Many social factors affect the level of participation, such as tastes and preferences and state population demographics. Causes of the variance in participation may include but are not limited to: (1) state population increases are greater in urban than rural areas (rural residents are more likely to hunt), (2) hunter population is aging out of the sport, (3) price increases in hunting licenses and tags in 2004 and 2010, and (4) societal tastes and preferences are changing to favor other forms of recreation. Participation is also influenced by the quality and quantity of hunting opportunity. Populations of some game species have declined due to a variety of factors, such as: (1) landscape scale changes in habitat such as increased control of wildfires and reduced timber harvest on federal lands resulting in less early seral stage habitat, (2) invasive species such as cheatgrass and medusahead outcompeting/replacing native species that provided better forage for wildlife, (3) increased predation resulting from increased protection of bears and cougars, and now the return of wolves, (4) increased human population and development means less habitat for wildlife, particularly lower elevation winter range, (5) increased disease issues including two old world louse species causing deer hair loss in western and more recently eastern Oregon. Reduced opportunity due to fewer available animals also contributes to the social factors because limited number of hunting tags means some hunters are not able to hunt their accustomed areas each year which may reduce interest in the sport and affect family hunting.

KPM #2 Angling License Purchases - Percent of the license buying population with angling licenses and/or tags.

Data Collection Period: Jan 01 - Jan 01



Report Year	2012	2013	2014	2015	2016
<b>Percent of the License Buying Population Age 14-69 With Fishing Licenses And/Or Tags</b>					
Actual	17.40%	17.40%	17.60%	17.80%	17%
Target	21.40%	21.40%	21.40%	21.40%	21.40%

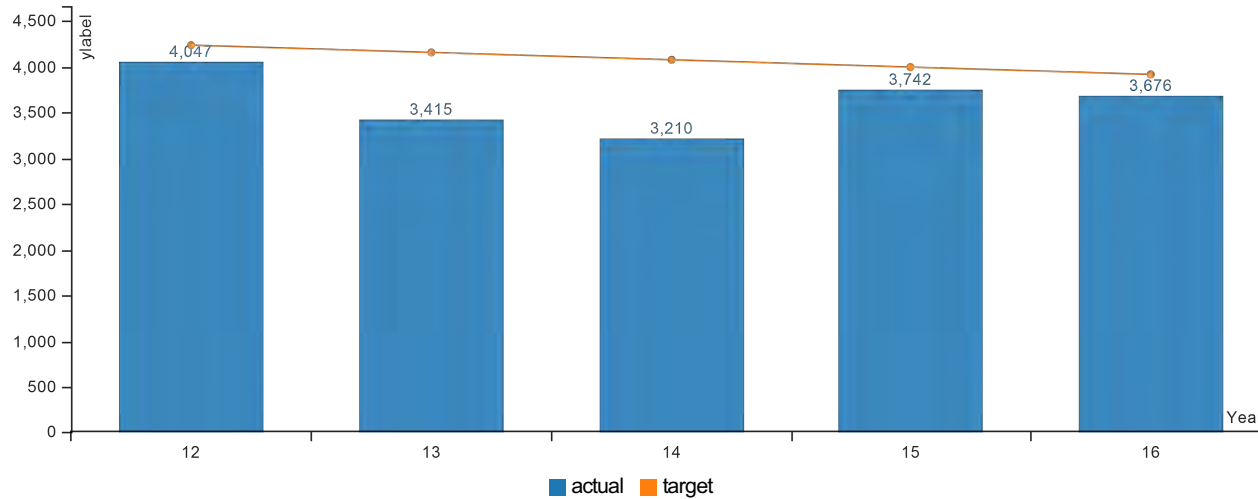
**How Are We Doing**

The fishing participation data is for calendar year 2015. In 2015, 17.0% of the state license buying population (ages 14 to 69 years) participated in angling in Oregon. Although overall participation is basically flat in recent years, participation in angling in Oregon has been declining when measured in proportion to the growing state population. For the period of 2000 to 2015, the participation rate for angling has decreased from 21.7% to 17.0% of the state population ages 14 to 69 (or nearly a 20% decline in the proportion of state's angling population since 2000). The 14 to 69 years segment of Oregon's population has grown from 2.45 million in 2000 to 2.90 million in 2015. The total number of Oregon resident anglers has been more stable through time compared to the participation rate, showing a decline of about 5% since 2000. Although angling participation rates have been stable over the last five years, they remain below the target level of 21.4%.

**Factors Affecting Results**

Many social factors affect the level of angling participation, such as preferences and state population demographics. Causes of the variance in participation may include but are not limited to: (1) the vast majority of state population increases have been in urban rather than rural areas and urban residents are less likely to fish, (2) price increases in angling licenses and tags in 2004 and 2010, and (3) societal tastes and preferences changing in favor other forms of recreation, and (4) complexity of regulations required to provide diverse fishing opportunities compatible with wild fish conservation. In addition, in a national study of recreational fishing conducted for American Sportfishing Association, survey respondents indicated that "not enough time", "takes time away from family", and "health/age" are the main reasons why fishing is no longer a top activity for them. Participation can also be affected by the quality and quantity of fishing opportunities. A key driver is fish abundances, but there are many other factors, such as the weather and public access. Although fishery opportunities and success have been robust in recent years, participation has not increased apace.

KPM #3	Wildlife Damage - Number of wildlife damage complaints addressed annually.
	Data Collection Period: Jan 01 - Jan 01



Report Year	2012	2013	2014	2015	2016
<b>Wildlife Damage Complaints Addressed Annually</b>					
Actual	4,047	3,415	3,210	3,742	3,676
Target	4,230	4,150	4,070	3,990	3,910

**How Are We Doing**

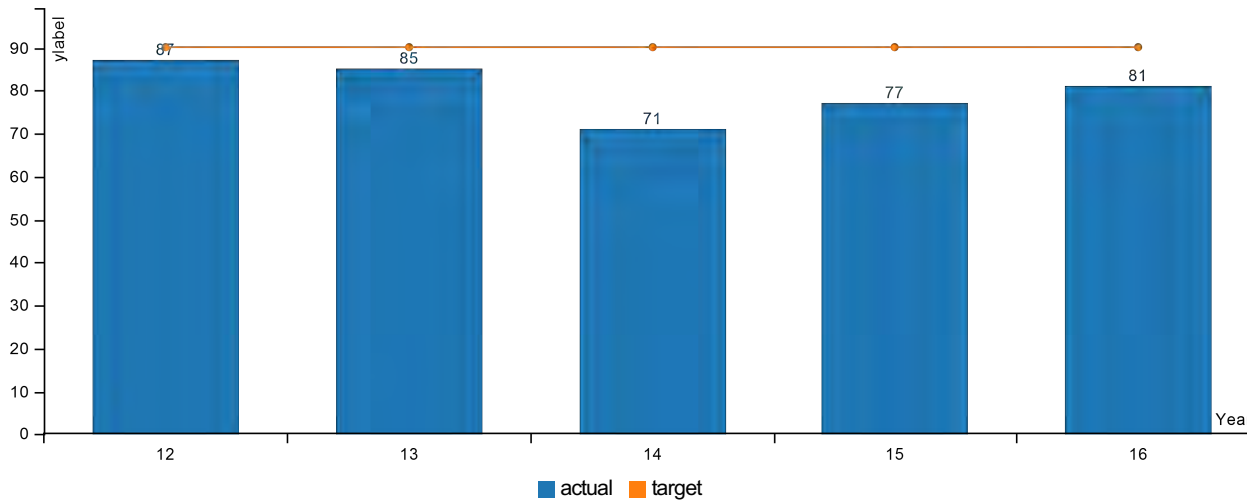
This data is for calendar year 2015. In 2015, there were 3,676 wildlife damage complaints addressed, which is below the target level. For the 2000-2015 period, the total number of complaints has varied from a high of 5,419 in 2001 to a low of 3,210 in 2013. Annual complaint numbers have tended to be lower in recent years (average of 3,891 for 2008-2015) relative to earlier years (average of 4,906 for 2000-2007). The number of complaints has been below the target level for each of the last eight years. While there may be a downward trend in complaints since 2000, environmental factors can cause the number of complaints to vary widely from year to year. For example, bear complaints increased from 365 in 2009 to 921 in 2010, then declined to 457 in 2011. Future reporting could concentrate on specific categories of damage for consistency, interpretation of variance, and trends.

**Factors Affecting Results**

The population levels of wildlife causing damage relative to the location of residences, ranches and farms is a major factor, movement of people from urban to rural areas also creates conflicts as they move into areas historically inhabited by wildlife and create attractive nuisances such as gardens, ornamental plants, bird feeders and garbage. Changing land use/land cover can also cause conflicts, such as changing from pastures and forestry to nurseries and vineyards. Environmental factors can cause the number of complaints to vary widely from year to year, for example, (1) in dry years complaints of damage caused by deer and elk increase because animals move to agricultural lands, many of which are irrigated, (2) there is an increase in conflicts with bears reported during years when there are poor wild berry and acorn crops because the bear rely more on foods associated with humans, (3) years with distemper outbreaks result in increased raccoon and fox related complaints.

KPM #4 Oregon Species of Concern - Percent of fish species of concern (listed as threatened, endangered, or sensitive) being monitored

Data Collection Period: Jan 01 - Jan 01



Report Year	2012	2013	2014	2015	2016
<b>Percent of Fish Species of Concern Being Monitored</b>					
Actual	87%	85%	71%	77%	81%
Target	90%	90%	90%	90%	90%

**How Are We Doing**

A large proportion of fish species of concern are currently monitored by ODFW. The percent monitored was 81% in 2015 (data is for calendar year 2015). Although this value is below the targeted level of 90%, it indicates a third consecutive year of progress toward the target. Collaborative projects where ODFW is not the lead entity conducting the monitoring are not included in this measure. Because of resource constraints, there are uncertainties related to species' status. Variation in the types, timeframe, and purposes of monitoring efforts are not reflected in this measure. The level of certainty at the current level of monitoring is another factor that is not considered by this measure. The agency will continue to seek funding sources that will allow for increased monitoring of these fish species.

These data are provided by agency personnel from their knowledge of monitoring on an ongoing basis. Lists of threatened and endangered species are updated every five years and an update is in progress. The lists can be found at:

[http://www.dfw.state.or.us/wildlife/diversity/species/threatened\\_endangered\\_candidate\\_list.asp](http://www.dfw.state.or.us/wildlife/diversity/species/threatened_endangered_candidate_list.asp)

Lists of sensitive species can be found at:

[http://www.dfw.state.or.us/wildlife/diversity/species/sensitive\\_species.asp](http://www.dfw.state.or.us/wildlife/diversity/species/sensitive_species.asp)

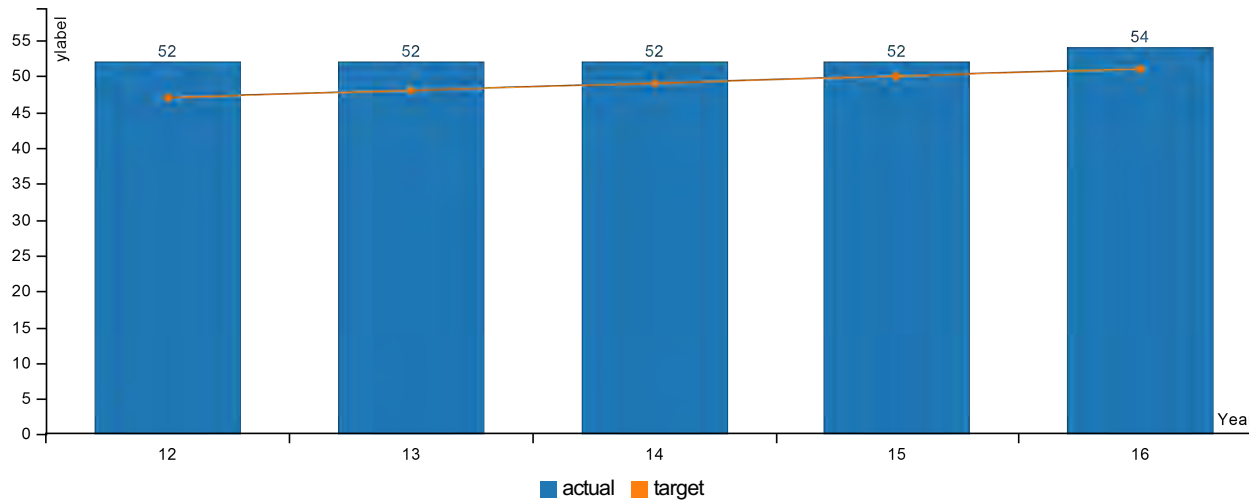
Monitoring data for anadromous salmon and steelhead can be found at ODFW's Salmon and Steelhead Recovery Tracker:

<http://www.odfwrecoverytracker.org/>

**Factors Affecting Results**

The actual level and types of data collected, timeframe, context of threats and species status are factors related to prioritization of monitoring efforts. Given these factors, the actual level of monitoring and dedicated resources could increase without an increase or decrease in number of species monitored. In addition, when a species is removed from the list, which would be considered a positive development, that change can have the effect of lowering percentage of listed species being monitored. The reduction in monitoring in 2013 relative to previous years largely reflected the sunset of a 6-year project to evaluate the feasibility of monitoring several species management units (SMUs) of native non-anadromous trout. Monitoring in 2015 included monitoring for three species that were not monitored in 2014 (Hutton Spring tui chub, Catlow Valley redband trout, and Lahontan cutthroat trout). Western brook lamprey, a species monitored in 2014, was not monitored in 2015.

KPM #5	Oregon Species of Concern Percent of wildlife species of concern (listed as threatened, endangered, or sensitive) being monitored. -
	Data Collection Period: Jan 01 - Jan 01



Report Year	2012	2013	2014	2015	2016
<b>Percent of Wildlife Species of Concern Being Monitored</b>					
Actual	52%	52%	52%	52%	54%
Target	47%	48%	49%	50%	51%

**How Are We Doing**

The percent of wildlife species of concern being monitored was 54% in 2015 (data is for calendar year 2015). The level had been 52% for the last five years, all of which are above the target levels. The actual activities such as the associated types of monitoring, timeframe and purpose of monitoring are additional factors not addressed by this measure. Because of resource constraints there are uncertainties related to species' status. The level of certainty at the current level of monitoring is another factor that is not considered by this measure. ODFW continues to promote sustained monitoring efforts within the agency and with our external partners. Monitoring efforts are focused around priority species listed in the 2016 update to the Oregon Conservation Strategy (including Nearshore Strategy component) and, in 2015, the agency completed a prioritized list of the top fifteen species most likely to be impacted by energy development and prioritized the needs for additional research or synthesis of best available science to fill data gaps for each. Efforts to match available resources and partnerships to address the prioritized information needs are ongoing. Few "species of concern" are monitored exclusively by the department. Monitoring and research activities are partnerships with other government agencies, academia, and conservation organizations. ODFW plays various roles in these efforts, from providing the technical expertise to leading large-scale monitoring efforts. The species monitored and the extent of the effort can vary from year to year. ODFW does not control this level of effort. The agency and conservation partners will continue to seek funding sources that will allow for increased monitoring of these wildlife species of concern.

These data are provided by agency personnel from their knowledge of monitoring on an ongoing basis. The lists of threatened and endangered species were updated in 2015 (removal of Gray Wolf) and the list of sensitive species will be updated in 2016. The list of species of greatest conservation need identified in the Oregon Conservation Strategy were updated in 2016. These lists can be found at:

[http://www.dfw.state.or.us/wildlife/diversity/species/threatened\\_endangered\\_candidate\\_list.asp](http://www.dfw.state.or.us/wildlife/diversity/species/threatened_endangered_candidate_list.asp)

[http://www.dfw.state.or.us/conservationstrategy/read\\_the\\_strategy.asp](http://www.dfw.state.or.us/conservationstrategy/read_the_strategy.asp)

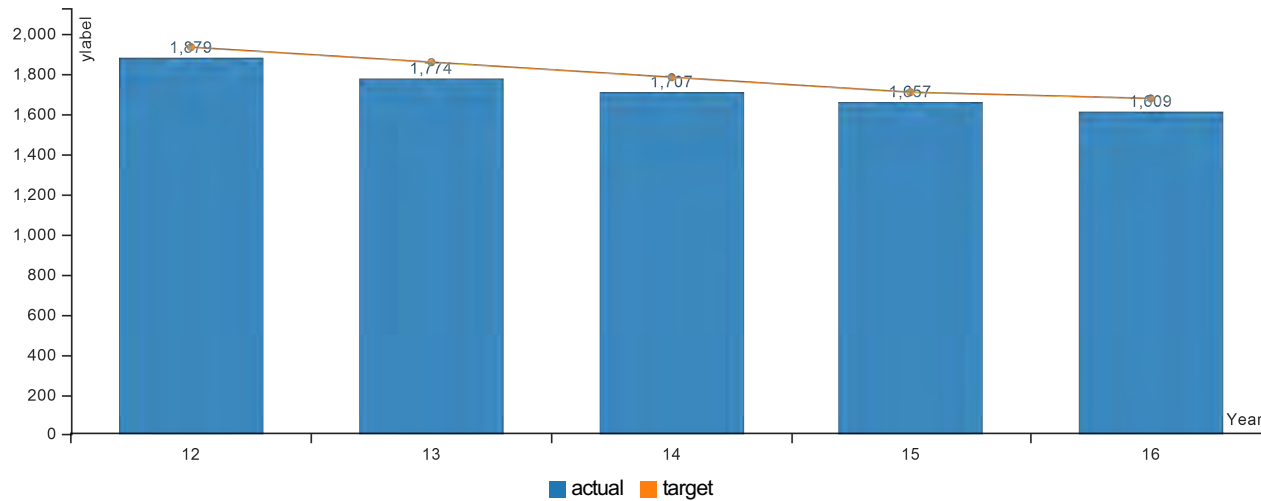
**Factors Affecting Results**

The actual level and types of data collected, timeframe, context of threats and species status are factors that influence the prioritization of monitoring efforts. Given these factors, the actual level of monitoring and dedicated resources could increase without an increase or decrease in number of species monitored. A number of species are monitored by ODFW's partner agencies and nongovernmental conservation organizations.



KPM #6 Decreasing the Number of Unscreened Water Diversions - Number of unscreened priority water diversions.

Data Collection Period: Jan 01 - Jan 01



Report Year	2012	2013	2014	2015	2016
<b>Number of Unscreened Priority Water Diversions</b>					
Actual	1,879	1,774	1,707	1,657	1,609
Target	1,931	1,856	1,781	1,706	1,675

**How Are We Doing**

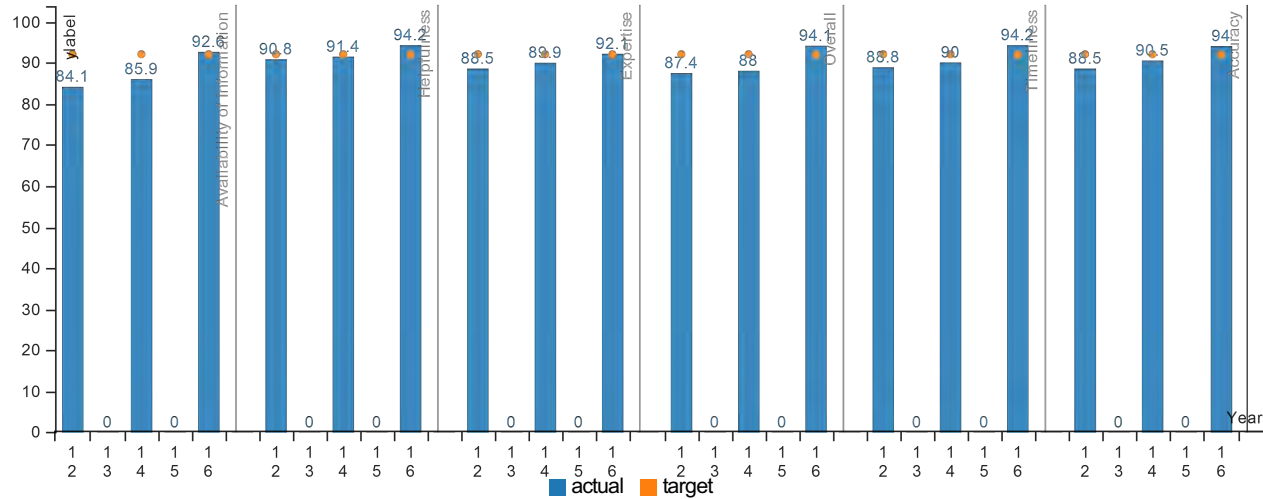
The data is for calendar year 2015. ODFW reduced the number of unscreened priority water diversions by 48 fish screens in 2015, protecting 235.55cfs of water. The number of screens installed is slightly down from 2014 (50), but the volume of water protected was greater this year due to some large high priority diversions being fixed. The targeted number of unscreened priority water diversions has been exceeded in each of the last nine years. The number of screening projects continues to be on a downward trend, but this can be directly attributed to program reductions and flat budgets.

ODFW will continue to develop cooperative relationships with water users and other entities to implement fish protection measures at diversions responsible for the loss of fish. Fish screen maintenance is critical to ensure these projects continue to function for fish protection and water delivery. Additional resources are needed to adequately maintain existing fish screens throughout Oregon as required in statute.

**Factors Affecting Results**

Relevant factors influencing results include the available funds for screen installation as well as the cooperation of landowners and water rights holders. Fish Screening staff assist water users with maintenance on fish screens installed through the ODFW Cost Share Program, and are responsible for major maintenance on fish screens under 30 cfs. As the number of fish screens installed increases, maintenance responsibility and costs also rise. Budget cuts to the Fish Screening and Passage Program has resulted in reduced staff both in headquarters and the field. Increasing costs to install and maintain fish screens along with reduced funds and staff will decrease the productivity of this program. The annual number of screens ODFW is able to install will continue to decrease under the current trend in funding allocated to this program.

KPM #7 Customer Service - Percent of customers rating their overall satisfaction with the agency above average or excellent. Percent of customers rating their satisfaction with the agency's customer service as "good" or "excellent" for timeliness, accuracy, helpfulness, expertise and availability of information.  
Data Collection Period: Jan 01 - Jan 01



Report Year	2012	2013	2014	2015	2016
<b>Availability of Information</b>					
Actual	84.10%	No Data	85.90%	No Data	92.60%
Target	92%	TBD	92%	TBD	92%
<b>Helpfulness</b>					
Actual	90.80%	No Data	91.40%	No Data	94.20%
Target	92%	TBD	92%	TBD	92%
<b>Expertise</b>					
Actual	88.50%	No Data	89.90%	No Data	92.10%
Target	92%	TBD	92%	TBD	92%
<b>Overall</b>					
Actual	87.40%	No Data	88%	No Data	94.10%
Target	92%	TBD	92%	TBD	92%
<b>Timeliness</b>					
Actual	88.80%	No Data	90%	No Data	94.20%
Target	92%	TBD	92%	TBD	92%
<b>Accuracy</b>					
Actual	88.50%	No Data	90.50%	No Data	94%
Target	92%	TBD	92%	TBD	92%

Satisfaction with the agency's customer service was strong in 2016, based on a survey conducted in August 2016. Between 92% and 94% of survey respondents rated ODFW customer service as "good" or "excellent" for the six categories in 2016. These numbers are slightly above the targeted levels of 92% and represent a modest improvement over the 2012 and 2014 survey results (survey conducted every two years). Those 2012 and 2014 surveys were administered through the mail. This year, an online survey method was utilized, in which invitations to take the online customer survey were sent directly to customer emails. We received completed surveys from 1,070 customers in 2016, for a response rate of 33%. This compares favorably to 28% in 2014 and 32% in 2012. At 92%, "Availability of information" and "Expertise" were the lowest ranking areas in 2016, though they met the target levels and lagged the other areas by only 2% or less. "Helpfulness" has been the highest ranking (or tied for the highest) area in all surveys to date.

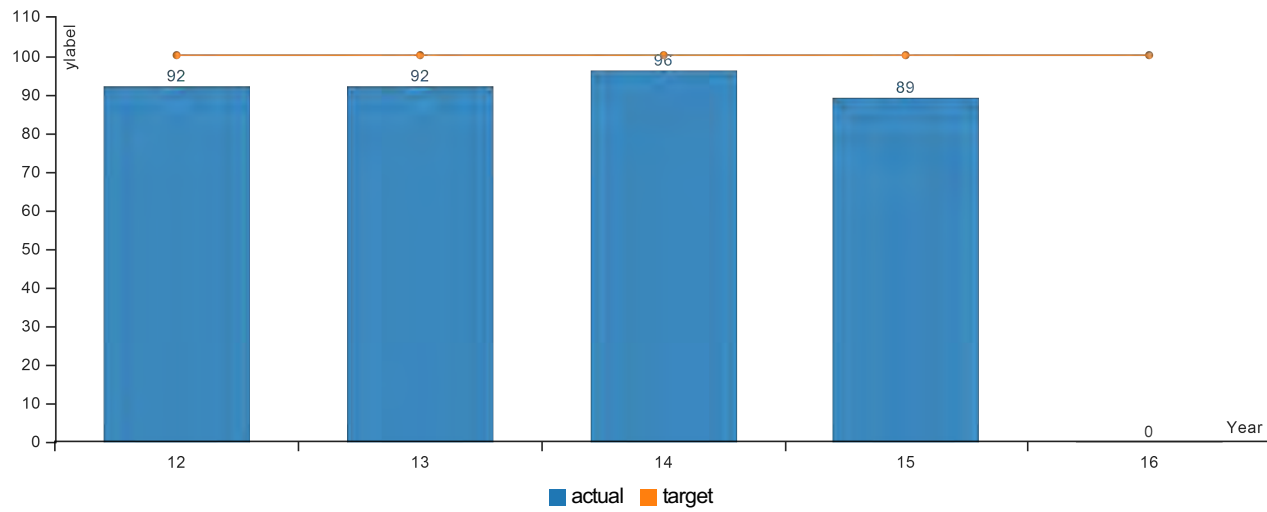
To further enhance customer experience with ODFW, the department continues to increase the availability of and expand the scope of information on fishing/hunting and wildlife management. Specific improvements include: expanded use of social media and direct email contact with customers; planning for redesign of ODFW website to provide timely, relevant information in a mobile friendly format; expanded availability of basic information on how to/where to hunt, including additional 50 Places to Fish publications and introductory workshops; development of mobile fishing application with regulations and mobile version of Oregon Hunting Access Map; increased availability of mandatory hunter education courses during periods of peak demand; development of strategic partnerships with organizations, retailers and industry to encourage participation in fishing, hunting and wildlife viewing; expanded use of surveys to evaluate program effectiveness and assess customer interests, attitudes, experiences and expectations.

#### **Factors Affecting Results**

The sampled population for the 2016 customer survey was recreational license holders who purchased the license at an ODFW office in 2016 and for whom ODFW has an email in the license database. In past customer surveys, which employed the mail administration mode, four different groups were surveyed: commercial license holders, people who had filed wildlife damage or sightings reports at ODFW offices, landowners enrolled in the Landowner Preference Program, and recreational license holders who purchased at an ODFW office. The main reason for the change to the online mode are savings in costs and staff time (e.g., no printing, no postage, no need for data entry). Importantly, the online survey software can be set to permit only one response per email address, so the issue of multiple responses from one person is no longer a concern as it was for early online surveying. Another reason is that response rates to mail surveys have been on the decline in recent years, partially due to the increased use of the internet for correspondence and doing business; mail response rates for this customer service survey have dropped from 42% in 2006 to 28% in 2014. It is expected that ODFW will have sufficient emails for other customer groups in the future to enable the department to survey those groups online in addition to the recreational license buyers. As in past years, there were a sufficient number of surveys completed in 2016 (1,070) to obtain a margin of error of lower than the desired +/-15% at the 95% confidence level.

KPM #8 Boards and Commissions - Percent of total best practices met by the Department of Fish and Wildlife, State Fish and Wildlife Commission.

Data Collection Period: Jan 01 - Jan 01



Report Year	2012	2013	2014	2015	2016
<b>Percent of Best Practices Met by the Oregon Fish and Wildlife Commission</b>					
Actual	92%	92%	96%	89%	0%
Target	100%	100%	100%	100%	100%

**How Are We Doing**

Data collection for the Oregon Fish & Wildlife Commission best practices survey is not complete yet, but should be by the end of October and results will be reported here then.

**Factors Affecting Results**

## Oregon Department of Fish and Wildlife Position Reclassification Report from 7/1/2015 through 12/31/2016

REASON FOR POSITION RECLASSIFICATION OR REPRESENTATION CODE CHANGE	EFF DATE OF RECLASS	NAME	POS#	PREVIOUS REPR	PREVIOUS CLASS#	PREVIOUS CLASS TITLE	CURRENT REPR	CURRENT CLASS#	CURRENT CLASS TITLE	PREVIOUS BASE SALARY	CURRENT BASE SALARY
Position Reclass - Equal level duties	10/5/2015	VACANT WHEN RECLASSIFIED	2100815	OA	C0801	OFFICE COORDINATOR	OA	C0104	OFFICE SPECIALIST 2	\$ -	\$ -
Position Reclass - Equal level duties	11/18/2015	DOUGLAS KITCHEN	1702019	OA	C4014	FACILITY OPERATIONS SPEC 1	OA	C8502	NATURAL RESOURCE SPECIALIST 2	\$ 4,569	\$ 4,569
Position Reclass - Higher level duties	12/21/2015	VACANT WHEN RECLASSIFIED	2100460	OA	C8341	FISH & WILDLIFE TECHNICIAN	OA	C8342	FISH & WILDLIFE TECH SENIOR	\$ -	\$ -
Position Reclass - Lower level duties	12/21/2015	KURT CUNDIFF	2301338	OA	C0860	PROGRAM ANALYST 1	OA	C8342	FISH & WILDLIFE TECH SENIOR	\$ 4,791	\$ 4,862
Position Reclass - Equal level duties	3/22/2016	NICOLE MCDUGAL	2300935	OA	C0801	OFFICE COORDINATOR	OA	C0104	OFFICE SPECIALIST 2	\$ 3,339	\$ 3,339
Position Reclass - Equal level duties	3/22/2016	VACANT WHEN RECLASSIFIED	2820974	MMS	X8504	NATURAL RESOURCE SPECIALIST 4	OA	C8504	NATURAL RESOURCE SPECIALIST 4	\$ -	\$ -
Position Reclass - Higher level duties	3/30/2016	STEPHANIE GUNCKEL	2020093	OA	C8502	NATURAL RESOURCE SPECIALIST 2	OA	C8503	NATURAL RESOURCE SPECIALIST 3	\$ 5,028	\$ 5,802
Position Reclass - Higher level duties	3/30/2016	FABIAN CARR	2200063	OA	C3769	EXPERIMENTAL BIOLOGY AIDE	OA	C8341	FISH & WILDLIFE TECHNICIAN	\$ 2,916	\$ 3,045
Position Reclass - Higher level duties	3/30/2016	LUKE WHITMAN	2820756	OA	C8502	NATURAL RESOURCE SPECIALIST 2	OA	C8503	NATURAL RESOURCE SPECIALIST 3	\$ 4,569	\$ 4,862
Position Reclass - Equal level duties	4/26/2016	GAIL MYERS	5230084	OA	C0323	PUBLIC SERVICE REP 3	OA	C0104	OFFICE SPECIALIST 2	\$ -	\$ -
Position Reclass - Higher level duties	7/1/2016	ROY SKENDZEL	2400099	OA	C4014	FACILITY OPERATIONS SPEC 1	OA	C4015	FACILITY OPERATIONS SPEC 2	\$ 5,102	\$ 5,355
Position Reclass - Higher level duties	7/27/2016	VACANT WHEN RECLASSIFIED	1517086	OB	C3769	EXPERIMENTAL BIOLOGY AIDE	OB	C8341	FISH & WILDLIFE TECHNICIAN	\$ -	\$ -
Position Reclass - Higher level duties	7/27/2016	VACANT WHEN RECLASSIFIED	1517091	OB	C3769	EXPERIMENTAL BIOLOGY AIDE	OB	C8341	FISH & WILDLIFE TECHNICIAN	\$ -	\$ -
Position Reclass - Higher level duties	7/27/2016	VACANT WHEN RECLASSIFIED	2400254	OB	C4116	LABORER/STUDENT WORKER	OB	C8341	FISH & WILDLIFE TECHNICIAN	\$ -	\$ -
Position Reclass - Higher level duties	7/27/2016	VACANT WHEN RECLASSIFIED	2400582	OB	C4116	LABORER/STUDENT WORKER	OB	C8341	FISH & WILDLIFE TECHNICIAN	\$ -	\$ -
Position Reclass - Equal level duties	9/6/2016	VACANT WHEN RECLASSIFIED	507198	OAD	C0801	OFFICE COORDINATOR	OAD	C0104	OFFICE SPECIALIST 2	\$ -	\$ -
Position Reclass - Equal level duties	9/16/2016	VACANT WHEN RECLASSIFIED	1202013	OA	C0801	OFFICE COORDINATOR	OA	C0104	OFFICE SPECIALIST 2	\$ -	\$ -
Position Reclass - Lower level duties	12/20/2016	VACANT WHEN RECLASSIFIED	2200318	OA	C0860	PROGRAM ANALYST 1	OA	C8342	FISH & WILDLIFE TECH SENIOR	\$ -	\$ -
Position Reclass - Lower level duties	12/20/2016	TODD HANSEN	2700098	OA	C0860	PROGRAM ANALYST 1	OA	C8346	FISH & WILDLIFE TECH COORDINATOR	\$ 3,660	\$ 4,033
Position Reclass - Equal level duties	12/22/2016	NANCY TAYLOR	1100118	MMS	X3775	SUPV FISH & WILDLIFE BIOLOGIST	OAD	C8503	NATURAL RESOURCE SPECIALIST 3	\$ 6,182	\$ 6,182

## Oregon Department of Fish and Wildlife New Hire Report 7/1/2015 through 12/31/2016

HIRE DATE	NAME	REPR	CLASS #	CLASS TITLE	APPT TYPE	STEP	BASE RATE	IF HIRED ABOVE STEP 2
7/1/2015	ANDRES, DAVID D	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,188	
7/1/2015	FISCHER, REED B	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,188	
7/1/2015	HALPERN, NAOMI P	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,188	
7/1/2015	RITTER, JESSE C	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,188	
7/5/2015	DEMPSTER, GRACE N	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,110	
7/6/2015	JOHNSEN, ANDY C	OA	C3769	EXPRMNTL BIOL AIDE	L	02	2,188	
7/6/2015	TREJO, NICHOLAS D	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,110	
7/7/2015	HOBLIT, TRACY E	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,188	
7/7/2015	SNAZA, HENRY C	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,188	
7/8/2015	EASTERLY, DANIELLE D	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,188	
7/8/2015	TEACHOUT, DAVID S	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,188	
7/13/2015	HOLCOMB, CHARLES N	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,110	
7/15/2015	BUCKHAULTS, SABRINA A	OB	C3769	EXPRMNTL BIOL AIDE	L	01	2,110	
7/15/2015	HOUGH, LEAH D	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,188	
7/15/2015	PITZ, NICHOLAS J	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,110	
7/20/2015	KLEINER, ERICA M	MMS	X7008	PRIN EXEC/MANAGER E	P	08	7,701	Transfer from another agency with promotion
7/21/2015	JONES, STANLEY K	OB	C8341	F & W/L TECHNICIAN	S	01	2,538	
7/27/2015	HIBBS, BRET D	OB	C8341	F & W/L TECHNICIAN	S	01	2,538	
7/27/2015	HUTCHINGS, CRYSTAL L	OA	C0104	OFFICE SPECIALIST 2	P	07	3,001	Was earning comparable rate of pay
7/27/2015	PASSARELLI, KATHERINE	OA	C0104	OFFICE SPECIALIST 2	P	02	2,435	
7/27/2015	PRICE, MATTHEW J	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,188	
7/27/2015	RATHBURN, CARLY S	OA	C8341	F & W/L TECHNICIAN	L	01	2,538	
8/1/2015	BENECKE, ALEX J	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,188	
8/3/2015	FULOP, ERIN A	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,188	
8/3/2015	GIBBS, GORDON DEREK	OA	C3779	MICROBIOLOGIST 1	P	02	3,450	
8/3/2015	GIDDENS, ELLEN M	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,188	
8/3/2015	HARWAGER, JOSHUA W	OA	C3769	EXPRMNTL BIOL AIDE	L	01	2,110	
8/3/2015	INGLIN, BLAKE J	OA	C3769	EXPRMNTL BIOL AIDE	L	01	2,110	
8/3/2015	JACKSON, LANE D	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,110	
8/6/2015	WOODIS, ETHAN W	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,110	
8/10/2015	LIPE, CATHY M	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,188	
8/10/2015	WASKOVICH, REBECCA A	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,188	
8/11/2015	ROSS, RYAN D	OB	C8341	F & W/L TECHNICIAN	S	01	2,538	

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8/17/2015	COLEMAN, JOSHUA T	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,188	
8/17/2015	MOON, RYAN M	OA	C8341	F & W/L TECHNICIAN	P	02	2,636	
8/20/2015	CHRISTENSEN, SIMON M	OA	C3769	EXPRMNTL BIOL AIDE	L	02	2,188	
8/20/2015	FRANKS, JENNIE M	OA	C3769	EXPRMNTL BIOL AIDE	L	02	2,188	
8/24/2015	MEYERS-CHERRY, NATASHA	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,188	
8/24/2015	MILLER, KELSEY I	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,188	
8/24/2015	WARREN, CODY M	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,188	
8/25/2015	PARSONS, TYLER P	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,110	
8/26/2015	RICHEY, NATHAN M	OB	C8341	F & W/L TECHNICIAN	S	01	2,538	
8/26/2015	VOODRE, PETER J	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,110	
8/31/2015	MCCLURE, JACOB T	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,188	
8/31/2015	SIMPSON, ERICA M	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,110	
9/1/2015	MANWARING, DUSTIN W	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,188	
9/1/2015	MORSE, ERIK R	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,188	
9/1/2015	OSBORN, AMANDA M	OA	C3769	EXPRMNTL BIOL AIDE	L	01	2,110	
9/1/2015	ROCK II, TYRONE A	OA	C3769	EXPRMNTL BIOL AIDE	L	01	2,110	
9/1/2015	VELASCO, KATRINA Z	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,188	
9/8/2015	MYERS, GAIL R	OA	C0104	OFFICE SPECIALIST 2	P	02	2,435	
9/8/2015	NELSON, SCOTT E	OB	C8341	F & W/L TECHNICIAN	S	01	2,538	
9/14/2015	SHARP, MICHAEL P	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,188	
9/28/2015	AKIMOFF, TIMOTHY A	OA	C0865	PUBLIC AFFAIRS SPC 2	P	08	6,080	Was earning comparable rate of pay
10/1/2015	BALDWERM, PAMELA R	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,188	
10/1/2015	CRAPSTER, KYLE D	OA	C3769	EXPRMNTL BIOL AIDE	P	02	2,188	
10/1/2015	METZLER, JOSEPH P	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,188	
10/1/2015	MILLER, NICHOLAS D	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,188	
10/1/2015	MOYER, KATHERINE R	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,188	
10/1/2015	UNDERWOOD, ALEC G	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,188	
10/5/2015	BREAUX, JARED H	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,188	
10/5/2015	MUELLER, JONATHAN P	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,188	
10/5/2015	RASMUSSEN, JACOB T	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,110	
10/5/2015	VOLOSHIN, ANYA A	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,188	
10/9/2015	WOJDA, MATTHEW N	OA	C8341	F & W/L TECHNICIAN	S	02	2,636	
10/12/2015	STAIGER, STEPHEN T	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,188	
10/15/2015	MARBERRY, TIMOTHY J	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,110	

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10/19/2015	BROMAN, DEREK J	OA	C8504	NATURAL RES SPEC 4	P	05	5,529	Was earning comparable rate of pay
10/19/2015	CARTER, KRAIG A	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,110	
11/15/2015	ROCCO, DOMINIC M	OA	C8341	F & W/L TECHNICIAN	L	01	2,538	
12/1/2015	BIANCO, MARCUS D	OA	C3769	EXPRMNTL BIOL AIDE	P	02	2,220	
12/1/2015	HICKS, GARY D	OB	C8341	F & W/L TECHNICIAN	S	01	2,576	
12/2/2015	DEANGELO, JACQUELYN A	OA	C8502	NATURAL RES SPEC 2	P	01	3,501	
12/7/2015	CONLON, SHALREENA B	OA	C0104	OFFICE SPECIALIST 2	P	02	2,471	
12/7/2015	VOGEL, CHRISTOPHER M	OA	C8502	NATURAL RES SPEC 2	P	07	4,637	Was earning comparable rate of pay
12/14/2015	GOLDSMITH, JOSH C	OA	C8502	NATURAL RES SPEC 2	L	02	3,660	
12/14/2015	HOWARD, JAKE E	OA	C0437	PROC & CNTRCT SPEC 2	P	01	4,033	
1/1/2016	EILERTSEN, PATRICK H	OB	C8341	F & W/L TECHNICIAN	S	01	2,576	
1/1/2016	HACKENS, DUSTIN L	OB	C8341	F & W/L TECHNICIAN	S	01	2,576	
1/4/2016	FOSTER, LEE J	OA	C8503	NATURAL RES SPEC 3	P	01	4,033	
1/4/2016	RICE, ROBERT J	MMS	X8344	F & W/L MANAGER 1	P	04	4,402	Was earning comparable rate of pay
1/5/2016	KORNAK, AMBER L	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,141	
1/5/2016	TALLEY, SHANE M	OA	C8341	F & W/L TECHNICIAN	P	01	2,576	
1/11/2016	CAPPS, TONY R	OA	C3779	MICROBIOLOGIST 1	P	02	3,501	
1/21/2016	SWIFT, ROBERT J	OA	C0323	PUBLIC SERVICE REP 3	P	01	2,395	
1/25/2016	LISLE, RANDI J	OA	C0108	ADMIN SPECIALIST 2	P	03	3,045	Was earning comparable rate of pay
2/1/2016	BRUCE, PATRICK J	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
2/1/2016	ROBILLARD, KYLE J	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,141	
2/1/2016	VAUGHN, JACK O	OA	C8341	F & W/L TECHNICIAN	P	01	2,576	
2/1/2016	WILKES, JAMES T	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
2/3/2016	BRANIGAN, EMILY N	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,141	
2/5/2016	SHUM, WESLEY A	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
2/8/2016	REMPLE, STACY L	OA	C8502	NATURAL RES SPEC 2	P	01	3,501	
2/8/2016	TARKINTON, KERRIE J	MMS	X0806	OFFICE MANAGER 2	P	05	3,801	Was earning comparable rate of pay
2/16/2016	BERTILSON, ROBERT B	OA	C8341	F & W/L TECHNICIAN	P	01	2,576	
2/16/2016	JAENECKE, KARA E	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
2/16/2016	KACZYNSKI, PETER W	OB	C8341	F & W/L TECHNICIAN	S	01	2,576	
2/16/2016	MCLAUGHLIN, JOHN W	OA	C8502	NATURAL RES SPEC 2	P	02	3,660	
2/16/2016	WATSON, JESSICA L	OA	C8502	NATURAL RES SPEC 2	P	04	4,033	Was earning comparable rate of pay. Advanced Degree.
2/16/2016	WAUHKONEN, KAITLYN J	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,141	



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2/22/2016	CHESNEY, JAMES W	OB	C8341	F & W/L TECHNICIAN	S	01	2,576	
3/1/2016	ADKISSON, KELSEY L	OA	C8503	NATURAL RES SPEC 3	P	03	4,423	Advanced degree and experience
3/1/2016	ANDERSON, ERIC S	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,141	
3/1/2016	BOWLES, JAMIE L	OA	C0104	OFFICE SPECIALIST 2	P	01	2,471	
3/1/2016	CHRISTENSEN, SIMON M	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
3/1/2016	FICKLER, DUSTIN J	OA	C8341	F & W/L TECHNICIAN	L	01	2,576	
3/1/2016	MEEHAN, SHAWNALY M	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,141	
3/1/2016	MORRILL, JAMES M	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,141	
3/1/2016	RICHARDS, ELIZABETH A	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,141	
3/7/2016	MICKA, SHIANN W	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,141	
3/10/2016	GRAFF, PAULA H	OB	C8341	F & W/L TECHNICIAN	S	02	2,675	
3/14/2016	DANCE, ROBERT L	OB	C8340	F & W/L TECH ENTRY	S	01	2,220	
3/14/2016	MORRIS, CRYSTAL L	MMN	X1321	HR ANALYST 2	P	03	4,620	Transfer from another agency same step
3/14/2016	WARREN, MATTHEW J	OA	C8502	NATURAL RES SPEC 2	P	09	5,102	Was earning comparable rate of pay. Advanced Degree.
3/16/2016	GREY, SAVANNAH S	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
3/21/2016	TIERNEY, COLIN C	OA	C8501	NATURAL RES SPEC 1	P	02	3,185	
3/21/2016	WATSON, DANIELLE S	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,141	
3/28/2016	FORRESTER, TAVIS D	OA	C8502	NATURAL RES SPEC 2	P	06	4,423	Was earning comparable rate of pay
4/1/2016	CHAMBLISS, PARKER E	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
4/1/2016	CLOYD, DANIEL J	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
4/1/2016	EBERLY, JENNIFER C	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
4/1/2016	SICOTTE, MELANIE A	OA	C0104	OFFICE SPECIALIST 2	P	06	2,916	Was earning comparable rate of pay
4/3/2016	MEINERS, EDINA S	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,141	
4/4/2016	FISCHER, JESSICA A	OB	C3769	EXPRMNTL BIOL AIDE	S	03	2,302	Increased housing shortage & costs in Astoria
4/4/2016	MCDOUGAL, NICOLE M	OA	C0104	OFFICE SPECIALIST 2	P	09	3,339	Was earning comparable rate of pay
4/4/2016	MILES, JUSTIN P	OA	C8502	NATURAL RES SPEC 2	P	01	3,501	
4/4/2016	ODENTHAL, LYDIA D	OB	C0323	PUBLIC SERVICE REP 3	S	01	2,395	
4/11/2016	MOORE, CAITLYN S	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
4/11/2016	PLATTE, RYAN C	OA	C8502	NATURAL RES SPEC 2	L	01	3,501	
4/13/2016	CARDENAS, ISABEL X	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
4/13/2016	SWIFT, DEBRA S	OA	C0323	PUBLIC SERVICE REP 3	P	01	2,395	
4/14/2016	WRIGHT, NATALIE L	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,141	

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4/18/2016	BEVIER, KARI R	MMC	X1319	HUMAN RESOURCE ASST	P	06	3,627	Transfer from another agency with promotion
4/18/2016	HARDIMAN, CALLIE JO V	OA	C0103	OFFICE SPECIALIST 1	P	06	2,576	Was earning comparable rate of pay
4/18/2016	ZATTA, JACLYN D	OA	C3769	EXPRMNTL BIOL AIDE	L	01	2,141	
4/20/2016	WILLIAMS, LEONARD A	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
4/25/2016	BAGETT, MARK D	OB	C8341	F & W/L TECHNICIAN	S	04	2,916	Was earning comparable rate of pay. Advanced Degree.
4/25/2016	OLSON, ALBERT K	OA	C8341	F & W/L TECHNICIAN	P	01	2,576	
4/25/2016	WISOTZKEY, CHELSEA A	OA	C3769	EXPRMNTL BIOL AIDE	L	02	2,220	
4/26/2016	ANDERSON, MARGARET K	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
4/26/2016	CARDOSO, ADRIAN M	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
4/26/2016	COON, NATASHA M	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
4/26/2016	GOLDBERG, BRIAN D	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
4/26/2016	HAYES, NATHAN	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
4/26/2016	MESHKE, EMILY A	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
4/26/2016	PETRIE, DENISE	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
4/26/2016	STINSON, THOMAS J	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
4/26/2016	VANDEWALLE, ANNE M	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
4/26/2016	WILLARD, JACOB C	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
5/1/2016	COSMANN, PAUL	OB	C8341	F & W/L TECHNICIAN	S	01	2,576	
5/1/2016	FAITH, STEVEN R	OB	C8341	F & W/L TECHNICIAN	S	01	2,576	
5/1/2016	FRANKLIN, MATTHEW B	OB	C8341	F & W/L TECHNICIAN	S	01	2,576	
5/1/2016	POHLMAN, ANDREA M	OB	C8341	F & W/L TECHNICIAN	S	01	2,576	
5/1/2016	STREJC, DENISE Y	OB	C8341	F & W/L TECHNICIAN	S	02	2,675	
5/1/2016	THOMAS, CHAD L	OB	C8341	F & W/L TECHNICIAN	S	01	2,576	
5/2/2016	BROWN, CAPRICE L	OA	C0104	OFFICE SPECIALIST 2	P	02	2,471	
5/2/2016	CARROLL, LINDSAY J	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
5/2/2016	LAWRENCE, TERESA A	OB	C8341	F & W/L TECHNICIAN	S	01	2,576	
5/2/2016	ROSENAL, CLAIRE E	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
5/2/2016	STRADLEY, BRIAN J	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,141	
5/2/2016	THOMPSON, TREVOR C	OB	C8341	F & W/L TECHNICIAN	S	01	2,576	
5/9/2016	POWELL, LINDSAY J	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,141	
5/12/2016	BLEHM, KATHERINE M	OA	C0435	PROC & CONTRACT ASST	P	01	2,797	
5/16/2016	DONEHOWER, CHRISTINA E	OA	C8503	NATURAL RES SPEC 3	P	07	5,355	Was earning comparable rate of pay

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5/16/2016	STEVENS, PETER M	MMS	X3775	SUPV FISH/WL BIOLGST	P	06	5,616	Was earning comparable rate of pay
5/16/2016	SUMEY, CHARLES R IV	OB	C8341	F & W/L TECHNICIAN	S	01	2,576	
5/17/2016	ROCHE, LAUREN K	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
5/23/2016	SOUKUP, HANNA	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,141	
5/31/2016	MATTESON, CHARLES R	OA	C3253	FACILITIES ENG 3	P	05	5,888	Was earning comparable rate of pay
6/1/2016	CLARK, JESSICA S	OA	C3769	EXPRMNTL BIOL AIDE	L	01	2,141	
6/1/2016	KONEK, WILLIAM D	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
6/1/2016	PAKENHAM STEVENSON, AN	MMS	X7008	PRIN EXEC/MANAGER E	P	02	5,894	
6/5/2016	RODGERS, JOANNA K	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,141	
6/5/2016	THORSON, JUSTIN M	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,141	
6/6/2016	ANDERSON, TYLER W	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,141	
6/6/2016	BERLIN, ERICA M	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
6/6/2016	BEUGLI, DAVID M	OA	C3769	EXPRMNTL BIOL AIDE	P	02	2,220	
6/6/2016	BOHANNON, JENNIFER S	OA	C8503	NATURAL RES SPEC 3	P	02	4,223	
6/6/2016	BRISCOE, BENJAMIN H	OA	C3769	EXPRMNTL BIOL AIDE	P	02	2,220	
6/6/2016	HOLCOMBE, ERIKA F	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
6/6/2016	REICHA, YVONNE J	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
6/6/2016	SPOERER, TRACEY T	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
6/13/2016	HUBER, KATE E	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
6/15/2016	BAUMGARTNER, TANNER J	OB	C4116	LABORER/STUDENT WKR	S	01	2,141	
6/15/2016	WHEELER, DERRICK R	OB	C3769	EXPRMNTL BIOL AIDE	S	04	2,395	Was earning comparable rate of pay. Advanced Degree.
6/20/2016	DEHART, ANDREW V	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,141	
6/20/2016	DOTEN, KALI L	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
6/20/2016	WARNICKE, VINSON S	OA	C1215	ACCOUNTANT 1	P	01	3,045	
6/21/2016	BUELL-HERNANDEZ, KRIST	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,141	
6/28/2016	MCCLARAN, ADAM J	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
6/28/2016	MOLINA, JONATHAN A	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
6/28/2016	USHAKOW, DAVID J	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
7/1/2016	BRILEY, LINDSAY N	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,141	
7/1/2016	O KEEFE, DYLAN J	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
7/5/2016	DEAN, TREY C	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
7/5/2016	EMERSON, STEVEN C	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
7/5/2016	HATLEBERG, ASHLEY L	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	

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HIRE DATE	NAME	REPR	CLASS #	CLASS TITLE	APPT TYPE	STEP	BASE RATE	IF HIRED ABOVE STEP 2
7/5/2016	LOFTIS, COREY M	OA	C8341	F & W/L TECHNICIAN	P	01	2,576	
7/5/2016	MARTINEZ, ANTHONY J	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
7/5/2016	SITTERLEY, MICHAEL Z	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
7/5/2016	SOMERS, DANIEL J	OA	C8341	F & W/L TECHNICIAN	P	01	2,576	
7/5/2016	SPROULE, JAZMIN S	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
7/5/2016	YAZZIE, DARRELL J	OB	C8341	F & W/L TECHNICIAN	S	01	2,576	
7/6/2016	COZZA, ALICIA	OB	C8341	F & W/L TECHNICIAN	S	01	2,576	
7/6/2016	MCLEAN, SCOTT D	OB	C8341	F & W/L TECHNICIAN	S	01	2,576	
7/7/2016	BOOLEN, CONNOR P	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
7/7/2016	KNIGHT, TIMOTHY S	OB	C8341	F & W/L TECHNICIAN	S	01	2,576	
7/7/2016	PIERRO, HOLLY J	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
7/7/2016	STOJEBA, GRACE N	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
7/12/2016	VARGAS, MATHEW T	OA	C8342	FISH & W/L TECH SR	P	01	2,797	
7/18/2016	JOHNSON, JACOB T	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
7/18/2016	LOFTON, SHELBY N	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
7/18/2016	MOSLE, SAMUEL W	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
7/18/2016	PITTS, CHRISTOPHER M	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
7/18/2016	VAN DRIMMELEN, VERONIC	MMS	X0806	OFFICE MANAGER 2	P	03	3,465	Was earning comparable rate of pay
7/18/2016	WELLS, ANDREW JAMES LE	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,141	
7/21/2016	WOLF, JOHN M	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,141	
7/25/2016	DODD, RAYMOND W	OA	C8501	NATURAL RES SPEC 1	L	02	3,185	
7/25/2016	HUNTER, MACKENZIE R	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,141	
8/1/2016	BAXTER, NIQUELLE C	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,141	
8/1/2016	CANTRELL, SCOTT W	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,141	
8/1/2016	MORGAN, CLAYTON T	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
8/1/2016	MOULTON, GARRETT J	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
8/1/2016	RESSEL, KIRSTEN N	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
8/8/2016	JACKSON, COURTNEY R	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
8/10/2016	ELLIOTT, STEVEN R	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
8/15/2016	KING, JOY	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
8/15/2016	MULLIGAN, JOHN C	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
8/20/2016	GOODWIN, JERED W	OA	C0860	PROGRAM ANALYST 1	L	02	3,501	
8/22/2016	FULOP, KELLY E	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,141	
8/22/2016	HARWAGER, JOSHUA W	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,141	

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HIRE DATE	NAME	REPR	CLASS #	CLASS TITLE	APPT TYPE	STEP	BASE RATE	IF HIRED ABOVE STEP 2
8/22/2016	HUECKSTAEDT, ASHLEY S	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
8/22/2016	WUESTENHAGEN, KERT K	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
8/22/2016	YATES, KELSEY L	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
8/23/2016	BOWER, TIMOTHY J	OB	C8341	F & W/L TECHNICIAN	S	01	2,576	
8/23/2016	HORN, KELLY R	OB	C8341	F & W/L TECHNICIAN	S	01	2,576	
8/23/2016	LICAVOLI, STEVEN S	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,141	
8/23/2016	SMITH, TAMERA L	OB	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
8/25/2016	HARPER, BRANDON D	OA	C1338	TRNG & DEV SPEC 1	L	02	3,501	
8/25/2016	HUERTA, MIRANDA N	OA	C0860	PROGRAM ANALYST 1	L	04	3,837	Degree and advanced experience
8/29/2016	OSBORN, AMANDA M	OB	C3769	EXPRMNTL BIOL AIDE	S	01	2,141	
9/1/2016	HUBBARD, KALYN M	OBO	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
9/6/2016	HEREFORD, MARK E	OA	C8503	NATURAL RES SPEC 3	L	01	4,033	
9/6/2016	IVERSON, JOHN P	OBO	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
9/6/2016	VARGAS, JESUS	OBO	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
9/12/2016	FIELDS, STEPHANIE A	OA	C8501	NATURAL RES SPEC 1	L	02	3,185	
9/12/2016	KOLOSZAR, JAMES A	OBO	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
9/12/2016	LYONS, KERRY L	OBO	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
9/12/2016	ORTMAN, BENJAMIN J	OBO	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
9/12/2016	SCHEIBEL, NATALIE C	OA	C8502	NATURAL RES SPEC 2	P	02	3,660	
9/19/2016	TUCK, JOHN H	OBO	C3769	EXPRMNTL BIOL AIDE	S	01	2,141	
9/23/2016	TAKACS, GRAHAM T	OBO	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
9/27/2016	PLAWMAN, TIMOTHY L	OBO	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
10/1/2016	LATHUM, HELEN J	OA	C0212	ACCOUNTING TECH 3	P	04	3,185	Transfer from another agency with promotion
10/3/2016	FEDEN, MELODY J	OBO	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
10/3/2016	HALUSKA, PATRICK A	OBO	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
10/3/2016	JENNEY, CHRISTOPHER J	OBO	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
10/3/2016	MOYE, JESSICA L	OA	C8502	NATURAL RES SPEC 2	L	01	3,501	
10/3/2016	WALLACE, NATHAN P	OBO	C3769	EXPRMNTL BIOL AIDE	S	02	2,220	
10/10/2016	DAVIS, JOSEPHINE M	OA	C0108	ADMIN SPECIALIST 2	P	08	3,837	Transfer from another agency with promotion
10/10/2016	FISK, MARNA M	OBO	C3769	EXPRMNTL BIOL AIDE	S	01	2,141	
10/10/2016	WEAVER, LAWRENCE B	OBO	C3769	EXPRMNTL BIOL AIDE	S	01	2,141	
10/12/2016	FREDERIKSEN, SHAANETTE	OA	C0323	PUBLIC SERVICE REP 3	P	01	2,395	

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10/15/2016	RICHARDSON, KELLI L	OBO	C8341	F & W/L TECHNICIAN	S	02	2,675	
10/17/2016	BOGER, TYLER J	OBO	C3769	EXPRMNTL BIOL AIDE	S	01	2,141	
10/17/2016	COXEN, RENEE J	OAO	C8503	NATURAL RES SPEC 3	P	04	4,637	Was earning comparable rate of pay
10/17/2016	SUND, DANIEL M	OAO	C8501	NATURAL RES SPEC 1	L	02	3,185	
10/17/2016	WENTZEK, JESSICA R	OAO	C8341	F & W/L TECHNICIAN	P	01	2,576	
10/17/2016	WESTENHOUSE, MICHAEL J	OBO	C8341	F & W/L TECHNICIAN	S	01	2,576	
10/19/2016	NORMAN, TIMOTHY D	OBO	C3769	EXPRMNTL BIOL AIDE	S	01	2,141	
10/19/2016	RUDDELL, THERESA M	OAO	C0104	OFFICE SPECIALIST 2	P	05	2,797	Transfer from another agency lower
10/24/2016	BLUME, EMILY S	OAO	C1243	FISCAL ANALYST 1	P	02	3,501	
11/1/2016	CARPENTER, JOSHUA L	OAO	C8341	F & W/L TECHNICIAN	P	01	2,576	
11/1/2016	HANSON, ERIN J	OBO	C3769	EXPRMNTL BIOL AIDE	S	01	2,141	
11/20/2016	GARLAND, SHAIANNE L	OAO	C0323	PUBLIC SERVICE REP 3	P	01	2,395	
11/28/2016	VANDOMELEN, ALBERT J	OAO	C3769	EXPRMNTL BIOL AIDE	P	01	2,141	
12/1/2016	ECKRICH, CAROLYN A	OAO	C8502	NATURAL RES SPEC 2	P	02	3,761	
12/5/2016	STUTTGEN, NICOLE M	OAO	C0104	OFFICE SPECIALIST 2	P	02	2,539	
12/8/2016	CUDA, ALEXANDER F	OBO	C8341	F & W/L TECHNICIAN	S	01	2,647	
12/13/2016	MAPES, ROBERT L	OAO	C8502	NATURAL RES SPEC 2	P	02	3,761	
12/17/2016	WESTENHOUSE, MICHAEL J	OAO	C8341	F & W/L TECHNICIAN	L	01	2,831	
12/29/2016	JAENECKE, KARA E	OAO	C3769	EXPRMNTL BIOL AIDE	P	02	2,439	

**Oregon Department of Fish and Wildlife**  
**Supervisory to Non Supervisory Ratios for Budgeted Positions**  
**To Comply with HB 2020 and HB 4131**

<b>Effective Date</b>	<b>Supervisory Positions</b>	<b>Non Supervisory Position</b>	<b>Ratio</b>
November 2016	179 (109)	1285 (1013)	1 to 9
April 2014	190 (121)	1351 (1082)	1 to 9
November 2013	193 (153)	1358 (1187)	1 to 8
January 2013	195	1308	1 to 7
June 2012	224	1254	1 to 6

- The parenthetical numbers are the supervisory and non-supervisory numbers after exceptions have been removed.
- ODFW has more than 80 offices, hatcheries, and wildlife areas spread across the state. ODFW requested and the Department of Administrative Services approved exceptions for hatcheries, wildlife areas and some remote offices. These exceptions will be requested for renewal for the 2015/2017 biennium.
- Hatcheries have 24 hours, 7 days a week operations.
- There is more complexity at hatchery and wildlife areas because people live and work on site. ODFW has more than 180 rental units, the largest of any state agency.
- Due to HB 2255, a Span of Control Workgroup coordinated by the Department of Administrative Services is reviewing span of control ratio staffing requirements. Agencies are awaiting further direction on implementing any span of control changes until recommendations are released from this workgroup.

## Operational Changes in 2015-17

**New Management Resources Division (MRD):** During the 2015-17 biennium, a new division was created within ODFW's Administration program. MRD is comprised of the Budget Services Program, Project Management Office (PMO), Information Management Program (IMP), and Economic Analysis/Volunteer Coordination Programs.

MRD is charged with putting in place a formalized data management and GIS infrastructure within the department. The intent is to provide managers with information to aide in more effective decision-making. The sections of MRD listed above, with the exception of the PMO, were located in various programs within the department prior to the creation of MRD. Centralizing these sections within MRD provides managers with a single divisional contact point for resources and unifies efforts and needs around information management. The PMO was added to the existing work units with the purpose of providing centralized project management resources to program managers.

MRD is responsible for two ongoing mission-critical projects: (1) The replacement of the department's aging point-of-sale system which entails re-engineering some of the department's licensing business processes, and (2) The creation of an enterprise-level resource information system that is integrated into ODFW's business operations based on its resource management needs. Both projects are expected to result in sweeping reform for the department that will bring about key efficiencies and an overall improvement in service delivery.

Moving into the 2017-19 biennium, MRD will continue to drive processes that help the department identify the most worthwhile projects, distribute resources, and improve overall performance.

**Administration – Operational Excellence Project:** In March, 2016, the department began work to implement an outcome-based management framework within its Administration program. The overarching goal of the effort was to improve the operations within Administration and redefine how services were provided to the department's programs. The purpose of the system is to:

- Identify and prioritize the core work within Administration
- Measure Administration's effectiveness
- Connect employees with measures
- Provide employees tools to be accountable and continually improve

Throughout the effort, the Administration program developed a mission, core values, key goals, and ten outcome and process measures. At the top of the list of key goals is operational excellence. Likewise, managing and improving organizational performance was quickly identified as an important process measure. The project team solicited feedback from all Administration employees on the measures and in many cases incorporated it into a final fundamentals map/framework. The framework is used on a regular basis by the Administration team to guide its process improvement efforts. It's the foundation for Administration's accountability. Each measure owner gathers and considers the data for their assigned measure and reports to the project team during a regular business review. The goal during the reviews is to identify any constraints in Administration's processes, so that they can be flagged for further process improvement efforts.



## **ODFW's Outcome Based Management Framework: Operational Excellence in Administration**

**Administration's Mission:** Administration supports and advances ODFW's mission by providing customer-focused outreach and business solutions.

**Core Values:**

- Helpful
- Collaboration
- Integrity
- Solution-oriented
- Accountability

**Key Goals:**

- Knowledgeable and empowered staff
- Effective outreach and education
- Responsive services and solutions
- Operational excellence
- Fiscally sound
- Satisfied customers

**What will be measured:**

**Outcome Measures:**

- 1 - Training requirements met
- 2 - Employee empowerment
- 3 - Public perceptions of ODFW
- 4 - Hunting and fishing participation
- 5 - Process response time
- 6 - Process measure performance
- 7 - Fund balances
- 8 - Budget variances
- 9 - Customer satisfaction
- 10 - License renewals

**Core Process Measures:**

- 1 – Marketing and communication
- 2 – Developing and engaging customers
- 3 - Administering fish and wildlife license programs
- 4 – Responding to public inquiries
- 5 – Managing and developing employees
- 6 – Acquiring goods and services
- 7 – Managing IT systems
- 8 – Managing department finances
- 9 – Managing compliance and risk
- 10 – Managing and improving organizational performance

Agency	Authorization	Position	RDC	Pos Type	Anticipated Fill Date	Reason Narrative	Reason Category	XREF	GF	OF	FF	LF	Vac 7-11	Vac 12+
63500	000415360	1400165	510	SF			2	020-01-06-00000	-	6,590	19,770	-	1	0
63500	000415380	1400173	551	PF	1/31/2017		2	020-01-01-00000	26,148	78,444	-	-	1	0
63500	000416350	2820249	107	SF			10	010-05-02-21000	-	-	14,610	-	1	0
63500	000416520	2820928	555	SF			10	010-05-02-22000	-	-	16,520	-	0	1
63500	000416680	2010284	170	SF	7/1/2017		3	010-06-02-10000	-	12,784	16,436	-	0	1
63500	000416690	2010285	170	SF	3/1/2018		3	010-06-02-10000	-	8,752	8,752	-	1	0
63500	000416980	2020277	259	SF			10	010-05-02-21000	-	-	14,160	-	0	1
63500	000417080	2020626	054	PF	4/1/2017		10	010-05-02-10000	-	-	99,864	-	0	1
63500	000417190	2820839	109	PF	3/1/2017		2	010-05-02-24000	-	-	-	114,984	1	0
63500	000417370	2200946	250	SF	10/15/2017		3	010-05-01-15200	-	7,658	22,974	-	1	0
63500	000417940	2400254	512	SF	2/1/2017		4	010-05-04-34000	-	-	17,504	-	0	1
63500	000418590	2400582	512	SF	2/1/2017		4	010-05-04-34000	-	-	18,144	-	0	1
63500	000419860	2100456	122	PF	7/1/2017		6	010-05-04-31000	-	11,592	71,208	-	0	1
63500	000420070	2100521	120	PF	12/1/2016		2	010-05-04-31000	-	23,490	70,470	-	1	0
63500	000420300	2100768	120	SF	12/8/2016		2	010-05-04-31000	-	8,619	25,857	-	1	0
63500	000420500	2200092	107	SF			4	010-05-04-33000	-	26,256	-	-	0	1
63500	000420590	2200318	252	PF			2	010-05-04-32000	-	82,800	-	-	1	0
63500	000420640	2200363	306	SF	7/1/2017		3	010-05-04-32000	-	-	22,680	-	0	1
63500	000420650	2200364	307	SF	7/1/2017		3	010-05-04-32000	8,751	-	17,505	-	0	1
63500	000420660	2200365	306	SF	7/1/2017		3	010-05-04-32000	8,751	-	17,505	-	0	1
63500	000420670	2030366	306	SF	7/1/2017		2	010-05-04-32000	-	-	35,973	-	0	1
63500	000420680	2030367	306	SF			3	010-05-04-32000	13,129	-	17,503	-	1	0
63500	000421310	2300028	107	SF	1/1/2017		2	010-05-02-21000	32,820	-	-	-	1	0
63500	000422030	2400037	107	SF			10	010-05-02-21000	-	15,316	-	-	1	0
63500	000422280	2400602	561	PF			10	010-05-02-22000	-	-	139,248	-	0	1
63500	000422500	2400709	552	PF			10	010-05-05-20000	-	-	86,568	-	0	1
63500	000422510	2400710	552	PF			10	010-05-05-20000	-	-	68,952	-	0	1
63500	000423230	2010154	207	SF	4/1/2017		3	010-06-01-23800	-	3,829	11,487	-	1	0
63500	000423330	2010190	205	SF	4/1/2017		3	010-06-01-23800	-	7,220	14,660	-	0	1
63500	000423470	2010242	255	SF	21/1/17		3	010-06-01-23800	-	8,619	37,349	-	0	1
63500	000423510	2010293	107	SF			10	010-05-02-21000	-	-	13,128	-	0	1
63500	000423940	2400064	515	SF	2/1/2017		2	010-05-04-34000	-	-	38,644	-	1	0
63500	000423950	2700066	153	SF	1/25/2017		3	010-05-04-31000	-	31,630	28,998	-	0	1
63500	000424240	2700340	152	SF			8	010-05-04-31000	-	-	15,816	-	0	1
63500	000425360	2700715	162	SF	3/1/2017		3	010-05-04-31000	-	24,960	19,061	-	0	1
63500	000425460	2700920	170	SF	3/1/2017		3	010-06-02-10000	-	13,128	-	-	1	0

Agency	Authorization	Position	RDC	Pos Type	Anticipated Fill Date	Reason Narrative	Reason Category	XREF	GF	OF	FF	LF	Vac 7-11	Vac 12+
63500	000425970	2820208	354	SF	3/1/2018		10	010-05-02-22000	-	-	15,316	-	0	1
63500	000426000	2820251	354	SF	3/1/2017		10	010-05-02-22000	-	-	30,632	-	0	1
63500	000426120	2820276	201	SF	2/28/2017		3	010-05-04-31000	22,842	-	-	-	1	0
63500	000426460	2820663	224	SF			10	010-05-02-21000	-	-	23,600	-	0	1
63500	000426470	2820669	518	SF	2/1/2017		2	010-05-02-22000	-	-	13,128	-	1	0
63500	000426540	2820749	504	PF			10	010-05-02-22000	-	-	99,864	-	0	1
63500	000427150	2820895	170	SF	3/1/2017		3	010-06-02-10000	-	1,134	10,206	-	0	1
63500	000427150	2820895	170	SF	3/1/2017		3	010-06-02-20000	-	4,536	9,072	-	0	1
63500	000516880	2820914	107	SF			10	010-05-02-21000	-	-	24,068	-	0	1
63500	000516900	2820917	107	SF			10	010-05-02-21000	-	-	18,007	-	0	1
63500	000517040	2820946	217	SF			3	010-05-02-21000	-	-	29,866	-	1	0
63500	000532510	2100901	100	SF	4/1/2017		3	010-05-01-15100	-	39,384	-	-	0	1
63500	000532550	2500917	355	SF	2/1/2017		3	010-05-01-15300	-	-	31,632	-	1	0
63500	000537580	2700480	209	PF	7/17/2017		2	010-05-04-31000	-	-	93,960	-	1	0
63500	000606980	2010845	504	SF			10	010-05-02-22000	-	-	15,316	-	0	1
63500	000606990	2010846	504	SF	3/1/2017		2	010-05-02-22000	-	-	15,316	-	0	1
63500	000607000	2010847	518	SF	3/1/2017		2	010-05-02-22000	-	-	15,316	-	1	0
63500	000607020	2010849	518	SF	3/1/2017		2	010-05-02-22000	-	-	15,316	-	1	0
63500	000631800	2300808	550	PF	1/3/2017		2	010-05-01-14000	22,029	66,087	-	-	0	1
63500	000631800	2300808	550	PF	1/3/2017		2	020-01-05-40000	22,029	66,087	-	-	0	1
63500	000830910	2610067	205	SF	2/1/2017		3	010-06-01-23200	-	-	17,570	-	1	0
63500	000831310	2000034	504	PF			10	010-05-02-22000	-	-	56,640	-	0	1
63500	000831910	2700558	074	PF			4	020-01-10-00000	-	114,984	-	-	0	1
63500	000831920	2700559	072	PF			4	020-02-02-00000	-	99,864	-	-	0	1
63500	000859470	2820974	170	PF	7/1/2017		10	010-06-02-10000	-	52,485	115,467	-	0	1
63500	000865790	2820152	206	SF	4/1/2017		3	010-06-01-23800	-	16,366	5,514	-	0	1
63500	000866380	2020803	053	PF	1/3/2017		2	010-05-05-20000	-	153,120	-	-	1	0
63500	000902940	1300064	072	SF	11/1/2016		2	020-01-03-00000	-	28,730	-	-	1	0
63500	000902950	2610133	170	PF			4	010-06-02-20000	-	-	74,898	-	0	1
63500	000902950	2610133	170	PF			4	010-06-02-30000	-	-	24,966	-	0	1
63500	000903170	1300068	072	SF	12/27/2016		2	020-01-03-00000	-	21,880	-	-	1	0
63500	000903330	1120182	072	SF	7/1/2017		3	020-01-03-00000	-	19,692	-	-	0	1
63500	000904760	1000179	105	PF	3/1/2017		2	010-05-02-10000	-	-	-	159,912	1	0
63500	000904920	2400057	053	PP			4	040-03-00-00000	-	8,268	24,804	-	1	0
63500	000937840	0507055	108	SF			10	010-05-02-21000	-	-	14,160	-	0	1
63500	000938040	0507023	074	PF			4	020-02-04-00000	-	-	64,912	34,952	0	1

Agency	Authorization	Position	RDC	Pos Type	Anticipated Fill Date	Reason Narrative	Reason Category	XREF	GF	OF	FF	LF	Vac 7-11	Vac 12+
63500	000938230	0507077	560	SF			10	010-05-02-24000	-	-	13,128	-	0	1
63500	000938400	0507086	109	SF			10	010-05-02-24000	-	-	13,608	-	0	1
63500	000938410	0507088	551	SF			10	010-05-02-22000	-	-	17,504	-	0	1
63500	000938550	0507102	109	SF			10	010-05-02-24000	-	-	32,820	-	0	1
63500	000938670	0507114	170	SF	3/1/2017		3	010-06-02-20000	-	-	21,880	-	0	1
63500	000938690	0507116	170	SF	7/1/2017		3	010-06-02-20000	-	-	22,680	-	0	1
63500	000938700	0507117	170	SF	7/1/2017		3	010-06-02-20000	-	18,144	4,536	-	0	1
63500	000938990	0507128	170	SF	7/1/2017		3	010-06-02-20000	-	13,128	4,376	-	0	1
63500	000939010	0507131	170	SF	7/1/2017		3	010-06-02-20000	-	-	18,144	-	0	1
63500	000939020	0507132	170	SF	7/1/2017		3	010-06-02-20000	-	6,804	15,876	-	0	1
63500	000939280	0507150	170	PF	7/1/2017		10	010-06-02-20000	-	63,264	-	-	0	1
63500	000939320	0507078	560	SF			10	010-05-02-24000	-	-	13,128	-	0	1
63500	000940790	0507198	350	PP			10	010-05-01-15300	-	-	59,220	-	0	1
63500	001004880	0709010	209	SF	1/2/2017		2	010-05-04-31000	-	-	22,048	-	1	0
63500	001004930	0709015	108	SF	4/1/2017		3	010-05-02-21000	-	-	17,504	-	0	1
63500	001005020	0709024	107	SF			10	010-05-02-21000	-	-	14,610	-	0	1
63500	001005050	0709027	123	SF	1/9/2017		2	010-05-02-21000	-	22,048	-	-	0	1
63500	001005430	0709065	255	SF	4/1/2017		8	010-06-01-23400	-	29,220	-	-	0	1
63500	001005540	0709074	222	SF			10	010-05-02-21000	-	18,880	-	-	0	1
63500	001005560	0709076	263	SF			10	010-05-02-21000	-	-	14,160	-	0	1
63500	001022380	0507328	109	SF	5/1/2017		3	010-05-02-24000	-	-	-	20,412	0	1
63500	001022390	0507329	109	SF			10	010-05-02-24000	-	-	13,128	-	0	1
63500	001031560	0709092	001	PF			8	040-01-00-00000	184,824	-	-	-	0	1
63500	001044230	0911060	252	SF	3/1/2017		3	010-05-03-20000	-	39,384	-	-	0	1
63500	001044250	0911062	151	SF	12/19/2016		2	010-05-04-31000	-	21,880	-	-	1	0
63500	001045650	0911183	504	SF			10	010-05-02-22000	-	35,008	-	-	0	1
63500	001045660	0911184	504	SF			10	010-05-02-22000	-	35,008	-	-	0	1
63500	001045670	0911185	561	SF			10	010-05-02-22000	-	17,504	-	-	0	1
63500	001046290	0911229	001	PF	4/11/2016		2	040-01-00-00000	-	176,232	-	-	0	1
63500	001052090	0911273	255	SF	1/17/2017		3	010-06-01-23400	-	28,320	-	-	1	0
63500	001145750	0911334	501	SF	5/1/2018		3	010-05-02-22000	-	-	13,128	-	0	1
63500	001145790	0911338	504	SF	6/1/2017		3	010-05-02-22000	-	-	17,504	-	0	1
63500	001198870	1113305	561	SF	6/1/2017		3	010-05-02-22000	-	-	17,504	-	0	1
63500	001207160	1113332	108	SF	6/1/2017		3	010-05-02-21000	-	17,045	-	-	0	1
63500	001207190	1113335	108	SF			10	010-05-02-21000	-	17,504	-	-	1	0
63500	001221960	1315240	108	SF			8	010-05-02-10000	-	-	-	19,692	1	0

Agency	Authorization	Position	RDC	Pos Type	Anticipated Fill Date	Reason Narrative	Reason Category	XREF	GF	OF	FF	LF	Vac 7-11	Vac 12+
63500	001221970	1315241	108	SF			8	010-05-02-10000	-	-	-	19,692	0	1
63500	001221990	1315243	108	SF			10	010-05-02-21000	-	-	17,045	-	0	1
63500	001222000	1315244	108	SF			10	010-05-02-21000	-	-	17,045	-	0	1
63500	001222020	1315246	108	SF			10	010-05-02-21000	-	-	35,008	-	0	1
63500	001222030	1315247	108	SF			10	010-05-02-21000	-	-	15,316	-	0	1
63500	001222040	1315248	202	SF			10	010-05-02-21000	-	-	17,766	-	0	1
63500	001222060	1315250	168	SF	4/1/2017		3	010-05-02-21000	-	4,130	12,390	-	0	1
63500	001223230	1315259	166	SF	12/1/2016		2	020-03-07-00000	-	-	21,088	-	1	0
63500	001239490	1517119	500	LF	4/1/2017		10	010-05-02-31000	-	-	52,512	-	0	1
63500	001240140	1517195	100	SF	2/1/2017		2	020-03-07-00000	-	-	31,632	-	0	1
63500	001240150	1517196	100	SF			4	020-03-07-00000	-	-	31,632	-	0	1
63500	001240280	1517123	201	LF			10	010-05-01-15300	-	86,568	-	-	0	1
63500	001240330	1517116	130	PF	7/17/2017		10	010-05-04-31000	-	-	75,336	-	0	1
63500	001240560	1517144	220	SF			10	010-05-02-21000	-	-	2,188	-	0	1
63500	001240680	1517137	169	PF			6	010-05-04-31000	-	-	68,952	-	0	1
63500	001240750	1517141	170	SF	7/1/2017		3	010-06-02-30000	-	21,088	-	-	0	1
63500	001241160	1517140	170	PF	3/1/2017		2	010-06-02-30000	120,672	-	-	-	0	1
63500	001241170	1517169	223	SF	1/1/2017		2	010-06-02-30000	26,256	-	-	-	0	1
63500	001241180	1517170	223	SF	7/1/2017		3	010-06-02-30000	26,256	-	-	-	0	1
63500	001241220	1517174	223	SF	7/1/2017		3	010-06-02-30000	26,256	-	-	-	0	1
63500	001241240	1517176	170	SF	7/1/2017		3	010-06-02-30000	26,256	-	-	-	0	1
63500	001241300	1517056	231	SF			10	010-05-02-21000	-	-	26,256	-	0	1
63500	001241320	1517058	201	SF			10	010-05-02-21000	-	-	13,128	-	0	1
63500	001241340	1517066	202	SF			8	010-05-02-21000	-	-	13,128	-	0	1
63500	001241350	1517067	308	SF			8	010-05-02-21000	-	-	13,128	-	0	1
63500	001241360	1517068	308	SF			8	010-05-02-21000	-	-	13,128	-	0	1
63500	001241370	1517069	202	SF			8	010-05-02-21000	-	-	13,128	-	0	1
63500	001241380	1517070	202	SF			8	010-05-02-21000	-	-	13,128	-	0	1
63500	001241390	1517110	228	SF	4/1/2017		3	010-05-02-21000	-	-	37,668	-	0	1
63500	001241400	1517111	231	SF			10	010-05-02-21000	-	-	37,668	-	0	1
63500	001241410	1517112	231	SF			10	010-05-02-21000	-	-	37,668	-	0	1
63500	001241470	1517103	228	SF			10	010-05-02-21000	-	-	15,316	-	0	1
63500	001241560	1517005	108	PF			2	010-05-02-21000	-	-	86,568	-	0	1
63500	001241610	1517031	108	PF	11/1/2016		2	010-05-02-21000	-	-	58,440	-	0	1
63500	001241640	1517034	108	SF			10	010-05-02-21000	-	-	26,256	-	0	1
63500	001241700	1517040	108	SF			10	010-05-02-21000	-	-	28,320	-	0	1

Agency	Authorization	Position	RDC	Pos Type	Anticipated Fill Date	Reason Narrative	Reason Category	XREF	GF	OF	FF	LF	Vac 7-11	Vac 12+
63500	001241720	1517042	108	SF	3/1/2017		10	010-05-02-21000	-	-	26,256	-	0	1
63500	001241730	1517043	108	SF	3/1/2017		3	010-05-02-21000	-	-	34,476	-	0	1
63500	001241740	1517044	108	SF	3/1/2017		3	010-05-02-21000	-	-	29,220	-	0	1
63500	001241770	1517047	123	SF			3	010-05-02-21000	-	-	30,456	-	0	1
63500	001241860	1517027	109	SF			4	010-05-02-24000	-	-	60,336	-	0	1
63500	001241870	1517124	174	SF			3	010-05-02-24000	-	-	27,216	-	0	1
63500	001241880	1517125	174	SF			3	010-05-02-24000	-	-	28,320	-	0	1
63500	001241890	1517104	151	SF			3	010-05-01-15100	-	16,520	-	-	0	1
63500	001241900	1517113	151	SF			3	010-05-01-15100	-	18,834	-	-	0	1
63500	001241930	1517025	504	PF	8/1/2016		2	010-05-02-22000	-	14,680	161,552	-	1	0
63500	001242020	1517094	504	PF			10	010-05-02-22000	-	-	86,568	-	0	1
63500	001242080	1517088	504	SF	2/1/2017		3	010-05-02-22000	-	-	39,384	-	0	1
63500	001242090	1517089	504	SF	2/1/2017		2	010-05-02-22000	-	-	39,384	-	0	1
63500	001242100	1517079	370	SF			10	010-05-02-22000	-	-	26,256	-	1	0
63500	001242110	1517080	370	SF	3/1/2017		10	010-05-02-22000	-	-	26,256	-	0	1
63500	001242130	1517017	504	SF	4/1/2017		3	010-05-02-22000	-	-	26,256	-	0	1
63500	001242140	1517019	504	SF			10	010-05-02-22000	-	-	26,256	-	0	1
63500	001242150	1517020	504	SF	4/1/2017		3	010-05-02-22000	-	-	26,256	-	0	1
63500	001242200	1517085	561	SF			10	010-05-02-22000	-	-	17,504	-	0	1
63500	001242210	1517086	512	SF	2/1/2017		4	010-05-04-34000	-	-	17,504	-	0	1
63500	001242220	1517087	504	SF	5/1/2017		3	010-05-02-22000	-	-	17,504	-	0	1
63500	001242240	1517091	512	SF	2/15/2017		2	010-05-04-34000	-	-	17,504	-	0	1
63500	001242270	1517114	109	PF			10	010-05-02-24000	-	-	82,800	-	0	1
63500	001242310	1517109	402	SF			10	010-05-02-21000	-	-	21,240	-	0	1
63500	001242340	1517105	151	SF			3	010-05-01-15100	-	15,316	-	-	0	1
63500	001242360	1517065	108	SF			8	010-05-02-21000	-	-	26,256	-	0	1
63500	001242370	1517071	108	SF			8	010-05-02-21000	-	-	26,256	-	0	1
63500	001242380	1517072	108	SF			8	010-05-02-21000	-	-	26,256	-	0	1
63500	001242390	1517073	308	SF			10	010-05-02-21000	-	-	17,504	-	1	0
63500	001242400	1517074	108	SF			10	010-05-02-21000	-	-	17,504	-	1	0
63500	001242410	1517075	108	SF			10	010-05-02-21000	-	-	17,504	-	0	1
63500	001242420	1517076	108	SF			10	010-05-02-21000	-	-	17,504	-	0	1
63500	001242430	1517077	108	SF			10	010-05-02-21000	-	-	17,504	-	0	1
63500	001242440	1517078	108	SF			10	010-05-02-21000	-	-	17,504	-	0	1

## Audit Response Report

Following is a summary of financial or performance audits by the Secretary of State finished in the 2013-15 or 2015-17 biennia to date. The summary for each audit includes any major findings or recommendations, the agency response to each finding or recommendation and as a status update of each finding or recommendation.

**Financial Statement Audit**  
**Develop a Methodology to Estimate and Accrue Expenditures**  
**Finding 2012-07**  
**Date Issued: January 2013**

**Recommendation #1:** Management develop a methodology to estimate and accrue expenditures expected to be paid within 90-days of the fiscal year end

**Original Response:** Although the Oregon Department of Fish and Wildlife (Department) has a methodology to accrue its services and supplies expenditures, it recognizes the need to review and update the methodology on a regular basis. The Department also recognizes the need to estimate expenditures after year-close and before September 30 and to accrue them in the correct fiscal period. The Department will review prior year expenditures to identify the accruals that were omitted in fiscal years 2011 and 2012. This review will help provide a framework to estimate and accrue all material expenditures expected to be paid within 90-days of fiscal year-end. The Department will also update its fiscal year-end process to monitor expenditure accruals to determine whether they are reasonable and materially correct.

**Status:** Corrective action was taken.

**Financial Statement Audit**  
**Federal Revenue Accrual Procedures Need Improvement**  
**Finding 2014-010 (Repeat Finding of 2012-06)**  
**Date Issued: January 2015**

**Recommendation #1:** Management should analyze collection patterns for the 90-day accrual period and develop a consistent methodology for estimating federal revenue, current receivables, and noncurrent receivables.

**Original Response:** At the close of 2013, the Department drafted and implemented a methodology to refine the presentation of federal receivables on the balance sheet. This methodology was utilized at the end FY13/14 to estimate the portion of accounts receivable to be reclassified from current to long-term (non-current), based on the likelihood of being collected within 90 days of June 30, 2014. After Sept. 30, 2014, a retrospective examination of this estimate showed non-current receivables were materially overstated, after a significant portion was collected more quickly than anticipated. The agency intends to analyze these results and make adjustments/revisions to the methodology as necessary.

**Status:** Corrective action was taken.



**Performance Audit  
Strategic Planning Report  
Report 2016-01  
Date Issued: January 2016**

**Recommendation #1** - To address the gap between available resources and scope of responsibilities, the Oregon Department of Fish and Wildlife should adopt a long-term comprehensive management strategy.

**Original Response:** The Department has recently invested in funding facilitation and dedicated staff time from senior leadership members to develop a long-range strategic plan. The effort is focused on aligning and prioritizing agency goals and objectives with a shared vision for future stability and program enhancement. The defined period for the strategic period is six years (2016-2021). While not the decadal time period recommended by the Secretary of State audit, the six year planning period is longer than our traditional biennium focused planning and represents our commitment to move towards longer range planning periods. Additionally the six year focus allows the Department to utilize recent Legislative direction to develop alternative funding sources and inventory current work efforts. This strategic planning framework is set up to establish longer range planning during the next phase following 2021. Many of the recommendations provided by the Secretary of State audit are valuable and will be incorporated in the six year strategic planning effort.

**Status:** Partial corrective action was taken. The Executive Senior Management Team has begun a strategic planning effort and identified goals while the agency submitted policy-option-package 136 to implement a strategic planning and program prioritization initiative for next biennium (17-19). Additionally, the Administrative staff of the agency has initiated a performance-based management structure which ties to strategic planning efforts.

**Recommendation #2** - Instituting a performance management framework that contains, but is not limited to, the following elements:

- Setting clear, measurable, and realistic goals
- Developing methods to evaluate efforts
- Assessing and aligning workloads to available resources and mission critical responsibilities
- Strengthening succession planning efforts
- Providing opportunities for improved communication
- Calculating full cost of service delivery and maintenance
- Extending financial forecasts beyond six years
- Maintaining stable reserves

**Original Response:**

## 1) Setting clear, measurable, and realistic goals

The Department is vested in developing goals that all 1,200 permanent employees and hundreds of seasonal employees can support and utilize to prioritize work. The current effort contains four goals, with measurable metrics in each objective for goal attainment. Ultimately these goals still support the mission and allow the Department to demonstrate wildlife stewardship. However, the goals delineate new efforts to diversify funding, align work with the funding, and communicate our performance.

## 2) Developing methods to evaluate efforts

As mentioned above, each objective will contain clear metrics that are specific, measurable and contain a timeline on which to analyze success of the Department in meeting our shared goals. This is a new component of planning and will assist the Department in reviewing our strategies, better document our outcomes and be able to articulate the success of our work

## 3) Assessing and aligning workloads to available resources and mission critical responsibilities

As mentioned in the report, the Department is being asked to do more with continually retracting resources. One of the most powerful tools of the Department's strategic planning framework will be the ability to clearly identify our most important work and responsibilities and allow us to allocate available resources to completing that work.

## 4) Strengthening succession planning efforts

The Department is committed to investing in our current employees, while recruiting the strongest researchers, biologists and managers to enhance our work force. Career Development tools and resources have been made available to staff. The Department supports employees seeking additional training and education to further their professional development. Traditional training and education venues like wildlife and fisheries conferences have been expanded to include training on leadership, enhanced communication techniques, incorporating stakeholders, policy development, and courses for emerging managers. The next five years will bring significant changes to our work force and the Department acknowledges the need to mentor employees and develop a strategy to transition senior staff to maximize the attainment of their valuable institutional knowledge.

## 5) Providing opportunities for improved communication

Employee engagement surveys have indicated a desire to see more communication between field staff and senior leadership staff. The Department has developed a weekly brief that details upcoming and on-going discussions on recent issues, safety concerns, and policy

development. The brief is sent out weekly and has been very well received by staff. Other efforts are underway to connect field staff to leadership; Q&A sessions, using social media tools to connect leadership and staff, and annual division/regional meetings. Recent appointments to the Director's office have created an opportunity and need for new senior leadership team members to interface with field staff and directly discuss agency direction with them. Upon finalization of the strategic plan the Department intends to directly deliver to staff the vision, goals and objectives during district/regional meetings around the state. Senior leadership has made a concerted effort to better interface with program-level staff. These efforts strengthen the relationship between leadership and staff and facilitate improvements in departmentwide communication.

6) Calculating full cost of service delivery and maintenance

Calculating the total costs for providing services across the Department has been historically problematic for ODFW. The type of information required to ascertain the extent of these costs have not been tracked on the program-side of the Department to the level required to make these calculations. This has been identified as an area for improvement and efforts are underway to allow the Department to specify the true costs of ODFW's work. As stated earlier, performance metrics will be a key component of the objectives of the strategic planning framework. These, along with other tracking efforts as defined below, will enable the Department to calculate these costs.

7) Extending financial forecasts beyond six years

The Department has invested considerable time and effort to improving our budgeting, modeling, and forecasting capabilities over the last couple of years. For the first time, advanced forecasting techniques were utilized during the last fee restructuring effort. As ODFW's tools and processes are refined, our ability to accurately extend our forecasting capability will undoubtedly improve.

8) Maintaining stable reserves

The Department agrees with the Secretary of State audit report that maintaining stable reserves is a crucial component of our overall fiscal health. The Department has worked aggressively over the last biennium to downsize the agency, reduce expenditures, and improve program efficiency. These efforts have placed the Department in a better position than expected regarding our Operating Reserves. Preliminarily, it appears that the ending fund balances are better than previously projected. As stated in the report, current estimates place an unrestricted cash balance of \$16.3 million (as of September 30, 2015), significantly higher than earlier projections of \$7.2 million. The Department would like to build on this favorable position and increase the ending balance to contain three months operational costs in the unrestricted cash reserve (about \$39 million or \$13 million/month) to improve our overall fiscal health and be more closely aligned with the reserves of other state agencies.

**Status:** Partial corrective action was taken. The Department has successfully completed the following:

1. Developed agency-wide goals and a comprehensive set of administrative values and performance criteria with input from staff
2. Implemented outcome and process measures. Performance is tracked and reported on a quarterly basis.
3. Developed and implemented a time tracking system to enable tracking of time by work type/project, such as work not directly funded.
4. Creation of a new Management Resources Division which will consolidate and manage data that can be used to improve forecasting and analysis.
5. Maintained adequate, stable cash reserves throughout fiscal year 2016-2017

**Recommendation #3** - Ensuring consistency of how information is captured to track workload efforts and developing a plan for how that information will be regularly analyzed and used

**Original Response:** Recent Legislative action (HB3315) resulted in direction to the Department to inventory hours staff spend assisting other state agencies with their regulatory processes. The Department has developed a tool to track the time staff spends on these actions; but the tool will also be used to record time spent on management, research and conservation actions. The tool will provide an efficient, detailed report of our operations. In turn allowing us to better communicate the stewardship and resources the Department provides to our constituents.

**Status:** Corrective action was taken.

**Recommendation #4** - Re-assessing ODFW's maintenance backlog and developing strategies for asset planning and management

**Original Response:** The Department recognizes the need for investing in facilities, buildings and properties that it currently owns. Department of Administrative Services (DAS) is currently inventorying and accessing infrastructure owned by the Department. The assessment is expected to conclude in late 2016, and will update the 2005 inventory previously conducted by the Department. This assessment will be used to prioritize maintenance needs. As noted in the report, the proportion of R&E funds directed to hatchery maintenance projects has increased over the last several years and the Department will work with the R&E Board to continue this trend and address deferred maintenance at state owned hatcheries.

**Status:** Partial corrective action was taken. In the 2017-2019 Governor's Recommended Budget, the Department received authorization for a \$10 million debt issuance to address deferred maintenance at ODFW hatcheries and facilities throughout the state.

**Recommendation #5** - Advocating for pooling grant funds to provide greater flexibility when working with federal agencies and other partners

**Original Response:** Pooling of federal funds may be an opportunity for the Department to reduce its administrative burden of reporting and compliance that these revenue sources usually dictate, however the loss of cost accounting and award-specific identity would be a fundamental shift for the Department. ODFW will work with its funding agencies to determine if there are some opportunities and benefits in this regard. As for fiscal accountability, the Department's return rate of unused federal revenue is very low, so this would not be considered a benefit in pooling these funds.

**Status:** No corrective action was taken. In further researching this option, federal requirements and regulatory changes no longer facilitate a cost effective methodology for pooling of grants. Management is not seeking further changes in this area at this time.

**Recommendation #6** - Developing requests for alternative revenue sources that would provide greater funding stability as demographics shift and responsibilities change

**Original Response:** As discussed in the report, the Department will continue our small entrepreneurial efforts including the habitat conservation stamp artwork and expanded parking permit program at our wildlife areas. The Department will also continue its efforts to recruit and retain hunters and anglers in order to sustain funding from current customers. During 2016 we will work with the HB 2402 legislative task force as well as national efforts to identify, develop, and advocate for alternative funding models for fish and wildlife conservation.

**Status:** Partial corrective action was taken. The Joint Interim Task Force, created after the passage of HB2402, has made preliminary recommendations to the Department for potential alternative, sustainable funding sources.

**Recommendation #7** - Working with the Fish and Wildlife Commission and the Legislature to authorize any changes needed to implement these recommendations.

**Original Response:** The Department will work closely to communicate our efforts and seek guidance from the Oregon Fish and Wildlife Commission. The Department has relied on and benefited from Legislative support in the past and will continue to build relationships in the executive and legislative branches of Oregon government. Thank you again for the recommendations in the report and the opportunity to respond to them. We will incorporate them, as appropriate, as we move forward in addressing the challenges we are facing. It has been a pleasure working with the Secretary of State auditing team.

**Status:** Partial corrective action was taken. The agency has consistently received cooperation and support from both the Wildlife Commission and the Legislature in its effort to address the findings contained in the recent performance audit.

**Performance Audit  
Financial Condition Review  
Report 2015-09  
Date Issued: April 2015**

**Finding #1:** A recurring cash flow problem has repeatedly put the agency's financial health at risk

**Original Response:** During the last fee restructure in 2009, ODFW's financial plan included building cash reserves during the beginning of the fee cycle and drawing down those reserves to cover increased costs toward the end of the fee cycle. Reserves are now below the level anticipated during the implementation of that fee cycle. Many factors contributed to this situation including a national downturn in the economy which led to lower than expected interest earnings, unrealized revenue projections, and the unanticipated shift of General Funded programs to license dollars. ODFW has been working hard this current biennium to address this situation through:

- Efficiency and cost saving efforts have resulted in significant savings
- Accounts Receivable systems and workflows have been modernized to reduce the amount of time reserves must be utilized to float federal fund sources
- Program operations have been reduced to be within the revised revenue projections

**Status:** Corrective action was taken.

**Finding #2:** Expenses Growing Faster Than Revenues

**Original Response:** The growth of expenditures have been outpacing revenues for several biennia, largely due to increasing Personnel and Services costs, higher than expected costs for game enforcement officers, and major increases in state government charges. This requires regular adjustments to spending and fees which can affect the department's ability to fulfill its mission and adversely impact license sales.

**Status:** Partial corrective action was taken. As of January 1, 2016 the agency implemented a fee increase to help offset the rising cost of employee salaries, benefits, services, and supplies. Additional fee increases were approved by the Legislature for 2018 and 2020. The Department also has invested in research related to recruitment, retention, and reactivation. The Department maintains its focus on process improvement with a goal of cost reduction. The task force established by HB 2402 will be presenting its report to the legislature in 2017, recommending additional long term funding for the Department.

**Finding #3:** Deferred Maintenance poses major risk ODFW owns many facilities that currently need or will require significant maintenance to keep operational levels effective, primarily fish hatcheries throughout the state.

**Original Response:** While the Department maintains a Deferred Maintenance Account, in which the interest of the principal can be utilized for maintenance operations, the interest has not been significant enough to effectively address current maintenance needs. Therefore, ODFW is proposing to transfer funds from the account to assist in addressing its more immediate need of low cash reserves. While the principal at one time was large enough to address some maintenance efforts, legislative general fund sweeps have reduced its effectiveness. This will not completely impede the department's ability to address deferred maintenance as ODFW has been opportunistic with its deferred maintenance efforts by utilizing federal and Restoration and Enhancement Program funds. However, the department does not have sufficient funding available to significantly address the list of outstanding deferred projects.

**Status:** Partial corrective action was taken. In the 2017-2019 Governor's Recommended Budget, the Department received authorization for a \$10 million debt issuance to address deferred maintenance at ODFW hatcheries and facilities throughout the state. Additionally, the task force recommendation includes additional funding for deferred maintenance.

**Finding #4:** Revenues Stable Yet Have Restrictions

**Original Response:** Currently, 25% of revenue is available for discretionary use by the Department. Other revenue is dedicated or obligated for specific uses.

**Status:** Partial corrective action was taken. Following the passage of HB2452 (Chapter 546, Oregon Laws 2015) the agency has freed up \$1.5 million in funds previously classified as restricted. Management is not seeking further statutory changes.

**Finding #5:** Hunting and fishing participation is in a decades-long decline (recent stabilization)

**Original Response:** Per capita, hunting and fishing participation rates are at an all-time low in Oregon and across the nation; however, the number of hunting and fishing licenses have been relatively stable over the last decade. As the report indicates, the changing of Oregon's demographics to a more urbanized population has been the major factor for this decline. Urbanites tend to have less available time, a greater number of alternative leisure activities to choose from, and have less connection to the land and natural resources. ODFW has been strategizing and spending significant effort to address this ongoing problem:

- Increases in marketing strategies focused around Recruitment, Retention and Reactivation
- Regulation simplification



- Increased use of technology, social media and other tools to attract entry-level customers and retain current participants
- Targeted opportunities to make family and youth participation easier and less expensive

**Status:** Partial corrective action was taken. ODFW has corrective advancements in all of the mentioned areas. Additionally, the Department is implementing creative ways of providing hunting and fishing instruction, offering new types of classes and clinics for instruction, has restructured and adjusted pricing for licenses, tags and validations to create additional opportunities and is adjusting stocking regimes to offer strategic fishing opportunities. Examples of work in process include: a public survey to gauge public interest in services provided by ODFW as part of the task force established through HB2402, regulation simplification for both Fish and Wildlife regulations, purchase of software to create personalized relationships with customers, new classes like steelhead fishing, which is in partnership with the Sandy Chapter of the Association of Northwest Steelheaders and the addition of the National Archery School Program (NASP), where support is provided to schools that offer archery as a part of their curriculum.

#### **Finding #6:** Expanding Scope of Responsibilities

**Original Response:** ODFW's scope of work has expanded over the years as more is done to reduce or mitigate the effects of population increases and development on fish, wildlife and their habitat. The increase in energy development and water quantity issues in rural areas, as well as mining, forestry and transportation, have all led to significant workload increase for the Department, which largely remains unfunded. The Department has sought additional General Fund in 2015-17 for these efforts.

**tatus:** Partial corrective action was taken. General Fund received in 15-17 (and anticipated for 17-19) has aided the Department in fulfilling its existing mandates.

#### **Finding #7:** Efforts to Address Budget Shortfall and Cash Flow Problems

**Original Response:** In 2014, ODFW projected a \$32 million shortfall for the upcoming budget cycle. In an effort to address this shortfall the Department has developed a strategy that relies on several key concepts:

- Restructuring of license fees
- Increasing operational efficiencies and cost savings
- Shifting Deferred Maintenance Fund principal into the State Wildlife Fund
- Program and operation reductions
- Shifting applicable license funded programs to General Fund

While cost savings, efficiencies, and program reductions have and are taking place internally, most of these concepts are currently proceeding in the 2015 Legislative Session to address the department's short and long term budget needs:

- SB247 - Incrementally increases or establishes certain fees related to hunting, angling and commercial fishing over a six-year period, applicable January 1, 2016, January 1, 2018, and January 1, 2020
- HB2452 - Abolishes Fish and Wildlife Deferred Maintenance Subaccount
- SB5511 - Appropriates moneys from General Fund to Department of Fish and Wildlife for certain biennial expenses

In addition, HB 2402 would establish a Task Force to find potential alternative funding sources to help diversify and enhance the Department's funding. Other proposed legislation supporting alternative funding has been initiated by various proponents of fish and wildlife in Oregon.

**Status:** Partial corrective action was taken. Through a combination of fee increases, position reductions, and improved efficiencies, ODFW has successfully accumulated an agency fund balance considerably greater than what was budgeted for 15-17. The task force established by HB2402 has made preliminary recommendations to the Department for potential alternative, sustainable funding sources.

# Oregon's Access & Habitat Program

2015–2017 Biennium Report



Prepared by the  
Oregon Department of Fish and Wildlife  
and Access & Habitat Board  
January 2017





# Oregon

Kate Brown, Governor

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December 5, 2016

Dear Oregonians,

This document highlights the accomplishments of Oregon's Access and Habitat Program (A&H) over the past two years. The Oregon Department of Fish and Wildlife is proud of this program and the benefits it provides to wildlife and everyone who enjoys them.

The purpose of A&H is to provide public hunting access and improve habitat on private lands, while helping maintain relations between hunters and private landowners. During the 2015–2017 biennium, A&H provided public access to 4.6 million acres of private land and improved wildlife habitat on over 42,000 acres of private lands. Over 200 landowners and organizations participated in the program.

A&H is funded entirely by hunters through a license surcharge. Habitat improvements are designed to benefit game species however there are great collateral benefits to many other wildlife species as well. For example, juniper removal projects increase available water, restoring native upland and riparian habitat which benefits a diversity of birds, mammals, amphibians, and fish species.

A significant portion of A&H funds are directed to law enforcement projects designed to maintain public access to Oregon's private timberlands. These projects enforce road closures to protect sensitive areas and reduce natural resource damage that would otherwise lead to the closure of public access.

The A&H Program maximizes its impact by leveraging partner resources and securing additional funding. For each A&H Program dollar spent during the 2015–2017 biennium, project partners contributed \$2.54. In addition to projects funded by the A&H program, federal grant funds through the U.S. Department of Agriculture provided access to an additional 260,000 acres of private land. A&H will continue working with federal, state, and local partners to further the goals of the program, succinctly described by its motto, "Landowners and Hunters Together for Wildlife".

Thank you for your continued interest and support of this important program.

Sincerely,

Curtis E. Melcher  
Director



# Oregon's Access & Habitat Program 2015–2017 Biennium Report Executive Summary



## About the Access & Habitat Program

Since inception in 1993 by the Oregon Legislature to improve public hunting access and wildlife habitat on private lands statewide, the Access & Habitat (A&H) Program has provided hunting access to over 8 million acres and improved over 1.6 million acres of wildlife habitat. Appointed by the Oregon Fish and Wildlife Commission (Commission) the Access and Habitat Board (Board) is a seven-member volunteer board providing input and oversight of the A&H Program. The Board appoints volunteer members to seven Regional Councils (Councils) and reviews project proposals that come out of the Regional Councils. The Board reviews projects proposals recommended by the Councils and recommends projects that further the A&H mission to the Commission for final approval.

## Funding, Revenue, and Expenditures

Funding is derived by a \$4 surcharge on hunting and combination licenses, allocations from the Oregon Department of Fish and Wildlife's (ODFW) Green Forage and Deer Enhancement and Restoration (DEAR) programs, and proceeds from the annual auction and raffle of 10 deer and 10 elk tags. Revenues not spent during the biennium are retained in a dedicated reserve account for future expenditure.

Projected revenue for the 2015–2017 biennium (through June 2017) is \$2,629,904, including \$1,672,417 from hunting license surcharges, \$294,666 from raffle sales, \$625,455 from auction sales, and \$37,366 from Green Forage and DEAR programs.

As of January 3, 2016, program obligations for the 2015–2017 biennium include \$377,791 for administrative activities and \$2,037,081 for project grants (including those carried over from previous biennia). The projected reserve account balance at the end of the biennium is \$1,038,000.

## Project Accomplishments: Hunting Access

Ninety percent of A&H projects provide public hunting opportunities on private lands. The Enhanced Law Enforcement patrols maintain public access to over 3.5 million acres of productive Oregon industrial timberlands. In addition, A&H funds open nearly one million acres of farms, ranches, and other private lands throughout Oregon.

This biennium, A&H used grant funding made available the 2014 Farm Bills to provide over 260,000 additional acres of hunting access, including property in the Willamette Valley and Central Oregon where participation in A&H has historically been low.

## Project Accomplishments: Wildlife Habitat

Projects active during the 2015–2017 biennium improved habitat on over 40,000 acres of private land; over 1.6 million acres has been improved since A&H's inception in 1993. Common habitat enhancements include juniper removal, noxious weed control, spring development, riparian restoration, and post wildfire emergency seeding.

## Obtaining the Complete Report

To obtain a hardcopy of the full report contact A&H Program Coordinator Isaac Sanders at 503-947-6087 or [Isaac.R.Sanders@state.or.us](mailto:Isaac.R.Sanders@state.or.us). An electronic copy of the report is available at [www.odfw.com/lands/AH/publications](http://www.odfw.com/lands/AH/publications).

## Introduction

Established by the Oregon Legislature in 1993, Access and Habitat (A&H) is an incentive-based program that provides public hunting access and improves wildlife habitat on private lands throughout Oregon. In 2009 the Legislature extended the program benefits to Oregon’s citizens and wildlife resources through December 2019.

This report to the Oregon Legislature provides an opportunity to reflect on program accomplishments to date for the 2015–2017 biennium.

### These include:

- Active projects
- Matching funds of over \$11 million
- Annual hunter access to over 4.5 million acres of private land
- Wildlife habitat improvements on over 42,000 acres

## Program Objectives

A&H Program motto, “Landowners and Hunters Together for Wildlife”, conveys the program’s mission to foster partnerships between landowners and hunters for the benefit of the wildlife they both value. The program also seeks to recognize and encourage the important contributions made by landowners to the state’s wildlife resources—stewardship that affects about 42 percent of Oregon’s land base. Improving landowner-hunter relations continues to be a high priority for ODFW, sportsmen and women.

## How the Program Works

Program revenue is generated by a \$4 annual surcharge on hunting licenses, proceeds from the annual raffle and auction of special deer and elk tags. The A&H Program provides grants to private landowners, industrial timber companies, sporting groups, natural resource agencies, and others for projects designed to improve wildlife habitat and/or increase public hunting access on private lands. Examples of eligible projects include juniper removal, wildlife forage seeding, water development, noxious weed eradication, wetland restoration, law enforcement patrols, travel management areas, and public hunting leases on private lands.

Anyone wishing to receive a grant must complete an application describing the project and its benefits to wildlife and/or provisions for public hunting opportunities, cooperators, work schedules and procedures, and funding commitments. Project proposals are reviewed first by the appropriate A&H Regional Advisory Council, which sends its recommendations to the A&H State Board (Board).



*Owsley Canyon Access Area provides 435 acres of access to varied habitats minutes from downtown La Grande, Oregon.*

Council recommended proposals are reviewed by the Board on a statewide level and projects that further project goals are forwarded to the Oregon Fish and Wildlife Commission (Commission) for final funding consideration.

## A&H Funding Sources

Funding for the A&H Program comes from three sources:

- \$4 surcharge on annual hunting and combination licenses
- Allocations from the ODFW Green Forage and Deer Enhancement and Restoration (DEAR) programs
- Proceeds from the annual auction and raffle of 10 deer and 10 elk tags

## July 2015–June 2017 Revenue

Hunting License surcharge*	\$1,672,417
Raffle Tags*	\$ 294,666
Auction Tags*	\$ 625,455
Green and DEAR	\$ 37,366
<b>*TOTAL REVENUE</b>	<b>\$2,629,904</b>

\*Revenue projected through June 2017. Revenue may vary depending upon actual number of hunting licenses sold and auction/raffle revenues.

## 2015–2017 Program Expenditures

A&H revenues are used to fund approved project grants and administrative expenses, including one permanent statewide coordinator position. Revenues not spent during previous biennia are retained in a reserve account. Expected revenue this biennium is approximately \$2.6 million.

Over \$2 million has been committed to project grants approved during the 2015–2017 biennium or carried over from previous biennia. Administrative expenses total \$384,804, including funds to install new access area signs and systems to estimate hunter use and satisfaction. The projected reserve account balance at the end of the biennium is \$1,038,000.

## A&H Project Expenditures

The A&H statute establishes eligibility for projects that provide habitat improvement benefits, hunting access benefits, or a combination of both. The Commission approved 12 new projects from July 2015 through December 2016, bringing the total number of projects active during the biennium to 62.

A&H project cooperators contributed over \$11 million in matching funds towards projects active during the 2015–2017 biennium. This means that over \$2.50 of cooperator funds were spent on approved projects for every A&H dollar spent.

## A&H 2015–2017 BIENNIUM BUDGET SUMMARY\*

	Program Administration	Project Grants	Total
Beginning Available Allocation	\$377,791	\$2,037,081	\$2,414,872
Expenditures to Date	\$235,091	\$1,168,334	\$1,403,425
Remaining Obligations	\$109,199	\$746,000	\$995,199
Available (additional) Funds	\$33,501	\$22,748	\$56,249

**Projected A&H sub-account balance at end of biennium \$1,038,000\*** As of December 29, 2016.

Does not include projects scheduled for Fish and Wildlife Commission review on March 17, 2017 and June 9, 2017.

## ACCESS AND HABITAT PROGRAM ACCOMPLISHMENTS\* | DECEMBER 31, 2016

	Projects Approved During 2015–2017 Biennium	Total Projects Active During 2015–2017 Biennium	Since Program Inception (1993)
Total Number of Projects	12	62	501
Private Land Hunting Access (acres)	3,600,257	5,082,497	8.3 million
Habitat Directly Improved (acres)	1,860	42,757	1.6 million

\* Does not include projects scheduled for Commission review March 13, 2017 and June 5, 2017



*A&H annually funds treatment of noxious weeds like this patch of cheatgrass in Malheur County.*

## THE ACCESS AND HABITAT BOARD

Oregon Revised Statute 496.228 established a seven-member citizen board to provide oversight of the A&H Program. Appointed by the Commission, the Board consists of three members representing landowner interests, three members representing hunter interests, and one member representing the general public, who also serves as chairperson. The Board reviews A&H project proposals and make formal recommendations for project funding to the Commission. The Board is directed to recommend a mix of projects that balance access and habitat benefits statewide when reviewing grant proposals. Meeting quarterly Board members review applications and conduct other program business.

## CURRENT BOARD MEMBERS



Board Chair **Craig Ely** owns a 166-acre farm on critical winter range in La Grande. Craig retired from ODFW as the Northeast Region Supervisor after 36 years of service with

the agency. He is intimately familiar with landowner issues including wildlife damage and the Landowner Preference (LOP) Program from both personal and work experience. Craig has served on a variety of boards and committees, from the Oregon Hunters Association to US Forest Service NEPA ID Teams, as well as the Northeast Regional A&H Advisory Council.



Landowner Representative **Doug Baily** and his wife operate a small farm near Oakland, Oregon where they raise Heritage breeds of American livestock.

Doug is a lifetime hunter and fisherman. He practiced law in Alaska for nearly 50 years and served as Attorney General of Alaska during 1989 and 1990 where he had responsibility for Alaska's legal response to the Exxon Valdez oil spill. He is presently a Volunteer Firefighter at North Douglas County fire and EMS.



**Alan Christensen**, of Portland, is an OSU-trained wildlife biologist who has worked for State, Federal, and non-profit conservation groups, including as Assistant

Director of Natural Resources with U.S. Forest Service in Portland, and for hunter conservation organizations such as the Rocky Mountain Elk Foundation and Theodore Roosevelt Conservation Partnership. He has also served as chair of the International Grizzly and Wolf Working Group. Alan recently retired from Western Rivers Conservancy and serves as a Hunter Representative on the A&H Board.



Recently appointed to a second term, Hunter Representative **David Stiefvater** is a retired electrician and traffic safety coordinator from Ontario. His involvement was

critical in securing the Ontario Access Area, which provides upland and waterfowl hunting opportunities to hundreds of youth and adult hunters in the Ontario Area. Dave is also a committee member and habitat coordinator for the Malheur County Chapter of Pheasants Forever, and is a member of the Oregon Hunters Association and the National Wild Turkey Federation. An ODFW Hunter Education Instructor for over a decade, he provides valuable insight to the board from hunters.



Landowner Representative, **Willie Bronson** assists in managing family farm and timberlands in the Willamette Valley. Willie retired after 42 years working as a

forester on private timberlands in western Oregon. He is very familiar with animal damage and landowner access issues and the need to involve the hunting public to address those concerns. He served as a representative on the ODFW black-tailed deer working group and OFIC's bear damage co-op. Willie is a board member on the Western Lane Forest Protective Association and the Goshen Rural Fire Protection District. With more than 35 years hunting in Northeastern Oregon, he very familiar with access and wildlife issues changes in that region.



The most recent appointment to the Board, **Candy Yow** lives in La Pine with her husband Randy. Growing up on large ranches she knows and understands the

ranching/farming life. Candy and Randy have a Hunting Show airing nationally, regionally and internationally called Extreme Desire TV. It is backcountry, DIY, public lands hunting, a bit extreme at times but always real. Candy started the NW Ladies Hunting Camp 3 years ago to encourage and educate women in the skills they need in the outdoors, an event garnering attention in other states. Candy is a member of RMEF, OHA, NRA, MDF and helps at numerous banquets each year to support their efforts. Candy is passionate about keeping our wildlife and public lands open for generations to come.



## A MESSAGE FROM THE ACCESS AND HABITAT BOARD CHAIR

The Legislature authorized the Access and Habitat program in 1993 and over the last 34 years the program has become an important mechanism for improving relationships with private landowners. As the end of the 2015–2017 Biennium draws to a close the Access and Habitat Board, with the unique mixture of hunter and landowner representatives, continues to support and implement the original Legislative directive of improving relationships between landowners, hunters and ODFW.

Last year saw record breaking revenues from the raffle and auction of A&H deer and elk tags, these revenues combined with license funds have allowed the Board to fund projects that enhance access to private property, improve wildlife habitat, and fund emergency seeding and winter feeding. In addition, the Department was awarded a \$1.56 million Federal Grant allowing the program to add additional access

and habitat projects, including continued access to 250,000 acres of private forest lands in NE Oregon.

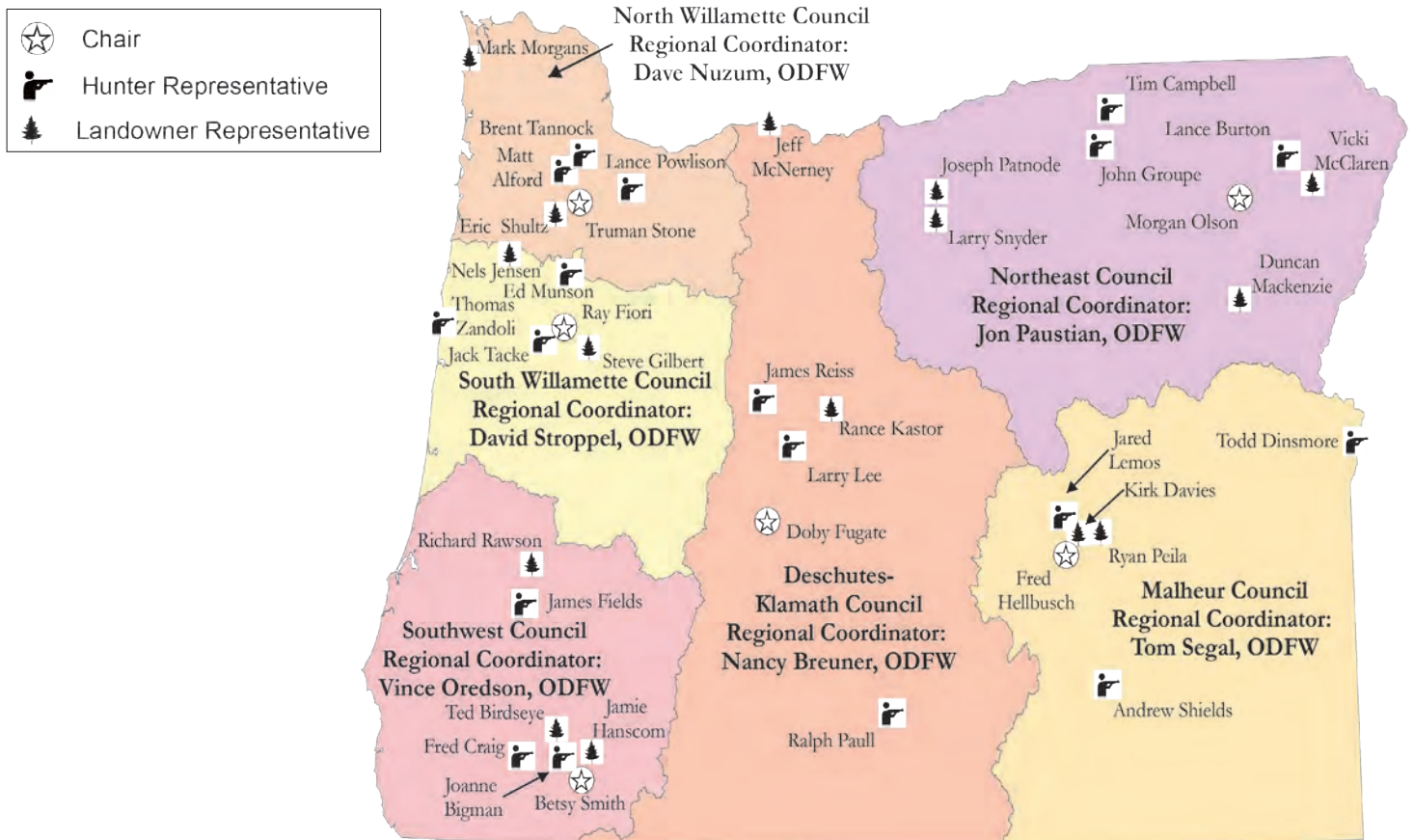
As the Board looks towards the 2017–2019 Biennium the Access and Habitat program faces several challenges to maintaining the level of service the public has grown to expect. In light of changes in the management and ownership of Oregon's timberlands the Board believes the existing models used for access will need to be reviewed during the next biennium.

Additionally, the Board has identified the need for more habitat improvement projects on private property during the coming biennium. The Board and ODFW staff remain committed to implementing the strongest possible program to aid landowners, increase hunter access to private property and improve wildlife habitat. ~ Craig Ely

## ACCESS AND HABITAT REGIONAL ADVISORY COUNCILS

Six regional councils serve in an advisory capacity to the A&H Board. The councils provide the initial review of grant proposals and forward their recommendations to the

A&H Board. Composed of landowner, hunter, and public representatives, volunteer council members bring grass roots expertise and local knowledge to the review process.



## Hunting Access Summary

Ninety percent of Access and Habitat projects active during the 2015–2017 biennium included a hunting access component. Location and information on accessing these properties is made available through a variety of media sources, on the ODFW webpage, and the Oregonhuntingmap.com, highlighted later in this report. The majority of hunting opportunities on A&H project lands are for deer, elk, and upland birds. Some projects also offer hunting opportunities for pronghorn, waterfowl, cougar, bear, wild turkey, coyotes, bighorn sheep, ground squirrels and western gray squirrel, as well as shed collection and breathtaking scenery.

## A&H Access Areas (Access Areas)

Access Areas offer access to over 1 million acres of private farm, ranch and industrial forest lands in Oregon. Some access areas, for example the Iron Mt. Access Area near Baker City, provide public access to inaccessible publicly owned property, Iron Mt. provides access to over 4,000 acres of previously inaccessible federal property. Regulated Hunt Areas near Heppner, totaling nearly 40,000 acres, were continued on private ranch and grazing association lands through January of 2021.

The start of 2017 saw the creation of the largest Access Area to date, 250,000 acres of timberland near La Grande managed by Hancock Forest Management. Some projects provide hunting opportunities specifically for youth hunters with most projects open to all hunters. The ability of A&H to compensate landowners for providing access helps keep working lands in production while providing wildlife managers another tool to mitigate wildlife damage by utilizing hunters to haze game on private property.



*Another beautiful day at the Iron Mountain Access Area, located southeast of Baker City, Oregon.*

## Iron Mountain

Located southeast of Baker City, Oregon, A&H's Iron Mountain Access Area provides "Welcome to Hunt" access to 7,557 acres including 4,215 acres of previously inaccessible public land. Prior to the property joining A&H in 2011, hunters were forced to charter a helicopter flight or gain permission from adjacent private landowners to access the publicly owned land. The remote nature and consistently high quality of game available on the BLM property made available by this Access Area makes this one of the most highly desired tracts of public land in the entire Lookout Mountain Wildlife Management unit.

Maintaining access to the private, and by extension, public land is a high priority for the ODFW Baker City Wildlife District for both the opportunity it affords hunters and by providing the District with another tool to address damage issues on adjacent private property.

## Enhanced Law Enforcement Patrols (Enhanced Patrol)

Enhanced Patrols provide access to over 3.5 million acres of private lands. The majority of the Enhanced Patrol areas are west of the Cascade crest, with the notable exception of Green Diamond Resources Corporation (GDRC) project which provides access to over 600,000 acres of private timber land in Klamath, Jackson and Lake Counties. Like most Enhanced Patrol areas the GDRC project also provides access for anglers, bird watchers, and anyone that enjoys a day in the forest.

With the exception of the Linn and Lincoln County projects, the Enhanced Patrol projects contract with Oregon State Police Fish and Wildlife Division to seasonally hire retired troopers whom

patrol cooperating private lands. Before and during hunting seasons the officers enforce wildlife laws and protect against poaching, illegal hunting, theft, vandalism, littering, environmental damage to land, ensure fire danger restrictions are followed and improve the quality of hunting for deer and elk. These troopers are in addition to full time OSP Fish and Wildlife Troopers funded through license and general fund sources.

From July 1, 2015 to November 30, 2016 OSP A&H funded troopers spent over fourteen thousand hours patrolling private lands and interacting with the public. A&H troopers made 12,644 contacts, issued 1,399 warnings, with almost 200

citations and arrests. In addition, retired troopers passed off over 200 leads to regular OSP Fish and Wildlife troopers for further investigation and follow up. A&H also partners with the Association of Concerned Landowners in Lincoln County and the Linn Forest Protective Association to partially fund Sheriff Deputies that keep over 690,000 acres of industrial forest property in the two counties open for public access.

Without the partnership between private landowners, law enforcement, and Access and Habitat large tracts of private timberlands would likely be closed to public entry or convert to a system requiring entry fees.

## Green Diamond Resources Corporation

Funded through 2019 by A&H, the Green Diamond Resources Corporation Enhanced Patrol project provides access to over 937 square miles of private timberlands in Klamath, Lake and Jackson Counties. Green Diamond Resources Company a fifth generation, family owned forest products company with land in Oregon, California and Washington purchased the property from Jeld-Wen Timber Resources Company several years ago and continued the long standing history of providing access to their lands.

However, acts of vandalism, garbage dumping, poaching, off road vehicle use, and criminal behavior place access to those lands in jeopardy. To address the unacceptable resource damage and unlawful activities A&H partnered with the landowner and Oregon State Police to fund a retired OSP trooper to patrol GDRC properties. The trooper typically spends over 1,000 hours a year patrolling the area, with a majority of the time spent on

the ground interacting with users during the summer and fall months.

The enhanced patrols have reduced the presence of littering and dumping on the property, educated hundreds of ATV users, and assisted regular OSP Fish and Wildlife Troopers on decoy operations and patrols of deer wintering areas on and near GDRC lands near Silver Lake. Prime examples of the non-game work done by the A&H funded troopers include the investigation of serious damage caused by 4X4 vehicles to a wet meadow on Haymaker Mountain leading to a felony indictment. Also investigated was the damage to Pacific Power transmission lines on the rim of Keno Canyon, the line had been shot resulting in \$25,000 in damage and disruptions to power transmission.

The additional law enforcement presence provided by the Enhanced Patrols contributes to improved hunting and recreation experiences for all users of natural resources valued by all Oregonians.

**Green Diamond Resource Co.**

**Cooperative Travel Management Area**

Period of Restriction:  
In Effect Year Round

This cooperative Travel Management Area (TMA) represents an agreement between Green Diamond Resource Company (GDRC), Department of Fish & Wildlife, Oregon State Police (OSP), Oregon Wildlife Heritage Foundation, and the US Fish and Wildlife Service. The objective of this project is to retain public access for outdoor recreation on these private lands and to improve fish and wildlife habitat through seasonal travel restrictions. While no permission is needed to hunt and fish on these lands, it is important for visitors to remember that this is PRIVATE LAND. To protect this unique resource, an OSP Trooper will exclusively patrol all GDRC lands with the following specific objectives:

- 1) Reduce poaching of big game, game birds, and native fish species through personal and video surveillance, citations, and prosecutions of violators.
- 2) Reduce vandalism and garbage dumping by prosecuting those implicated in these activities.
- 3) Reduce illegal firewood cutting.
- 4) Enforce seasonal road closures to protect wildlife and habitat resources.
- 5) Reduce resource damage caused by ATVs and other illegal off-road activity.
- 6) Ensure continued public access to over 600,000 acres of GDRC timberlands by reducing or eliminating illegal and destructive activities.
- 7) Reduce fire danger: NO OPEN FIRES AT ANY TIME.

**RESTORATION & ENHANCEMENT**

**REPORT WILDLIFE VIOLATIONS**  
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## Habitat Enhancement Summary

The range of habitat improvement projects funded by the A&H Program reflects the diversity of Oregon's landscape. During the 2015-17 biennium 42,757 acres of private land were improved to benefit wildlife.

The following is a sample of the kinds of projects funded during the biennium:

- Juniper removal
- Noxious weed eradication
- Emergency seeding after wildfires
- Habitat protection through law enforcement
- Pasture and meadow fertilization

These projects benefit a variety of both game and non-game species. Juniper removal, for example, increases water and sunlight available to native shrubs and grasses, helping those communities thrive and resist infestation by noxious weeds. Increasing water flow enhances riparian habitat supporting a diversity of amphibian and fish species in addition to terrestrial wildlife. Projects like the Columbia Plateau Initiative and Murders Creek Winter Range Enhancement leverage partner funds to span thousands of acres and have landscape-level impacts that benefit many wildlife species, as well as the people who enjoy them.

### Improved Technology Helps Users Find Hunting Opportunities Statewide

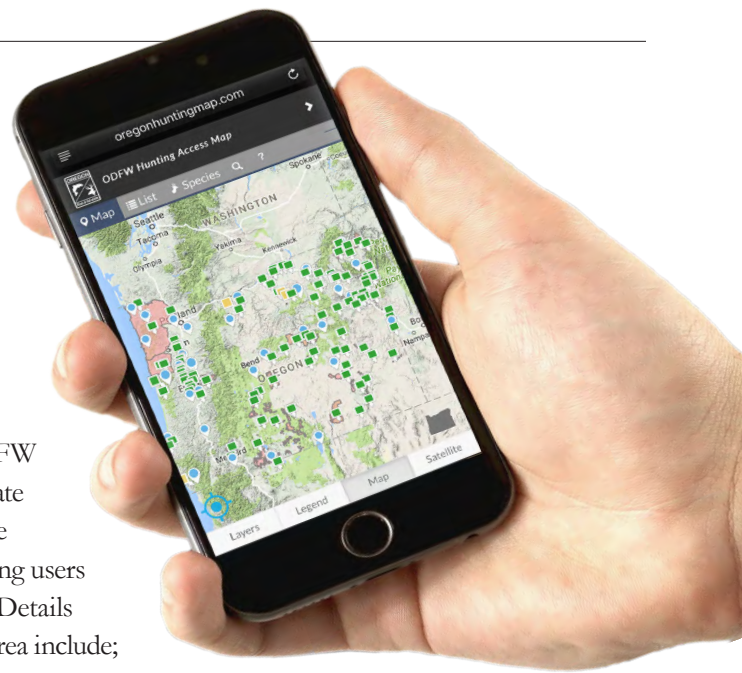
One of the biggest challenges for new hunters is finding a place to hunt. The A&H program is helping overcome this by supporting innovative ways for our hunters to find new areas. The OregonHuntingMap.com is the latest online tool developed by A&H to

help users find hunting opportunities statewide. Based on the familiar Google Maps interface; boundaries of A&H Access Areas, Enhanced Patrol, Regulated Hunt Areas, ODFW Wildlife Areas, and other state and federal hunting areas are displayed on the map allowing users to quickly locate new areas. Details provided for each hunting area include; size, species available, open periods, special regulations, contact information and link to a downloadable map. Users have the option to filter for properties based on location or species of interest, also available are ODFW Wildlife Management Unit boundaries, public land ownership and game bird range maps.

Added to the application during the biennium are current and historic fire perimeter data and toggle slider to adjust the opacity of data layers. Coming additions include enhanced information on access to Columbia River backwaters and shore areas from The Dalles to Umatilla.

In the summer of 2016, the desktop and mobile versions of the OregonHuntingMap.com were combined into one application that functions on all mobile devices as well as traditional desk and laptop computers. Google Analytics show www.Oregonhuntingmap.com had almost 55,000 users with well over 500,000 views during the biennium with usage peaking in mid-October amidst the majority of big game hunts.

With the option to download a digital map of most access areas to their



**A mobile-friendly version of OregonHuntingMap.com was launched in 2014 providing the same features as the desktop version while showing the user's current location on the map.**

smartphone or tablet before they leave home the information is available even in the most secret of spots.

The GeoPDF maps show details such as area boundaries, open and closed roads, parking areas and more. Even when cellular service is not available, the mobile device, utilizing the smartphone's internal GPS, will show the users current location on the map. Free third-party applications provide many features of modern GPS units, allowing users to store waypoints and routes on these detailed maps. The GeoPDF's are also available on the ODFW webpage.

## Hunter Use Data Critical for A&H Board

The A&H Board faces tough decisions as many long-term access projects will sunset and seek re-authorization while budget constraints due to future uncertainties may limit the number of projects that can be renewed. To help the Board make these difficult funding recommendations, the A&H Program continues to improve and implement measures intended to gather data on hunter use and satisfaction of A&H access projects throughout Oregon.

The primary tool for collecting this information are Access Areas Daily Permits. Permits are available at self-serve permit boxes located at most A&H Access Areas. The A&H goal of providing simple “Welcome to Hunt” access means the permits are voluntary and not required to use A&H areas. To increase the use of the permits A&H has partnered with the Redmond Chapter of Oregon Hunters Association to annually give away a rifle to one lucky hunter that submitted a completed Access Area Daily Permit. These permits help obtain information on hunter use, species targeted, general harvest data and overall satisfaction with the hunting opportunity. The Board recognizes that some high quality access opportunities may not support as many hunters as other properties, but may be equally as important to the program. The estimates of hunter satisfaction from the permits help provide this important information on the quality of the hunt area from users.



*Hunt permit boxes built for all-weather access located on the Ontario (left) and MR King Ranch (right) Access Areas.*



*Ontario Access Area, Ontario City, Oregon*



# Federally Funded Oregon Open Fields Program Continues to Provide Important Hunting Access

The A&H Program was awarded a second \$1.56 million grant in 2015 from the US Department of Agriculture. Administrated by the Natural Resources Conservation Service, grant funding is provided through the Voluntary Public Access and Habitat Incentive Program (VPA-HIP), a component of the 2014 Farm Bill. VPA-HIP funding provided block grants to states and tribes to implement or expand programs that provide public hunting access to private lands. Habitat improvement projects located on private lands open to public hunting are also eligible for grant funding. This federal program provides an ideal match with the objectives of A&H, which has the expertise and administrative structure to ensure the funds achieve their maximum potential. Known locally as “Oregon Open Fields”, the funds have been used to provide additional access and habitat improvements throughout the state. While recognizing the need for access and habitat projects statewide the grant identified several emphasis areas for funding

## **Columbia Basin Upland Hunting Program.**

The Columbia Basin, which includes Morrow, Gilliam, Umatilla, Sherman, and Wasco counties, is comprised mostly of private lands and has historically provided a large portion of the upland game bird hunting opportunities in Oregon. Upland bird hunting opportunities are important for hunter recruitment because many new hunters begin with hunting upland birds. Ongoing A&H projects have improved game bird habitat in the Columbia Basin through technical assistance partnerships and direct habitat management. Four landowners continue to allow public hunting access to almost 10,000 acres through Open Fields. Some of these projects require advanced reservations; others are open on a “Welcome to Hunt” basis. An Open Fields Coordinator manages hunter reservations and other administrative duties such as posting signs, maps and coordination with the landowners.

## **Willamette Valley Goose Hunting Program.**

The Willamette Valley supports one of the most complex goose populations in North America, with 7 Canada goose subspecies either resident or wintering in the area. Overall goose numbers have been increasing for the past three decades

and agricultural depredation has become severe. Public hunting access has been identified as a key management tool for mitigation of these issues and the steady pressure provided by increased hunter access to these fields hazes geese more effectively than the limited hunting some landowners previously allowed. Open Fields funds provide access through March 10, 2021 to 6 parcels totaling over 2,100 acres. No permission or advanced reservations are required to hunt these properties. An Open Fields Coordinator, funded by the grant, manages hunter reservations, administrative duties such as map and sign posting and most importantly coordination and outreach with the landowners. Project coordination has been instrumental in securing long-term support of participating landowners.

## **Open Fields Habitat Improvement Projects.**

ODFW earmarked \$300,000 of Open Fields funds to be used improving wildlife habitat on private lands providing public hunting access. Projects benefiting wildlife by enhancing habitat on the property improve the quality of the hunt for the public as well as benefiting game and non-game alike. Open Fields funding will target habitat improvements aligned with ODFW priorities including the Mule Deer Initiative, Blue Mountains Elk Initiative, and the Sage Grouse Initiative.

## **The Future of Open Fields**

To continue beyond early 2021 Oregon Open Fields will need to secure new funds. Traditionally part of the Farm Bill, it is up to Congress to reauthorize the VPA-HIP funds when they take up the 2018 Farm Bill. It is critical that Congress is made aware of the importance of the Voluntary Public Access and Habitat Incentive Program to providing access for hunters, habitat for wildlife and helping to keep working lands working.

With the demonstrated capacity to support access and habitat projects statewide, supported by experienced A&H Regional Coordinators, Regional Councils, A&H Board and dedicated support staff the Access and Habitat program is poised to compete for future grant funds better than ever before. A&H will continue to seek out and apply for grant funds to maintain and expand access for hunters and improve habitat for wildlife.

## Oregon Open Fields Projects 2015-2017

Project Name	ODFW Watershed District/Region	Open Fields Fund	Cooperator Funding	Total Project Cost	Project Type
1 Calvin Farms Access Area	South Willamette	\$1,800	\$0	\$1,800	Access
2 Kroph Farms Access Area	South Willamette	\$10,956	\$0	\$10,956	Access
3 Tenbusch Farms Access Area	South Willamette	\$6,494	\$0	\$6,494	Access
4 Manning Farms Access Area	South Willamette	\$9,132	\$0	\$9,132	Access
5 Bunker Hill Access Area	Columbia Basin	\$7,263	\$0	\$7,263	Access
6 Four Mile Access Area	Columbia Basin	\$9,036	\$0	\$9,036	Access
7 Social Ridge Access Area	Columbia Basin	\$41,851	\$0	\$41,851	Access
8 Hancock Forest Management	Northeast	\$750,000	1,000,000	\$2,250,000	Access

## A&H Grantees and Cooperators for 2015-2017

Alan Haga	David Moody	Grant Soil and
Alvord Ranch	Ecotrust Forest Management	Water Conservation District
Aspen Valley Ranch	Daniel Gover	Green Diamond Resources Company
Betty Opie	Dixie Meadows Ranch	Hampton Tree Farm
Blue Mountain Habitat	Don Dryer	Hancock Forest Management
Restoration Council	Don Shaw	Harvey Calvin
Blue Mountains Elk Initiative	Donald Opie	Jenkins Ranch
Bureau of Land Management	Dr. Joel Rice	Jerry Carlson
C2 Ranch	Earl King	Jim Kamph
City of Ontario	Farm Services Administration	John Temple
Carman Ranch, LLC	Frank Lumber	Jolene Juhl
Cascade Timber	Freres Timber Inc	Kueny Ranch
Charlie Otley	Forest Capitol	Lincoln County Solid Waste District
Chris Brown	F. LeRoy McBride	Linn County Sheriff's Office
Confederated Tribes of	Galen Kropf	Linn Forest Protective Association
Siletz Indians of Oregon	Gary and Kathy Bloomer	Linn Small Woodlands Association
Confederated Tribes of the	Gary and Suzanne Rea	Lone Rock Resources
Warm Springs	Gary Bloomer	Longview Timber Corporation
Dan L. Forsea & Sons, Inc.	Giustina Land and Timber Co.	Lynn DeGuire
Daniel Starbuck	Giustina Resources Limited Partnership	Mark Mackenzie
David Miller	Green Wood Resources	Duncan Mackenzie



Habitat Acres	Private Land Hunting Access (Acres)	Access Duration (years)	Access End Date	Private Landowners Affected	Columbia	Willamette	Habitat
0	150	5	3/10/2021	1		1	
0	913	5	3/10/2021	1		1	
0	541	5	3/10/2021	1		1	
0	761	5	3/10/2021	1		1	
0	1,345	5	1/31/2021	1	1		
0	1,506	5	1/31/2021	1	1		
0	7,039	5	1/31/2021	4	1		
0	250,000	5	12/31/2021	1			

- |  |                                  |                                   |
|--|----------------------------------|-----------------------------------|
| Mary Madison                           | Pheasants Forever -              | The Campbell Group                |
| Mike Bentz                             | Columbia Plateau Chapter         | The Hampton Tree Farm Affiliates  |
| Mike Knapp                             | Pheasants Forever -              | Triangle Ranches                  |
| Morrow Soil and                        | Malheur County Chapter           | Troy Ranches                      |
| Water Conservation District            | Pheasants Forever -              | US Army Corps of Engineers        |
| MP Ranch, Steve Peck                   | Portland Metro Chapter           | US Bureau of Land Management      |
| Murphy Timber Investments, LLC         | Plum Creek Timberlands, L.P.     | US Department of Interior         |
| Mule Deer Foundation                   | Ralph Morter                     | US Fish and Wildlife Service      |
| Natural Resources Conservation Service | Rex Nelson                       | US Forest Service                 |
| Oregon Department of Forestry          | Rick McKenzie                    | Wallowa Resources                 |
| Oregon Hunters Association             | Roaring Springs Ranch            | Weyerhaeuser Columbia Timberlands |
| Oregon Hunters Association -           | Robert Jones                     | Weyerhaeuser Company              |
| Capitol Chapter                        | Rocky Mountain Elk Foundation    | Widman Ranch                      |
| Oregon Hunters Association -           | Roseburg Forest Products         | Wilkinson Ranches                 |
| Rogue Valley Chapter                   | Rosboro Lumber                   |                                   |
| Oregon State Police                    | Ross Opie                        |                                   |
| Oregon State University                | Rufenacht Land and Cattle Co Inc |                                   |
| College of Forestry                    | Sam Mackenzie                    |                                   |
| Oregon Wildlife Heritage Foundation    | Starker Forest                   |                                   |
| Pat Manning                            | Stimson Lumber Company           |                                   |
| Tom Davis Livestock                    | Tenbusch Farms                   |                                   |



## Access and Habitat Projects 2015 – 2017

	<b>Project Name</b>	<b>ODFW Watershed District/ Region</b>	<b>A&amp;H Annual Cost</b>	<b>A&amp;H Project Duration (years)</b>	<b>A&amp;H Project Biennial Cost</b>	<b>Cooperator Funding</b>
1	David Miller Access Project	High Desert	\$2,200	10	\$2,200	\$0
2	Temple Access Project	Malheur	\$2,330	10	\$2,330	\$500
3	DeGuire Access Project	Malheur	\$2,952	10	\$5,903	\$0
4	Mackenzie Access Project	Malheur	\$26,500	10	\$26,500	\$34,000
5	Starbuck Access Project	Malheur	\$1,775	10	\$1,775	\$0
6	Ontario Public Recreational Access	Malheur	\$0	10	\$0	\$9,807
7	Bentz Access Expansion	Malheur	\$9,621	5	\$19,242	\$0
8	Otley Access Project	Malheur	\$34,688	10	\$69,376	\$0
9	Roaring Springs Access	Malheur	\$20,137	10	\$40,274	\$0
10	Rufenacht Access Area	Northeast	\$12,478	5	\$6,241	\$2,500
11	McBride Access Area	High Desert	\$20,200	5	\$10,100	\$1,000
12	Pine Creek Ranch Access Area	Malheur	\$29,050	5	\$29,050	\$2,500
13	Heppner Regulated Hunt Area	Northeast	\$95,104	5	\$95,104	\$69,840
14	Iron Mountain Access Area	Northeast	\$12,067	5	\$12,067	\$1,500
15	Rice Access Project	Northeast	\$2,216	5	\$1,108	\$5,500
16	Lincoln County Forest Protection	S Willamette	\$30,000	5	\$60,000	\$576,750
17	Territorial Youth Deer Hunt	Southwest	\$2,648	3	\$2,648	\$3,996
18	Sutherlin Access Project	Southwest	\$905	3	\$905	\$15,000
19	Juhl/Lawen Expansion	Malheur	\$4,056	5	\$8,112	\$2,500
20	Columbia Plateau Initiative	Northeast	\$22,500	3	\$39,247	\$552,526
21	Rogue Meadows (2013)	Southwest	\$4,000	4	\$8,000	\$23,420
22	Fur Mountain Access Area	Northeast	\$5,448	3	\$5,448	\$1,500
23	MR King Ranches Access Area	Northeast	\$7,670	3	\$15,340	\$1,500
24	Troy Ranches Access Area	Northeast	\$10,253	3	\$20,506	\$1,500
25	Murderer's Creek	Northeast	\$50,000	3	\$85,884	\$647,000
26	Alvord Access	Malheur	\$5,827	3	\$11,654	\$2,000
27	Kueny Access	Malheur	\$6,004	3	\$12,008	\$19,510
28	Green Diamond Resources TMA	Desch/Klam	\$42,075	5	\$84,816	\$614,000
29	Jackson Access Cooperative TMA	Southwest	\$25,330	3	\$49,112	\$115,000
30	C2 Ranch Habitat Improvement	Southwest	\$8,000	2	\$18,000	\$278,400
31	Hancock Forest Management	Northeast	\$73,638	3	\$95,000	\$205,024
32	Jenkins Access Area	Malheur	\$26,517	5	\$53,035	\$1,000
33	Wendling TMA	S Willamette	\$15,000	5	\$29,345	\$0

<b>Total Project Cost</b>	<b>Private Land Hunting</b>	<b>Habitat Acres</b>	<b>Project End Date</b>	<b>Overall Type</b>	<b>Improved Public Land Access</b>	<b>Wildlife Damage Assistance</b>	<b>Affected Pvt. Landowners</b>
\$22,000	1,281	0	4/31/16	Access			1
\$23,800	932	0	2/28/16	Access	1		1
\$29,520	2,361	0	3/1/2016	Access	1		1
\$299,000	9,807	0	3/31/2016	Access	1		1
\$17,750	670	0	3/1/2016	Access			1
\$9,807	800	0	5/31/2018	Access			1
\$48,105	4,276	0	3/1/2017	Access	1		1
\$346,880	15,417	0	3/1/2017	Access			1
\$201,370	20,137	0	3/1/2017	Access	1		1
\$64,890	5,119	0	7/31/2015	Access		1	1
\$102,000	10,100	0	7/31/2015	Access			1
\$147,750	14,167	0	3/1/2016	Access	1	1	1
\$545,360	39,625	0	8/31/2016	Access			5
\$61,835	3,342	0	1/31/2016	Access	1		1
\$16,578	1,231	0	1/31/2016	Access			1
\$726,750	308,510	0	6/30/2017	Access	1	1	14
\$11,940	4,477	0	3/31/2016	Access			1
\$17,715	89,600	0	5/1/2016	Access		1	2
\$22,780	1,700	0	5/15/2017	Access			1
\$620,026	0	1,667	4/31/2017	Habitat			30
\$39,420	170	200	5/1/2017	Habitat		1	4
\$17,844	2,724	0	1/31/2017	Access			1
\$24,510	3,835	0	1/31/2017	Access			1
\$32,259	5,696	0	2/1/2017	Access			1
\$797,000	0	5,000	1/31/2018	Habitat			20
\$19,481	3,523	0	6/1/2017	Access	1		1
\$37,522	6,170	0	6/1/2017	Access	1		1
\$824,375	608,000	30,400	12/1/2019	Access	1		1
\$190,990	17,070	2,700	5/1/2018	Access	1		2
\$294,400	9,500	930	11/1/2016	Access & Habitat			1
\$425,937	292,000	0	3/31/2017	Access	1		1
\$133,585	13,233	0	3/1/2019	Access	1		1
\$75,000	118,000	0	11/30/2019	Access			3

continued on next page

**Access and Habitat Projects 2015 – 2017***continued from pages 15-16*

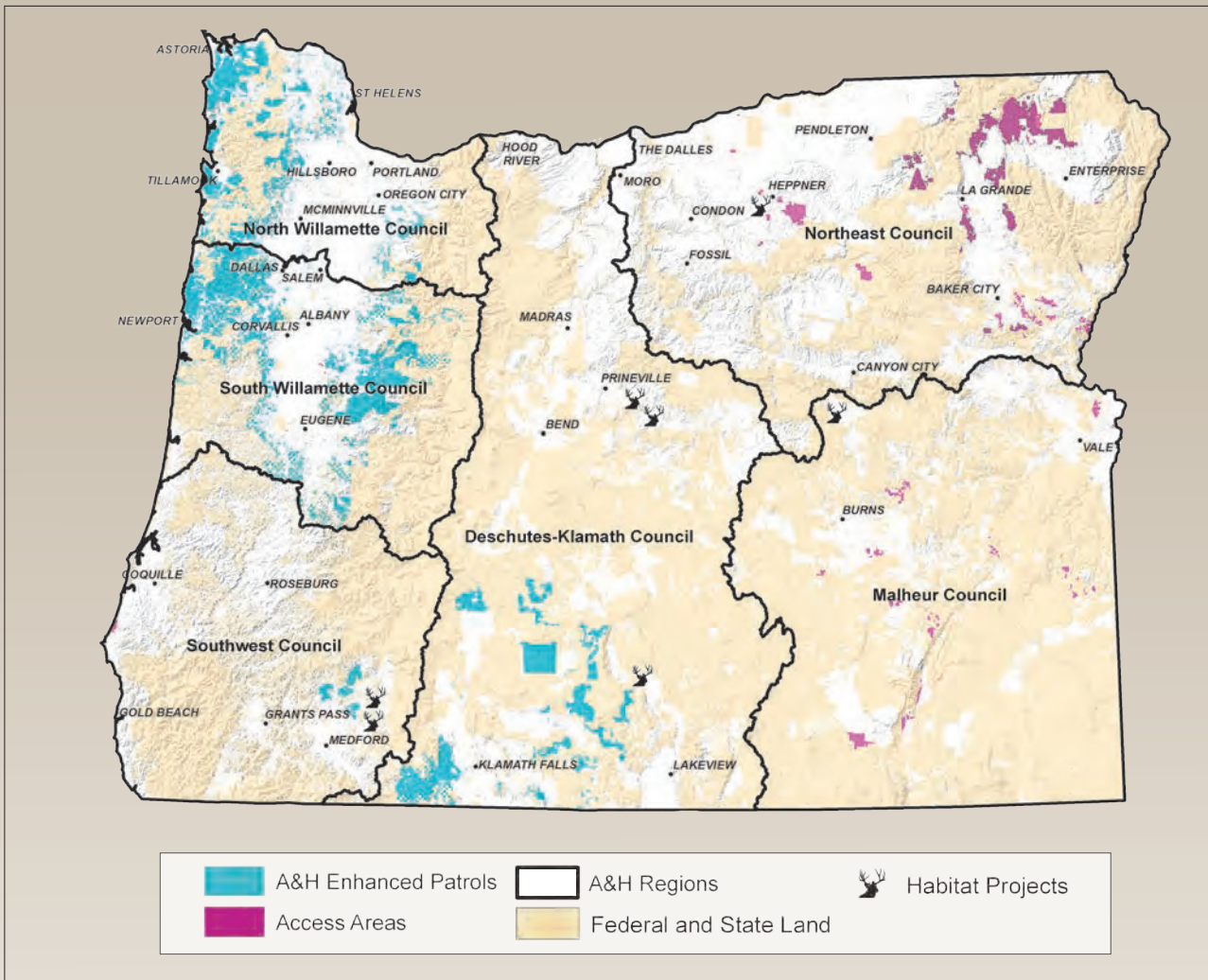
<b>Project Name</b>	<b>ODFW Watershed District/Region</b>	<b>A&amp;H Annual Cost</b>	<b>A&amp;H Project Duration (years)</b>	<b>A&amp;H Project Biennial Cost</b>	<b>Cooperator Funding</b>
34 Willamette Private Lands	S Willamette	\$173,335	5	\$343,547	\$0
35 Linn County Forest Deputy	S Willamette	\$12,000	5	\$24,000	\$837,324
36 Widman Access Project	Northeast	\$16,860	5	\$33,720	\$4,500
37 Forsea Ranch Access Area	Northeast	\$22,390	5	\$44,780	\$4,500
38 Fox Valley Access Area	Northeast	\$2,439	3	\$2,439	\$1,500
39 Owsley Canyon Access Area	Northeast	\$870	5	\$1,740	\$1,500
40 Glass Hill Access - Smutz	Northeast	\$3,535	5	\$7,070	\$1,500
41 North Coast TMA	Northwest	\$147,120	5	\$294,240	\$397,541
42 New River Aleutian Goose	Southwest	\$15,250	1	\$30,500	\$116,800
43 Lawen B Opie Access Area	Malheur	\$2,990	3	\$5,980	\$300
44 Lawen Temple Access Area	Malheur	\$1,090	3	\$1,090	\$0
45 Territorial Youth Deer Hunt	Southwest	\$1,798	5	\$1,798	\$2,182
46 Lawen R Opie Access Area	Malheur	\$3,292	3	\$6,584	\$300
47 Pine Creek Ranch Access Area	Malheur	\$29,050	5	\$29,050	\$400
48 Lawen Brown Access Area	Malheur	\$880	3	\$880	\$100
49 Iron Mountain Access Area	Northeast	\$12,067	5	\$12,067	\$2,500
50 Virtue Flat	Northeast	\$12,757	5	\$12,757	\$2,500
51 Divide Ridge-Gover	Northeast	\$2,184	5	\$2,184	\$2,500
52 Divide Ridge-Carlson	Northeast	\$600	5	\$600	\$1,000
53 Heppner Regulated Hunt Area	Northeast	\$95,104	5	\$95,098	\$59,000
54 Rice Access Project	Northeast	\$2,216	3	\$4,432	\$1,500
55 Mackenzie, Mark	Malheur	\$8,852	5	\$24,852	\$1,500
56 Mackenzie , Duncan	Malheur	\$11,551	5	\$19,551	\$1,500
57 Mackenzie, Sam	Malheur	\$1,536	5	\$1,536	\$1,500
58 C2 Ranch Habitat Improvement	Southwest	\$9,000	2	\$9,000	\$139,200
59 Desolation Creek LLC	Northeast	\$32,256	3	\$32,256	\$54,636
60 Hancock Forest Management	Northeast	\$75,000	5	\$75,000	\$349,635

<b>Total Project Type</b>	<b>Private Land Hunting</b>	<b>Habitat Acres</b>	<b>Project End Date</b>	<b>Overall Type</b>	<b>Improved Public Land Access</b>	<b>Wildlife Damage Assistance</b>	<b>Affected Pvt. Landowners</b>
\$866,675	1,500,000	0	12/30/2019	Access	1	1	20
\$897,324	389,500	0	6/30/2019	Access	1	1	20
\$88,800	8,430	0	1/31/2018	Access			1
\$116,450	9,329	0	7/31/2018	Access	1		1
\$8,817	1,355	0	3/31/2018	Access	1		1
\$5,850	435	0	1/31/2018	Access		1	1
\$19,175	1,414	0	1/31/2018	Access		1	1
\$1,133,141	1,200,000	0	12/31/2019	Access	1	1	10
\$132,050	3,440	0	6/30/2017	Access & Habitat			4
\$9,270	1,495	0	4/10/2019	Access	1		1
\$3,270	545	0	4/10/2019	Access	1		1
\$11,172	4,477	0	12/1/2018	Access	1		1
\$10,176	1,646	0	4/10/2019	Access	1		1
\$145,650	12,104	0	4/1/2021	Access	1	1	1
\$2,740	440	0	4/1/2019	Access	1		1
\$62,835	3,342	0	1/31/2021	Access	1		1
\$66,285	7,087	0	1/31/2021	Access	1		1
\$13,420	910	0	7/31/2021	Access	1		1
\$4,000	250	0	7/31/2021	Access	1		1
\$534,520	39,625	0	1/31/2021	Access			4
\$8,147	1,231	0	1/31/2019	Access			
\$45,762	3,576	0	3/1/2021	Access	1		1
\$59,256	4,813	0	3/1/2021	Access			1
\$9,180	640	0	3/1/2021	Access			1
\$157,200	9,500	1,860	1/1/2018	Access & Habitat			1
\$151,404	13,440	0	9/30/2019	Access	1		1
\$724,635	250,000	0	12/31/2021	Access	1		1

# 2015–2017 A&H Enhanced Patrol Access Areas with Habitat Project Location



The 59 projects funded by A&H as of December 2015 are located throughout eastern and western Oregon. Projects renewed during the biennium are only indicated once on the map.



**Access & Habitat Program**  
Oregon Department of Fish and  
Wildlife | Wildlife Division  
4034 Fairview Industrial Dr. SE  
Salem, OR 97302  
Phone 503-947-6087  
Fax 503-647-6330  
www.odfw.com

**Cover Photo:**  
Original photo of Lawen Access Area  
by Amy Stewart  
**Text:** Isaac Sanders  
**Other photographs and maps:**  
Jeff Kern and other ODFW staff  
**Layout design:**  
Rinee Merritt and Isaac Sanders

- How to contact ODFW:**
- **General Information:**  
(503) 947-6002 or 1-800-720-6339
  - **Wildlife Division:** (503) 947-6301
  - **TDD (Hearing-impaired access)**  
(503) 947-6339
  - **4034 Fairview Industrial Dr. SE  
Salem, OR 97302**

The information in this booklet will be furnished in alternate format for people with disabilities, if needed.  
Please call 503-947-6002 or email [odfw.info@state.or.us](mailto:odfw.info@state.or.us) to request an alternate format.

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# Salmon and Trout Enhancement Program

## 2015-2016 Executive Summary



### LEGISLATIVE REPORT

This annual legislative report summarizes the activities and accomplishments of The Salmon and Trout Enhancement Program (STEP) from October 1, 2015 to September 30, 2016. STEP activities are integral to accomplishing Oregon Department of Fish and Wildlife's (ODFW) fish management objectives. During the 2015-2016 period, statewide STEP volunteer efforts involved 1,062 young and 3,958 adult volunteers equaling 39 full-time equivalents (FTEs). STEP volunteer efforts are valued at \$2,261,000.

The types of projects conducted through STEP reflect the diverse ways that volunteers can assist with fish and habitat management needs throughout Oregon. The issues and priorities within individual watersheds are often unique to those areas and the focus of STEP efforts can vary across the state. Generally, activities can be grouped into four main categories.



#### EDUCATION AND PROGRAM DEVELOPMENT

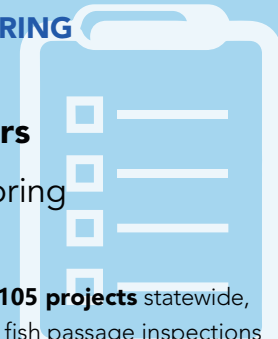
**57,500** people participated in STEP educational activities



These include trainings, classes, tours, presentations, workshops, and public events. Oregon ranks number 2 in the nation for number of classrooms using classroom incubators through STEP's Fish Eggs-to-Fry program.

#### INVENTORY AND MONITORING

Nearly **525** volunteers contributed to fish monitoring and inventory efforts



Participants logged **9,250 hours** in **105 projects** statewide, assessing sport fisheries, conducting fish passage inspections and surveying habitat in streams and rivers.

#### HABITAT IMPROVEMENT

STEP volunteers improved more than **523** miles of waterways for fish



**720 participants** improved Oregon's fish habitat through fish passage, in-stream, riparian and fish carcass placement projects, and the Keep Oregon Rivers Clean (KORC) program.

#### FISH CULTURE

**4.2 million** Chinook salmon, Coho salmon, steelhead and trout were reared or released by STEP volunteers



These fish were used for enhancement or augmentation purposes. Of these, nearly **2.2 million fish** were fed and cared for by STEP volunteers before release and **12,000 fish** were collected for broodstock.



Connecting the public with Oregon's fish and their habitats.

## STEP BACKGROUND

The Oregon Legislature established STEP in 1981 as a program within ODFW. Its mission is to “achieve the recovery and sustainability of the state’s native salmon and trout through the education of Oregon’s citizens and their involvement with fish management efforts.” Since then, more than 360,000 adult and youth volunteers have contributed nearly 3.6 million hours to an estimated 39,700 STEP projects

STEP is funded by a combination of the U.S. Fish and Wildlife Service (USFWS) Sport Fish Restoration (SFR) grant program and ODFW funds. The program consists of a coordinator and administrative assistant in the ODFW headquarters office in Salem and 11 STEP biologists located throughout the state. The coordinator and assistant divide their time between the STEP program and ODFW’s Restoration and Enhancement Program.

## ADVISORY COMMITTEE

The 13-member STEP Advisory Committee (STAC) is comprised of citizens appointed by the Governor. The committee meets three times a year around the state and advises ODFW on policy and the implementation of STEP. The committee administers the STAC Mini-Grant Program, funded through a \$50,000 biennial grant from the ODFW Fish Restoration and Enhancement (R&E) Program. Mini-Grants are available in amounts up to \$2,000 for projects that further the goals of STEP. From October 2014 to September 2015, meetings were held in Salem, Coos Bay, and Bend.

During this time period, a new Central Oregon Representative was appointed, one member resigned and four positions were renewed.

The full version of this report is available online at [www.dfw.state.or.us/fish/step/](http://www.dfw.state.or.us/fish/step/) under the "Annual Progress Reports" heading.

Since 1981, **360,000+** volunteers have contributed nearly **3.7 million hours** to approximately **40,700 STEP projects**



Volunteers mark thousands of hatchery fish so anglers can harvest them when they return as adults.





# SALMON AND TROUT ENHANCEMENT PROGRAM (STEP)

## 2015-2016 Annual Progress Report



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## BACKGROUND AND SUMMARY

This report summarizes the activities and accomplishments of the Salmon and Trout Enhancement Program (STEP) from October 1, 2015 to September 30, 2016. The Oregon Legislature established STEP in 1981 as a program of the Oregon Department of Fish and Wildlife (ODFW) that seeks to “achieve the recovery and sustainability of the state’s native salmon and trout through the education of Oregon’s citizens and their involvement with fish management efforts”. Although this goal will not be achieved by the program acting alone, annual volunteer efforts through STEP to enhance fisheries and restore habitats lend critical support to the management programs of ODFW and contribute to the more extensive statewide efforts toward fish and watershed restoration under the Oregon Plan for Salmon and Watersheds.

The role of STEP within ODFW is defined by Oregon Revised Statute (ORS 496.430 through 496.465) and Oregon Administrative Rule (OAR 635-009-0090 through 635-009-0150) specific to the program. Program activities are also guided by broader ODFW fish and habitat management policies including the Native Fish Conservation Policy (NFCP), Fish Hatchery Management Policy (FHMP), and the Fish Health Management Policy (FHMP). These policies establish direction for the broader ODFW fish and habitat management efforts that include STEP, provide support for a wide range of STEP activities, and set biological impact thresholds. The policies also allow STEP to work with other ODFW programs for which STEP can provide important volunteer and educational support.

The types of projects conducted through STEP reflect the diverse ways that volunteers can assist with fish and habitat management needs throughout Oregon. The issues and priorities within individual watersheds are often unique to those areas and the focus of STEP efforts can vary across the state. Generally, activities can be grouped into four main categories:

- **Education and Program Development** informs the public about Oregon’s salmon and trout resources, their habitats, and STEP. Projects include classroom incubators (also known as the “Fish Eggs-to-Fry Program”), presentations, classes, volunteer training, tours, displays, printed materials, equipment, construction and maintenance.
- **Inventory and Monitoring** activities characterize fish populations and their habitats. Projects include stream and riparian habitat surveys and other methods used to study, monitor or inventory fish life history, presence, distribution or abundance.
- **Habitat Improvement** activities enhance, restore and protect habitat for native stocks of salmon, steelhead, and trout. Projects include the placement of large woody debris in streams, riparian protection and restoration, fish passage improvement and fish carcass placement for stream nutrient enrichment. This category also includes aesthetic improvements to lakes and streams achieved through the Keep Oregon’s Rivers Clean (KORC) fishing line and tackle recycling program.
- **Fish Culture** activities produce fish to supplement natural fish production, augment fisheries, or, in the case of the classroom egg incubation program, provide educational opportunities. This category also includes fish rescued, transplanted, or reintroduced.

- **The 25-year Angling Enhancement Plan** was adopted in February of 2010 to outline strategies for providing diverse, stable and productive angling opportunities and facilitate an increase in angling participation. Because of its strong connection to the volunteer base, and the local needs and interests, STEP is used to directly address recreational fishing priorities; specifically, opportunity, access and mentoring. While the focus is on youth anglers and families it also provides direct and indirect benefits to all anglers.

STEP is funded by a combination of the U.S. Fish and Wildlife Service (USFWS) Sport Fish Restoration (SFR) grant program and ODFW funds (75 percent federal with 25 percent state match). The program consists of a coordinator and administrative assistant, located in the ODFW headquarters office in Salem. Staff divides their time between the STEP program and the Restoration and Enhancement Program. STEP is implemented in the field by 11 STEP biologists (nine 1.0 FTE and two 0.5 FTE) located throughout the state.

In addition, program oversight is provided by the thirteen-member STEP Advisory Committee (STAC) comprised of citizens appointed by the Governor. The committee advises the Oregon Fish and Wildlife Commission (Commission) and ODFW on policy and the implementation of STEP and presents the STEP Annual Progress Report to the Commission. The committee also administers the STAC Mini-Grant Program, funded through a \$50,000 biennial grant from the ODFW Fish Restoration and Enhancement (R&E) Program. The Mini-Grants are available in amounts up to \$2,000 for projects that further the goals of STEP and are reviewed for approval by STAC at their two-day meetings. From October 2015 to September 2016, meetings were held in Salem, Bend, and Coos Bay.

Within each watershed management district, the STEP biologist fill several roles including fish and habitat biologist, educator, outreach specialist, community or technical advisor, and lead for volunteer management. The program works with a variety of individuals, groups and organizations including adult and youth volunteers, angling and conservation interests, watershed councils, soil and water conservation districts, private landowners, schools, individual students, and other state, federal and local government agencies. Through STEP, these individuals and organizations work with ODFW to conduct community-based watershed restoration and species recovery efforts throughout Oregon.

## Summary of Current Efforts

The following summarizes accomplishments of the program in 2015-2016:

- More than 57,500 people participated in STEP training, classes, tours, presentations or workshops, or visited STEP activities or displays at public events (Table 1). These activities involved over 1,811 youth and adult volunteers. This includes 696 individual Fish Eggs-to-Fry classroom projects that reached over 28,000 students.
- Over 520 volunteers contributed over 9,200 hours on 106 projects to inventory and monitor fish populations, assess sport fisheries, conduct fish passage inspections and survey habitat in streams and rivers across the state (Table 2).
- Over 520 miles of waterways were improved for fish use by 718 volunteers through fish passage, in-stream, riparian and fish carcass placement projects and the Keep Oregon River's Clean program (Table 3).

- STEP volunteers assisted with rearing and releasing of nearly 4.2 million Chinook salmon, Coho salmon, steelhead and trout for enhancement or augmentation purposes; 2.2 million of these fish were reared (fed and cared for) before release and over 12,000 broodstock fish were collected (Table 4).
- The agency continues to implement the 25-Year Angling Enhancement Plan. Major accomplishments by STEP include continuing to improve access to local angling sites and improved family fishing events.
- Promoting close and easy access to angling opportunities and providing simple, low cost fishing opportunities for youth and families (i.e. still-water, “bait and bobber”) continues to be a priority for STEP. Assistance by STEP volunteers to restore inland trout fisheries will continue.

As indicated by the amount of work accomplished, volunteers made a substantial contribution to STEP and ODFW. Because STEP activities are integral to accomplishing ODFW’s fish management objectives, ODFW staff also contributes time and resources to the program beyond what is funded by the SFR grant.

Highlights of the 2015-2016 statewide volunteer efforts include:

- 1,062 youth and 3,958 adult volunteers participated in STEP activities
- Volunteers participated in an estimated 1,060 projects, totaling 81,655 hours. This is equivalent to 39.3 full time employees.
- Using the estimated dollar value of \$27.69 for volunteer time in Oregon for 2015, the value of STEP volunteer hours was over \$2,261,000

Since the program was established in 1981, more than 365,000 adult and youth volunteers (Figure 1) have contributed nearly 3.7 million hours (Figure 2) to nearly 41,000 STEP projects. In the 35 years since STEP was founded volunteers have donated the equivalent of over \$101.5 million in time and energy. This data does not include the many additional adult and youth who have participated in presentations, workshops, field tours, or classroom projects conducted through STEP.

For this report, each STEP biologist provided a narrative that describes their district and an overview of activities in that district for each of the four main program components (education and program development, inventory and monitoring, habitat improvement, and fish culture).

The appendices include the following program information:

- Appendix 1. A list of the current STAC members
- Appendix 2. A list of the current STEP biologists

## Tables and Figures

Table 1. Education and development activities, participation and volunteer effort by STEP district, 2015-2016. Activities were defined as those projects having at least one participant or volunteer; figures in parentheses indicate the number of Fish Eggs-to-Fry classroom incubator projects.

### EDUCATION AND DEVELOPMENT

STEP District	Activities	Participants	Volunteers			
			Youth	Youth Hours	Adults	Adult Hours
Coos-Coquille	4 (119)	3,666	0	0	20	778
Eastern Oregon	22 (68)	6,669	10	60	218	2,090
Lower Rogue	50 (8)	4,736	29	115	416	3,851
Mid-Coast	35 (52)	7,907	22	686	318	6,814
Mid-Willamette	88 (77)	12,773	3	43	193	1,078
North Coast	8 (18)	2,178	6	12	79	688
North Willamette	31 (203)	8,713	1	6	166	1,220
Umpqua	22 (37)	2,890	0	0	209	1,024
Upper Rogue	20 (24)	2,372	4	22	47	224
Upper Willamette	26 (90)	5,595	2	10	58	267
STAC	3 (0)	20	0	0	13	1,000
<b>Total</b>	<b>309 (696)</b>	<b>57,519</b>	<b>77</b>	<b>954</b>	<b>1,737</b>	<b>19,034</b>

Table 2. STEP inventory and monitoring activities, miles affected and surveyed and volunteer effort, 2015-2016. Activities were defined as those projects having at least one participant or volunteer.

### INVENTORY AND MONITORING

STEP District	Activities	Miles Affected	Miles Surveyed	Volunteers			
				Youth	Youth Hours	Adults	Adult Hours
Coos-Coquille	3	31	31	2	8	19	88
Eastern Oregon	23	154	47	0	0	83	2,150
Lower Rogue	12	291	25	47	133	68	1,127
Mid-Coast	12	0	0	48	832	128	2,509
Mid-Willamette	24	0	18	20	120	4	32
North Coast	1	0	13	0	0	30	528
North Willamette	4	258	0	0	0	5	106
Umpqua	2	7	0	0	0	18	600
Upper Rogue	16	5	0	0	0	36	603
Upper Willamette	9	69	10	2	10	13	408
<b>Total</b>	<b>106</b>	<b>815</b>	<b>144</b>	<b>119</b>	<b>1,103</b>	<b>404</b>	<b>8,151</b>

Table 3. Habitat restoration activities, miles affected and restored and volunteer effort by STEP district, 2015-2016. Activities were defined as those projects having at least one participant or volunteer.

### HABITAT

STEP District	Activities	Miles Affected	Miles Restored	Volunteers			
				Youth	Youth Hours	Adults	Adult Hours
Coos-Coquille	0	0	0	0	0	0	0
Eastern Oregon	0	0	0	0	0	0	0
Lower Rogue	9	73	2	81	168	30	122
Mid-Coast	11	174	62	13	92	76	400
Mid-Willamette	18	35	0	0	0	2	230
North Coast	7	90	0	46	92	9	8
North Willamette	38	78	0	105	495	84	489
Umpqua	3	3	0	54	324	13	88
Upper Rogue	7	1	1	146	155	59	373
Upper Willamette	6	5	1	0	0	0	0
<b>Total</b>	<b>99</b>	<b>458</b>	<b>66</b>	<b>445</b>	<b>1,326</b>	<b>273</b>	<b>1,710</b>

Table 4. Fish culture activities and volunteer effort by STEP district, 2015-2016. Activities were defined as those projects having at least one participant or volunteer; figures in parentheses indicate the number of Fish Eggs-to-Fry classroom incubator projects. For classroom incubation projects, this table reflects only the number of fish reared and released. Participation and volunteer efforts for the classroom incubator program were included under education and development (Table 1).

### FISH CULTURE

STEP District	Activities	Number of Fish			
		Broodstock Collected	Incubated	Reared	Released
Coos-Coquille	19 (119)	10,274	1,464,971	1,434,829	2,371,143
Eastern Oregon	5 (68)	0	12,000	0	198,850
Lower Rogue	5 (8)	545	169,784	26,892	111,020
Mid-Coast	9 (52)	372	354,268	36,945	394,563
Mid-Willamette	0 (77)	0	23,900	0	23,900
North Coast	15 (18)	327	69,015	266,337	174,254
North Willamette	19 (203)	0	96,000	404,292	489,452
Umpqua	9 (37)	517	28,471	50,787	255,831
Upper Rogue	6 (24)	0	6,700	0	6,500
Upper Willamette	7 (90)	0	10,700	0	145,749
<b>Total</b>	<b>81 (739)</b>	<b>12,035</b>	<b>2,235,809</b>	<b>2,220,082</b>	<b>4,171,262</b>

Volunteers

STEP District	Youth	Youth Hours	Adults	Adult Hours	Total Hours
Coos-Coquille	21	78	82	2,039	2,117
Eastern Oregon	0	0	63	610	610
Lower Rogue	39	292	138	6,199	6,491
Mid-Coast	48	576	226	6,575	7,151
Mid-Willamette	0	0	0	0	0
North Coast	137	3,990	633	13,941	17,931
North Willamette	0	0	88	683	683
Umpqua	70	2,480	159	8,730	11,210
Upper Rogue	0	0	19	157	157
Upper Willamette	109	654	136	2,405	3,059
<b>Total</b>	<b>424</b>	<b>8,070</b>	<b>1,544</b>	<b>41,339</b>	<b>49,409</b>

Figure 1. Number of volunteers who participated in STEP activities, 1981-2016. Values for 1981-1990 and 1993 are estimates. (Note 1: 2016: Due to staff changes and vacancies the total available activities was reduced and some hours/volunteers were not reported.) (Note 2: 1986-1990 and 1993 were updated in 2011 based on discovery of a 1993 report.)

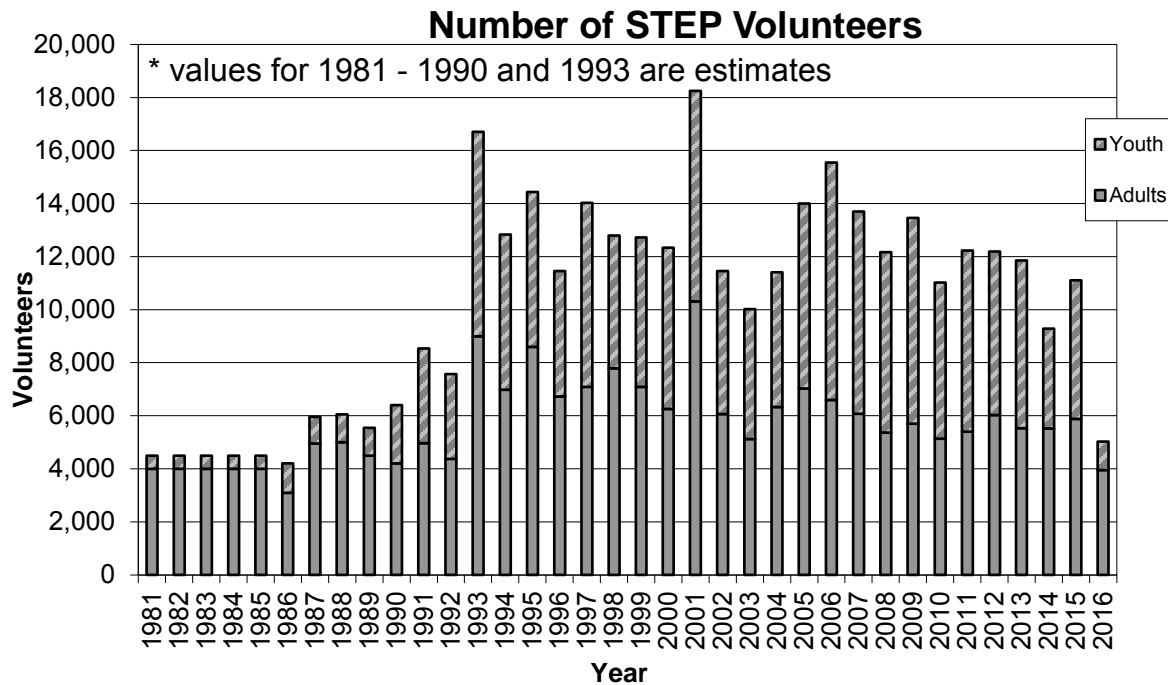
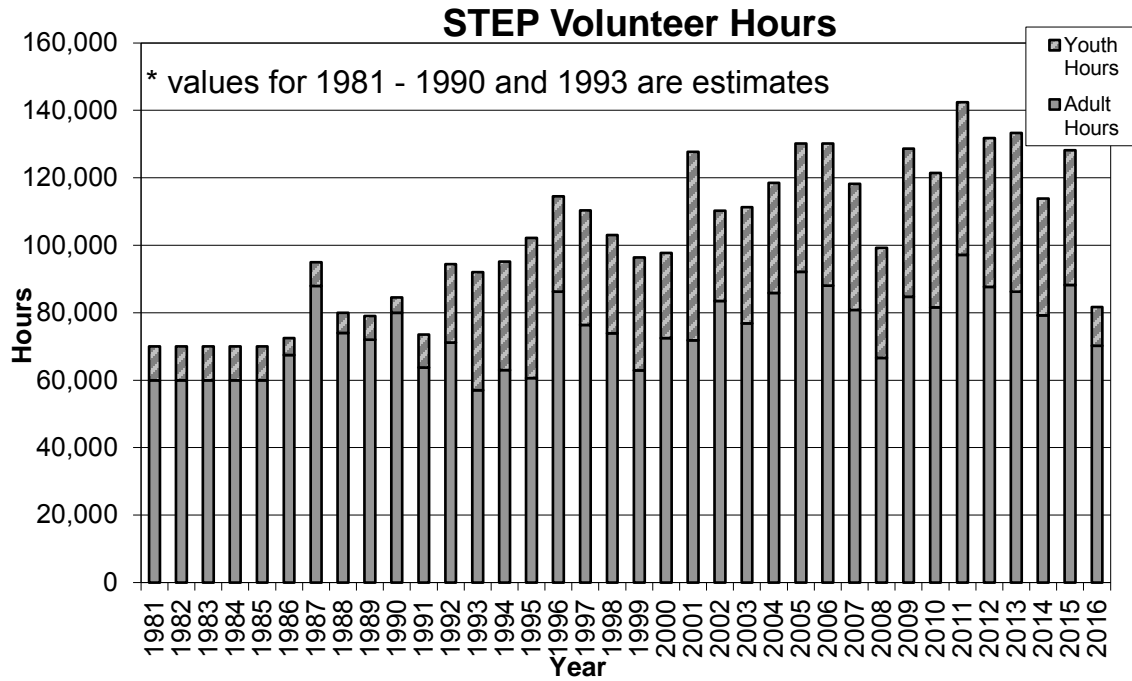




Figure 2. Hours contributed by volunteers towards STEP activities, 1981-2015. Values for 1981-1990 and 1993 are estimates. (Note 1: 2016: Due to staff changes and vacancies the total available activities was reduced and some hours/volunteers were not reported.) (Note 2: 1986-1990 and 1993 were updated in 2011 based on discovery of a 1993 report.)



## INTRODUCTION

### Education and Program Development

STEP biologists and volunteers conduct a variety of activities that help develop the program and educate the public about Oregon's fish resources. These include:

- Presentations to groups, teaching classes, conducting tours, and holding workshops
- Hosting displays or booths at fairs and festivals, and preparing written materials such as articles, news releases, websites, brochures, and STEP publications
- Training STEP volunteers or project cooperators with the technical skills that allow them to conduct or assist with projects
- Maintaining or constructing equipment or facilities
- Assisting with program administration and other activities

*FishWorks*, a quarterly newsletter, is published to highlight STEP and R&E Program activities and provides information on upcoming events and the value of projects to fish management.

### Inventory and Monitoring

Volunteers assist ODFW in conducting a variety of inventory, monitoring and evaluation projects to provide information on Oregon's salmon, steelhead and trout, their habitats, and associated fisheries. The major types of activities conducted through STEP are:

- Angler or creel surveys
- Fish passage or culvert inspections
- Fish population or distribution survey or monitoring
- Fish life history or other investigations
- Stream and other aquatic habitat surveys
- Miscellaneous monitoring activities (e.g., water quality monitoring)

To conduct these surveys, volunteers become skilled in sampling methods and learn a wide variety of fish or fishery sampling techniques, including adult and juvenile fish traps, electro-fishing gear, seines, gill nets, trap nets, snorkeling, hook and line, radio telemetry, and creel surveys.

### Habitat Improvement

Each year, volunteers conduct or assist with numerous habitat improvement projects on private and public lands throughout Oregon. These include efforts to improve or restore:

- Fish passage
- In-stream habitat
- Riparian, off-channel, wetland, or floodplain habitat
- Stream nutrients through fish carcass placement
- Aesthetic qualities through the Keep Oregon's Rivers Clean program

Although the stream nutrient enrichment program is not strictly a STEP activity, many carcass placement projects rely heavily on the manual labor of STEP volunteers, as access to sites can be poor and carcasses must be placed in a manner that simulates natural distribution and conditions. Carcass placement occurs in streams where populations of spawning anadromous salmonids are well below historic levels.

STEP is in a unique position in that it can bring all aspects of restoration under one program. These include pre and post project monitoring, technical guidance, equipment, labor, outreach, and access to funding.

KORC program was created to collect and recycle discarded angling line and tackle continued in 2015-2016. Currently, over 100 stations have been installed and are being maintained by volunteers within the fish districts.

## **Fish Culture**

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STEP volunteers conduct or assist with all stages of fish propagation, including collecting and spawning adult fish, incubating eggs, and rearing, acclimating, and releasing juvenile fish. STEP volunteers often work in conjunction with ODFW fish hatcheries at one or more of the stages in the fish production cycle. In a few locations where there are no ODFW hatchery programs due to lack of facilities or hatchery capacity, STEP volunteers operate facilities that perform the entire rearing cycle from broodstock collection to release. In both cases, STEP propagation efforts are guided by ODFW management objectives, and are consistent with the guidelines, practices, and protocols outlined by hatchery management policy.

Because STEP fish culture projects are an integral part of ODFW fish management programs, oversight of STEP propagation activities occurs in a variety of ways. Initially, STEP propagation proposals go through an approval process at the local, regional, and Fish Division levels within ODFW to ensure the projects will meet fish management objectives and are consistent with policies regarding potential impact to native fish populations. Specific legal limitations regarding STEP also exist that, in addition to ensuring the projects are in compliance with other applicable goals, policies, rules, and plans, limit the duration and size of projects.

STEP propagation projects operate on three to five year cycles depending on the type of project and fish species involved. Once the cycle is complete, the project must be reviewed through a formal renewal process. In addition, STEP propagation projects that rear and release more than 100,000 fish must receive authorization from the Commission. Presentation of the project at a Commission meeting also serves as an opportunity for public comment. Public comment during the propagation project review process can also be submitted directly to staff or can be provided when the project is presented for review by STAC at a regularly scheduled STAC meeting. If public interest warrants, ODFW may choose to hold additional public meetings to present and discuss projects under review.

The importance of STEP fish culture efforts to Oregon's fish resources has provided program activities some legal protections such as not having to obtain water rights for approved STEP projects. STEP biologists work closely with volunteers to ensure a facility complies with the applicable operating and reporting requirements for ODFW fish hatchery facilities and those of STEP. The program biologists also help carry out the project logistically, work with other ODFW staff to coordinate cooperative propagation efforts, and provide technical assistance. STEP fish propagation facilities are funded, built, operated, and maintained by the volunteers with ODFW assistance and oversight.

The purpose of STEP fish propagation programs is to rehabilitate or supplement populations of naturally-produced salmon and trout or augment fisheries with hatchery fish. Thousands of volunteers have assisted Oregon's fisheries through their involvement in STEP and their donation of money, materials, equipment, and countless hours of time and labor. Without these efforts, ODFW's propagation ability would be greatly diminished in many areas.

Many projects have more than a single purpose and often serve as educational opportunities to increase public understanding and stewardship of Oregon's fish resources and the aquatic environment.

STEP fish culture projects are generally grouped into the following types:

- Classroom egg incubation program projects that release unfed fry, also known as the “Fish Eggs-to-Fry” program
- Stream hatchbox projects that release unfed fry
- Fish rearing projects. All activities included here involve feeding and caring for fish
- Projects that acclimate fish before release
- Projects that collect adult broodstock
- Miscellaneous activities including volunteer help at ODFW hatcheries for maintenance, broodstock collection, spawning, marking, stocking, and other duties, and salvage of wild fish

## Northwest Region

### Lower Willamette STEP

Jeff Fulop, STEP Biologist  
Todd Alsbury, District Fish Biologist  
Tom Murtagh, District Fish Biologist

Lower Willamette STEP covers the Department's North Willamette Watershed District (NWWD), and with the Portland metropolitan area inside its boundaries, has the largest population of any STEP district in Oregon. The large angling population presents the district with the challenge of meeting the varied needs of a broad and changing demographic. There are also numerous fish management constraints associated with conservation and recovery of native fish species and species listed under the Endangered Species Act (ESA). The district mission is to provide ongoing and improving angling opportunities, improvements to habitat for fish and wildlife, and a continuing contribution to the quality of life that people in this area have come to enjoy and expect.

The district covers waters from the eastern slopes of the coast range east to Mt. Hood, and from the city of Clatskanie south to Salem. The larger river basins include the Columbia, Willamette, Sandy, Clackamas, Tualatin, Molalla, Yamhill and Pudding and their many tributaries. The varied landscape includes farmland, urban areas, forest lands, mountains and wetlands. Fish species include salmon, steelhead, a variety of trout and sturgeon. There is also a wide diversity of warm water angling opportunities with several species of warm water game fish present in the district.

Population growth along with the associated development and urban sprawl, and the ever-changing constituency continue to place considerable strain on the natural resources. District staff strives to maintain a balance between fish and wildlife protections, continued opportunities in fishing, hunting or outdoor viewing enjoyment, while meeting the new demands on the resources associated with rapid population growth and development.

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## **EDUCATION AND PROGRAM DEVELOPMENT**

### Family Fishing Events

STEP coordinated and produced eight Family Fishing Events in the NWWD, continuing the efforts of getting local youth and adults actively involved and interested in fishing. STEP was also responsible for district's popular Free Fishing Weekend fishing event at St Louis Ponds, attended by over 500 youth and adult anglers. With most of the people in the district residing in urban areas, holding these close-in events provides opportunities for participants of all ages to experience the outdoors while discovering that they can remain close to home.

For 2015-2016 the events were held at Canby Pond in Canby, St. Louis Pond in Gervais, Trojan Pond in Rainier, Mt Hood Community College Pond, Shorty's Pond in Molalla, Sheridan Pond in Sheridan, and Commonwealth Lake in Cedar Hills. Family Fishing Events attracted record attendance for a second year in a row with nearly 2,700 adult and youth participants, many of them first-time anglers. Several hundred trophy trout in addition to legal-sized trout were stocked for the events.



Under the guidance of the STEP biologist, volunteer groups including the Association of Northwest Steelheaders (ANWS), ODFW Angler Education Instructors, and members of the angling community provided assistance in teaching kids about fishing, handling their catch and selecting the right equipment, as well as how to interact with the environment. Volunteers also assisted in setting up equipment and provided help at the registration areas. More than 40 volunteers donated over 500 hours of time helping to make these events successful.

### Fish Eggs-to-Fry Program

NWWD STEP has been a leader in the Eggs-to-Fry program for several years and continued to see interest and growth in the classroom incubator program in 2015-2016. An expanding enthusiasm and desire to integrate the program into classroom curriculum again brought several new schools to STEP, with the participation numbers annually exceeding 200 classrooms. These incubation projects hatched eggs and released nearly 86,000 unfed salmon and trout fry into a dozen different STEP-approved lakes, ponds, and streams within the NWWD. Several local chapters of the ANWST, the local OSU Extension Service (4-H), CREST, the Clackamas River Basin Council, OMSI, Oregon Zoo and Reed College sponsored classroom incubation projects in schools around the greater Portland Metro Area. With the tremendous growth of the program, its success would not be possible without the dedication of the many volunteers donating dozens of hours.



## Other Outreach

STEP staff continued to write the angling recreation report for the NWW, providing updated information to local anglers about all types of fishing opportunities in the area. This report is published weekly on the ODFW website and is one of the most visited destinations on the site.

STEP staff continued to take the lead as author and editor of the NWW portion of the Spring Fishing Forecast and the Winter Steelhead Fishing Guide both found on the ODFW website, various online publications, and distributed to local media.

STEP staff attended monthly meetings of several local angling groups, keeping this valuable volunteer base aware of upcoming opportunities and issues.

Monthly meetings also provide a venue to show appreciation for volunteer efforts.

STEP staff participated in several outreach activities by attending summer camps, assist at local fishing events, and visiting area classrooms to perform fish dissections or discuss STEP in the schools and career opportunities in the natural resource fields.

STEP staff represented the NWW at the 2016 Oregon State Fair providing information and updates about ODFW activities and STEP opportunities in the NWW and around Oregon.



## **INVENTORY AND MONITORING**

### Sandy River Broodstock Collection

STEP, along with the Sandy Chapter of ANWS and other volunteers, assisted NWW staff performing weir trap monitoring on the Sandy River in an effort to avoid possible vandalism and accidental injury. STEP volunteers also assisted in broodstock collection at the traps along with sorting and passing of wild spring Chinook salmon, steelhead, and Coho, offering over 100 hours of volunteer time to the projects.

## **HABITAT IMPROVEMENT**

### Stream Nutrient Enrichment Program

The 22nd year of the district's stream nutrient enrichment program was completed with cooperation from the Clackamas Hatchery, Sandy Hatchery, the United States Forest Service, and the USFWS Eagle Creek Hatchery. The carcasses are intended to mimic historic run densities of spawning Chinook, steelhead, and Coho salmon in area streams and increase stream nutrient levels for aquatic organisms.

Over 100 youth volunteers and over 75 adult volunteers contributed to the project, placing over 57,000 pounds of steelhead, Coho, and Chinook salmon carcasses in the Sandy River Basin, the Clackamas River Basin, the Lower Columbia River Basin, and the Yamhill River Basin. Volunteers from the ANWS, students from various local schools, SOLV (Stop Oregon Litter and Vandalism), members of the Sandy River Watershed Council and Clackamas River Watershed Council, the NW Flyfishers, and the Confederated Tribes of the Grande Ronde assisted with the carcass distribution effort.

### Line and Tackle Collection

North Willamette STEP now has Keep Oregon Rivers Clean (KORC) stations in place along nine rivers and lakes. These line and tackle collection stations can be found on the Sandy River,

Clackamas River, Blue Lake Park, Herman Creek, St Louis Ponds, Canby Pond, Salish Ponds, Benson Lake, and the Columbia River at Rooster Rock State Park and Dalton Point Park, most maintained through volunteer efforts. In partnership with Portland General Electric two new KORC stations were installed in the summer of 2016 at North Fork Reservoir on the Clackamas River. NWWD STEP is also seeking new opportunities to place KORC stations in additional popular fishing spots within the district.

## **FISH CULTURE**

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### Fish Acclimation Projects

Acclimation facilities have been a key component of fish release strategies in the NWWD for several years and operation of these facilities is an important function of STEP. Releases from acclimation sites are intended to coincide with hatchery production and provide increased angling opportunities on the Willamette, Clackamas, Sandy and Molalla rivers. Recent improvements in local fisheries can be credited to these acclimation projects and their success can be directly attributed to the efforts of volunteers and the over 680 hours they contributed to the projects this past year.

Since the spring of 2013 an acclimation pond has been operated on Trout Creek near its confluence with the Molalla River. Daily operation of this facility is performed entirely by volunteers from the Coastal Conservation Association (CCA) and the ANWS. During March and April of 2016 over 93,000 Chinook salmon smolts were acclimated and released from the facility in an effort to improve runs that have been struggling in recent years. As hoped, smolt releases in 2014 returned to the Molalla as adults in spring of 2016 in fairly decent numbers, providing another year of spring Chinook salmon fishing on the river.

The Foster Creek Acclimation Facility continued to be a productive site for STEP. A change in management was made for 2014 at the Foster site. Since survival and return of summer steelhead appeared to be exceptional we increased the number of summer steelhead releases and direct released the spring Chinook smolts in line with the hatchery practices. Over 50,000 summer steelhead smolts were released from Foster Pond, and over 24,000 winter steelhead smolts were acclimated and released into the Clackamas River in the early spring of 2016. The 2016 summer steelhead fishery was one of the most successful seen in years on the river and once again the winter steelhead fishery didn't disappoint. With daily guidance of STEP, volunteers maintained the facility, performed all fish culture activities, and assisted with release. Anglers have seen a very productive fishery develop in this section of the Clackamas River in recent years, likely due to these smolt releases.

The Clear Creek Acclimation Facility was completed and put into production in spring of 2009. Spring of 2016 marked the eighth year of releases from this site. Feeding and daily maintenance was performed by volunteers from the McLoughlin Chapter of the ANWS who donated over 70 hours to this project. In excess of 106,000 spring Chinook salmon smolts were acclimated and released to provide additional returns of adult spring Chinook to the extremely popular Willamette River and Clackamas River sport fisheries.

The Eagle Creek Acclimation Facility, located at Eagle Fern Park on Eagle Creek, was completed and put into production in early 2010. With funding from an R&E grant provided by the Oregon Wildlife Heritage Foundation, this facility was built from the ground up on the banks of Eagle Creek a few miles up from the confluence with the Clackamas River. For the 2016 acclimation season these Chinook smolts were once again moved upstream to be raised and released at Eagle Creek National Fish Hatchery in a cooperative effort with US Fish and Wildlife Service. The smolts were maintained at the hatchery by ODFW employees. Future plans are

being discussed, including increased winter steelhead releases.

The Bull Run River Acclimation Facility saw its sixth year of production in 2016 at the site of the decommissioned PGE Bull Run Powerhouse. Releases of spring Chinook salmon from this acclimation site are part of a district strategy to address problems involving stray rates of Sandy Hatchery spring Chinook by giving the salmon a return destination away from the wild fish sensitive Upper Sandy Basin. The effort is proving to be successful as returns to the lower river have improved while stray rates have decreased. All spring Chinook smolts in the Sandy River are now released at this acclimation site instead of at Sandy Hatchery so management of this facility by volunteers is critical. The site at Bull Run saw over 129,000 spring Chinook smolts released in spring of 2016, with volunteers from the Sandy Chapter of ANWS contributing 192 hours and over 360 miles of travel.

### Broodstock Collection

The collection of broodstock winter steelhead on the Clackamas River and spring Chinook salmon on the Sandy River was completed with assistance from the NW Steelheaders, individual volunteers, and local fishing guides. This project is instrumental in NWWD fish management goals and would not happen without the help of these volunteers contributing over 100 hours of their time.

### Liberation

STEP provided regular back up support for NWWD trout stocking activities in 2015-2016, both by assisting Region fish liberation truck drivers at stocking sites and driving a portable liberation truck, delivering fish directly to local water bodies. The assistance of volunteers was often critical in completing successful stockings at difficult to access locations.

### **Schools and Groups that work with Lower Willamette STEP**

The following is a partial list of schools, school districts, organizations, agencies, and other groups that work with STEP. Due to the large number of participants, it is possible that some groups were inadvertently left off this list. Please contact (503) 947-6211 if your program has been left off this list.

<p><b>Elementary, Middle, and High Schools</b></p> <p>Ainsworth Elementary School          Alberta Rider Elementary School          Alliance Charter Academy          Alpha HS          Archbishop Howard School          Arleta Elementary School          Astor School          Banks Elementary School          Barlow HS          Barnes Elementary School          Beaver Creek Elementary School          Bilquist Elementary School          Boeckman Creek Elementary School          Bolton Primary School          Boones Ferry Primary School          Boring MS          Bridlemile Elementary School</p>	<p>St. Thomas Moore School          Sunnyside Elementary School          Sunnyside Environmental School          Sunstone Montessori          Stafford Primary School          Stoller MS          Sweetbriar School          SW Charter School          Terra Linda Elementary School          Tom McCall Upper Elementary School          Trillium Creek Primary School          Trost Elementary School          Tualatin Valley Academy          Valley Catholic Elementary School          Verne Duncan Elementary School          View Acres School          Walt Morey MS          Westgate Christian School</p>
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Buckman School	Westridge Elementary School
Carus Elementary School	West Linn HS
Cascade Academy	West Sylvan MS
Catlin Gabel Lower School	West T.V. Elementary
Cedar Oak Park School	Whitford MS
Cehalem Elementary School	Willamette Primary School
City View Charter School	Winterhaven School
Clackamas HS	Witch Hazel Elementary School
Clackamas River Elementary School	Wood MS
Clarkes Elementary School	Woodland Elementary School
Colton MS	Opal Charter School
Cornelius Elementary School	Oregon Trail Academy
Creative Science School	Orengo Elementary School
CREST/West Linn-Wilsonville SD	Patterson Elementary School
Deep Creek Elementary School	Peterson Elementary School
Deer Creek Elementary School	Pioneer Special School
De La Salle N. Catholic HS	Pleasant Valley School
Earl Boyles Elementary School	Portland Waldorf School
Early Learning Community School	Powell Valley Grade School
East Sylvan MS	Poynter MS
Echo Shaw Elementary School	Quatama Elementary School
Emerson School	Rachel Carson Environmental MS
Estacada HS	Raleigh Park Elementary School
Estacada Junior High	Raleigh Hills School
Ewing Young Elementary School	Renaissance School of Science
Farmington View Elementary School	Rex Putnam HS
Faubion School	Reynolds HS
Fir Grove Elementary School	Ridgewood Elementary School
Five Oaks MS	Riverdale Grade School
Floyd Light MS	River Mill Elementary School
Forest Hills Lutheran School	Rosedale Elementary School
Forest Park Elementary School	Sabin-Schellenberg Center
Fowler MS	Salish Ponds Elementary School
Franklin HS	Sandy Grade School
Free Orchards Elementary School	Sauvie Island Academy
Gaffney Lane Elementary School	Scappoose HS
Gladstone HS	Schools Heights Elementary
Gordon Russell MS	Sexton Mtn Elementary School
Greenway Elementary	Sitton Elementary School
Gresham HS	Skyline School
Grout Elementary School	Spring Mtn Elementary School
H.B. Lee Elementary School	Springwater Environmental Sciences School
H.B. Lee MS	St. John Fisher School
Happy Valley Elementary School	St. Paul Elementary School
Harvey Clarke Elementary School	St. Rose School
Hogan Cedars Elementary School	<b>Colleges and Universities</b>
Imlay Elementary School	Mount Hood Community College
Indian Hills Elementary School	OSU 4-H Extension Service

<p>Inza Wood MS          Jackson MS          Jacob Wismer Elementary School          Joseph Gale Elementary School          Ladd Acres Elementary School          LaSalle Prep School          Lee Elementary School          Lenox Elementary School          Lents Elementary School          Lewis Elementary School          Life Christian School          Lillies Pad Learning          Lincoln HS          Lincoln St. Elementary School          Linwood Elementary School          Lowrie Primary School          Mabel Rush Elementary School          MCA Public Charter School          McKinney Elementary School          Meek Pro Tech HS          Miller Education Center          Milwaukie HS          Minter Bridge Elementary School          MITCH Charter School          Molalla River Academy          Molalla River MS          Mt Tabor MS          North Plains Elementary School          Oak Creek Elementary School          Ogden MS          Oregon Episcopal School</p>	<p>Reed College</p> <p><b>Organizations</b></p> <p>Association of Northwest Steelheaders</p> <ul style="list-style-type: none"> <li>• Sandy Chapter</li> <li>• Tualatin Valley Chapter</li> <li>• McLoughlin Chapter</li> <li>• Molalla Chapter</li> <li>• Newberg Chapter</li> </ul> <p>Coastal Conservation Association          NW Flyfishers          S.O.L.V.</p> <p><b>Government</b></p> <p>The Confederated Tribes of Grande Ronde          Metro Parks          City of Fairview          Oregon State Parks          Project YESS          Tualatin Hills Parks &amp; Recreation          US Forest Service          Clackamas County Parks          Weyerhauser Timber Co.          City of Portland/Water Bureau          U.S. Fish and Wildlife Service          Cleanwater Services          Oregon Zoo</p> <p><b>Watershed Councils</b></p> <p>Clackamas River Basin Council          Sandy River Basin Council          Tualatin River Basin Council          Johnson Creek Watershed Council</p>
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**Mid-Willamette STEP**

Karen Hans, STEP Biologist  
 Alex Farrand, Assistant District Fish Biologist  
 Elise Kelley, District Fish Biologist

The Mid-Willamette STEP district is a geographically diverse area in the South Willamette Watershed District (SWWD) reaching across the Willamette Valley from the crest of the Coast Range east to the crest of the Cascades. The Willamette River travels the length as it flows from McKenzie River confluence downstream to the agricultural lands north of Salem. Within this area, three major river systems flow from the western slopes of the Cascades into the Willamette (North Santiam, South Santiam, and Calapooia). Another five (Glen/Gibson, Rickreall, Luckiamute, Marys, and Long Tom) drain the eastern slopes of the Coast Range. The District is also one of the most populated regions of Oregon. Salem, Eugene, Corvallis, and Albany are the larger urban areas but a number of smaller cities, towns, and rural communities are scattered throughout. The natural resource concerns that have accompanied the area's historical land uses

of timber harvest and agriculture have been complicated by the challenges posed by urbanization.

In spite of the growing human population and resulting changes to the landscape, the Willamette River Basin continues to support a diversity of fish. Native among these include spring Chinook salmon, winter steelhead, rainbow and cutthroat trout. Several salmonid species have also been introduced including fall Chinook salmon, Coho salmon, and summer steelhead. Although the focus of STEP efforts in this area is upon the native salmonids, the program through its educational, monitoring, and habitat efforts also provides benefits to the basin's many other native fish.

A failure to recognize the importance of watershed rather than just stream health has led to the degradation and loss of aquatic habitats across Oregon. In this area, one of the results has been federal listings under the ESA of the Mid Willamette's two native stocks of salmon and steelhead. In response, the State of Oregon and its citizens have initiated a comprehensive and cooperative community-based approach to watershed restoration under the Oregon Plan. Although all ODFW programs have an important role in this effort, STEP finds itself uniquely situated in that its responsibilities include many of the major components of the Oregon Plan. Most importantly, the foundation of STEP is community involvement with these activities. The focus of STEP in this District has been therefore to involve area groups, schools and individuals in all aspects of ODFW's local fish management efforts.

Because the area's population is large and still growing, STEP must emphasize outreach and education in the Mid-Willamette basin. This is achieved in-part through direct community involvement with many ODFW activities but particularly monitoring and inventory efforts and educational programs. Adult and youth participation with these projects not only demonstrates the ability that communities have to assist with the more technical needs of fish recovery but also provides the "hands on" experience that allows for increased awareness and fosters stewardship. Of special interest have been new inventories on waters that are considered "at risk" and for which little or no fishery information exists. The data gathered has been essential to habitat protection and restoration efforts throughout the basin, especially those in the agricultural and urban areas.

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## **EDUCATION AND PROGRAM DEVELOPMENT**

### Technical Assistance

During this period, the STEP Biologist gave presentations detailing fish resources, management issues and ODFW volunteer opportunities to a variety of interests including: students, teacher or other educational organizations; angler and conservation groups; Watershed Councils; and other federal, state, and local agencies. The District works with eight watershed councils in a variety of roles including providing general information, providing technical expertise to habitat and inventory projects, assisting with volunteer training, and assisting with the development of action plans and restoration priorities. The STEP Biologist provides technical assistance to many agencies and organizations on fish related matters including the road related repair or culvert replacements in Linn, Lane, Benton, and Polk Counties, Department of State Lands regulatory actions, and habitat restoration projects throughout the district. The STEP Biologist is a member of the Oregon Watershed Enhancement Board Region 3 Technical Review Team; Long Tom Watershed Council, Calapooia Watershed Council, and Luckiamute Watershed Council's technical teams. During the contract period the STEP Biologist attended 18 meetings, offering technical advice and fishery perspectives on a variety of educational programs and district fish issues.

## Youth Education

Many school districts in the mid-Willamette district send students to outdoor schools and this has provided the STEP Biologist with additional educational opportunities for the program. The STEP Biologist, or STEP volunteers, participated in 15 Outdoor Schools during the school year for students from schools in Peedee, Lebanon, Sweet Home, Philomath, Lyons, Scio, Alesia, Albany, and Salem.

During the summer months, the STEP Biologist hosted learning stations at summer camps hosted by the Girl Scouts, Benton County Parks & Recreation and OSU Forestry.

The STEP Biologist, along with volunteers from the Albany Chapter of ANWS and ODFW Angler Education Instructors hosted 12 fishing events for the Boy Scouts, OSU Extension Service (4-H), Philomath School District, and Luckiamute Valley Charter School. STEP volunteers also assisted with two fishing events for the Wounded Warriors Project and their families. The events were organized by the Mid Valley Chapter of the Association of NW Steelheads and STEP coordinated volunteers from ODFW's Angler Instructors Program to assist.

At summer camps with a fishing station, students catch trout and sunfish, and learn about catch and release techniques. At outdoor schools with fish biology stations, students learn about fish anatomy, physiology, environment adaptations, habitat needs, watershed process, and challenges posed by humans to fish and their habitat. One of the most popular activities at outdoor school is fish dissection. The students share a juvenile steelhead or salmon to dissect and learn the internal and external anatomy and physiology of the fish.

The STEP Biologist also teaches watershed process to students at outdoor schools or at their schools. Two camp facilities have in-ground "river boxes" or a portable stream table is brought to the school to show how stream systems function.

One of the STEP Biologists most popular activities are fish dissection at district area elementary, middle, and high schools. Steelhead smolts and mini jack salmon from the South Santiam Hatchery are frozen individually each year and are then used for the dissections. Students work in teams to dissect the fish. Volunteers from the ODFW's Angler Education Program and the Mid Valley Chapter of ANWS as well as many parents and school volunteers assist with the dissection. For many students, this is their only opportunity to do a dissection on any type of animal as opposed to a plastic model or virtual computer program. The STEP biologist includes information on fish biology, such as how fish hear, see, detect odors, and osmoregulate in fresh and saltwater, as well as similarities between fish and human biology. The STEP Biologist will also dissect an adult salmon or steelhead carcass at Family Science Night events.



During this reporting period, the STEP Biologist and volunteers hosted fish dissections at 11 elementary, middle school, high school classes, and a Family Science Nights in the district. At the 2016 Family Science Night, held at Yoshikai Elementary School in Salem, the fish dissection station was voted the best activity at the event.

The STEP Biologist sits on the Linn-Benton Salmon Watch Steering Committee. The committee meets year round to plan for Salmon Watch field trips in September, October and November. Students from 5<sup>th</sup> through 12<sup>th</sup> grade travel to rivers where salmon are spawning to learn about water quality, macroinvertebrates, riparian areas, and salmon biology.

In addition to being on the steering committee, the STEP Biologist trains volunteers and participates in several field trips each year. In 2015 and 2016, the STEP Biologist attended 7 Steering Committee meetings, hosted 4 Salmon Watch outreach events, assisted with two trainings, and hosted the Fish Biology station for 6 Salmon Watch field trips.



In order to best serve teachers and students, STEP educational materials need to be updated and revised to relate to the Next Generation Science Standards. The STEP Biologist worked with members of the Salmon Trout Advisory Committee, and teachers and students from Western Oregon State University to revise the Egg to Fry Manual and other educational resources guides. The STEP Biologist also attends Natural Resource Educators meetings for the Salem and Corvallis School Districts and the Benton Co Parks and Rec Outdoor Education Committee. In all, the STEP Biologist attended 9 education related meetings.

## **INVENTORY AND MONITORING**

### Fish Populations and Their Habitat in Streams

STEP again led the district's small stream sampling effort with fish surveys and hoop traps. These efforts involved students from local schools and district area landowners. The primary intent of this program has been to document the presence of cutthroat trout in waters where little or no fish information exists and to get a sense of relative abundance. However, additional benefits from the program come from raised awareness for the "little brown fishes" in the area and educational opportunities for students.



Information on fish presence has in-turn been used by cities, counties, watershed councils, and state and federal agencies to develop habitat restoration and protection plans as well as to identify individual project opportunities. The data gathered from traps and surveys will be used in the future to plan habitat restoration projects.

### Jane Goodall Environmental Middle School

In the Salem area, students from Jane Goodall Environmental Middle School assisted the STEP Biologist to sample local streams with seine nets and electroshocking. For this ongoing study, students collected fish, macroinvertebrate, and habitat data on a restored section of Waln Creek in Salem. Data from the sampling efforts will be used to produce a fish presence report on Salem area streams. The report will be made available to City, County, and State Agencies, as well as citizen groups and watershed councils.

### Cutthroat Trout Surveys in the Long Tom River

STEP also partnered with the Long Tom Watershed Council on a study of cutthroat trout in five Long Tom River Basin sub-watersheds. The study, funded by a Fish Restoration and Enhancement Program grant, is investigating the movements of cutthroat trout in Rattlesnake, Schafer, Ferguson, Bear, and Owens Creeks by capturing fish then monitoring their movements

around the basins with active capture methods, such as trapping, and with array stations. Data collected will also provide information on growth, survival, and population numbers. While the active capture phase of the study has ended, the movements of the tagged cutthroat trout are still being monitored with 4 array stations around the Long Tom River Basin.

## **HABITAT IMPROVEMENT**

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### Partnerships and Technical Assistance

Because much of the land in the Mid-Willamette basin is privately owned, restoration efforts rely heavily on the cooperative participation of private landowners. In addition to efforts with other state, local and federal agencies, STEP works closely with watershed councils, industry, individuals and the more traditional landowner assistance agencies to conduct stream nutrient enrichment, in-stream and riparian habitat, and fish passage restoration projects.

During 2015-2016, the STEP Biologist attended 11 site visits to offer technical and grant seeking advice to landowners throughout the district. The STEP Biologist provided technical advice to the USFWS, US Forest Service, Bureau of Land Management, as well as the Calapooia, Luckiamute, North Santiam, South Santiam, Long Tom, Rickreal and Mary's River Watershed Councils on the fish passage and habitat restoration projects.

### Carcass Placement

The placement of salmon and steelhead carcasses into area streams for nutrient enrichment is accomplished only through the efforts of volunteers and has surprisingly become one of the more popular STEP activities. To replicate historic abundance and distribution, fish are placed in five different rivers and streams in the district. This past year, salmon and steelhead carcasses that were used as brood for programs at the Foster Fish Collection Facilities were again placed in the South Santiam and Calapooia basins.



Due to treatment by a new antibiotic, no Chinook salmon from the Minto Fish Collection Facility were distributed to the North Santiam Watershed and only male salmon could be distributed to the South Santiam River Basin. This greatly reduced the pounds of fish out-planted for nutrient enrichment to the two river basins. Volunteers from STEP, the Mid Valley Chapter of NW Steelheads, Oregon State University, and staff from the USFS and US Army Corps of Engineers contributed 56 hours toward carcass enrichment efforts in the mid-Willamette district. In all, over 929 spring Chinook salmon (18,580 lbs.) and 244 (2440 lbs.) summer steelhead carcasses were distributed to the 17 miles of the South Santiam and Calapooia Rivers and their tributaries.

### Fishing Line Collection Stations

Since 2004, volunteers in the Mid-Valley STEP District have maintained a series of fishing line collection stations. The stations are located on the North Santiam River at Stayton Boat Ramp, John Neal Park, North Santiam Park, Fishermens Bend, and Mill City Boat Ramp. On the South Santiam River, collection stations are located at Waterloo Park (2), Wiley Park, Sunnyside Park, and Foster Reservoir. There is also a line collection station at EE Wilson Pond.

## **FISH CULTURE**

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ODFW fish propagation programs in the Mid-Willamette basin have evolved greatly over the last decade. With greater emphasis now placed upon the restoration and conservation of the basin's wild fish resources and the current federal listings of upper Willamette spring Chinook salmon and winter steelhead under the ESA, the STEP District's fish culture program looks much different from that of the 1980's. Concern surrounding the potential impacts of introduced fry upon native populations, and the primary need for habitat enhancement in those streams identified as deficient in natural production, have changed the focus of the program's efforts.

### Fish Eggs-to-Fry Program

The Egg-to-Fry Classroom Program within the District is for educational purposes only and is not intended to contribute to fish production goals. However, as an educational program, it is without a doubt one of the most successful and cost effective ways to teach a large number of students about salmon and trout biology. In addition, students and adults participating in the program come away from the experience with a respect and appreciation for salmon and trout, and for their habitat. In the mid-Willamette STEP District, schools with students from kindergarten to high school and from urban and rural areas participate in the program. During this period, 60 classrooms raised 16,900 spring Chinook salmon and 25 classrooms raised 7,000 rainbow trout.

Eggs are delivered to each classroom by ODFW staff or volunteers. A brief presentation helps to prepare the students for the project and convey the importance of their effort. STEP volunteers, members of the ODFW's Angler Education Instructors, and Mid Valley Chapter of ANWS provide invaluable assistance with the classroom egg incubation program. These volunteers have recruited and "adopted" a number of schools in their local areas for which they provide information and incubation equipment, lend technical expertise, and assist during field trips to the release sites. The ODFW's Angler Education Instructors have been particularly active in the Salem and Corvallis areas where, with financial assistance from a STAC Mini Grant, they have placed incubators in area schools.

Spring Chinook salmon fry were released into the Willamette, North Santiam, South Santiam, and Calapooia River Basins. Rainbow trout are released at a number of selected locations scattered throughout the valley including reservoirs and many local, isolated ponds. The fry stocking program in the ponds has had surprising success. One location is Pagoda Pond at the Oregon 4-H Center near Salem where hundreds of children every year participate in outdoor school and summer camp fishing programs.

**Schools and Groups that work with Mid-Willamette STEP**

The following is a partial list of schools, school districts, organizations, agencies, and other groups that work with STEP. Due to the large number of participants, it is possible that some groups were inadvertently left off this list. Please contact (503) 947-6211 if your program has been left off this list.

<p><b>Elementary, Middle, and High Schools</b></p> <p>Ashbrook Independent School          Albiqua Independent School          Bethany Charter          Blodgett Elementary          Calapooia Middle School          Cascade High School          Central High School          Central Linn Elementary          Chapman Hill Elementary          Cloverdale Elementary          Community Roots Montessori School          Crescent Valley High School          Franklin School          Jefferson Elementary          Jefferson Elementary Corvallis          Jefferson High School          Kalapuya Elementary          Kings Valley Charter          Luckiamute Valley Charter School          Lebanon High School          Liberty Elementary          Monroe Elementary          Monroe High School          North Albany Elementary          North Albany Middle School          North Salem High School          Oak Grove Elementary          Philomath High School          Pratum Elementary          Pringle Elementary          Riverview Elementary</p>	<p>Riviera Christian School          Santiam Christian School          Schirle Elementary          Seven Oak Middle School          Silver Crest School          Stayton Middle School          Turner Elementary          Whitworth Elementary          Wilson Elementary</p> <p><b>Colleges and Universities</b></p> <p>Chemeketa Community College          Oregon State University</p> <p><b>Organizations</b></p> <p>Association of Northwest Steelheaders</p> <ul style="list-style-type: none"> <li>• Mid Valley Chapter</li> <li>• Salem Chapter</li> </ul> <p>Keizer Boys &amp; Girls Club          Salem Boys &amp; Girls Club          Camp Taloali          Salmon Watch</p> <p><b>Government</b></p> <p>Polk County Soil and Water          Benton County Soil and Water</p> <p><b>Watershed Councils</b></p> <p>Calapooia Watershed Council          Long Tom Watershed Council          Luckiamute Watershed Council          Marys River Watershed Council          North Santiam Watershed Council          South Santiam Watershed Council          Rickreall Creek Watershed Council</p>
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**Upper Willamette STEP**

Katherine Nordholm, STEP Biologist  
 Kelly Reis, Assistant District Fish Biologist  
 Jeff Ziller, District Fish Biologist

The Upper Willamette STEP district coordinates volunteer efforts to maintain, protect, restore, and evaluate native populations and habitats of salmon and trout within the headwaters of the Willamette River. The major river systems in the district are the Coast Fork Willamette, McKenzie, and Middle Fork Willamette. Spring Chinook salmon are the only anadromous



salmonid native to the area, although a small winter steelhead run has been established in the Middle Fork Willamette River. Resident and fluvial populations of rainbow trout, cutthroat trout, and bull trout are also found within the district. Hatchery spring Chinook salmon, summer steelhead, and rainbow trout are released in various streams and rivers within the district. In addition, rainbow, cutthroat, and brook trout are released into a number of High Cascade Lakes to provide unique, often remote, fisheries. Spring Chinook salmon and bull trout are federally listed as “Threatened” under the Endangered Species Act.

Implementation of the STEP program in the Upper Willamette is shared between the STEP biologist and other district staff. Staff believes that assigning the STEP responsibilities broadly among all members allows greater flexibility and more effective integration of STEP activities throughout all fish management activities.

While the STEP volunteer base draws largely from local organizations, including the McKenzie Flyfishers, Cascade Family Flyfishers, Trout Unlimited, Coastal Conservation Association, McKenzie River Guides Association, Backcountry Horsemen, and the three local watershed councils, many of our active STEP volunteers are not affiliated with any group or organization. Additionally, STEP staff work with industrial timber companies on a variety of habitat evaluation and improvement projects within the district. ODFW staff regularly attends meetings and make presentations to organizations, schools and universities, and other agencies to facilitate the free flow of information, answer questions, solicit ideas for new STEP projects, and recruit additional STEP volunteers.

The Upper Willamette STEP biologist would like to recognize the staff from Leaburg Hatchery, McKenzie Hatchery, Willamette Hatchery, and Dexter Hatchery for their dedication to working with STEP. Their support and assistance is vital for the success of many projects.

## **EDUCATION AND PROGRAM DEVELOPMENT**

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### Technical Assistance

The STEP Biologist served on the Coast Fork Willamette Watershed Council’s Technical Committee tasked with providing technical expertise for projects sponsored by the Council.

The STEP biologist served on the Lane County Salmon Stewards Steering Committee, which, in partnership with McKenzie Watershed Council, provides experiential environmental education to over 1,000 local students each year through the Salmon Watch<sup>®</sup> program. The committee consists of representatives from Bureau of Land Management, Forest Service, Eugene Water and Electric Board, local school districts, and other area organizations.

STEP staff provided professional opinion on fisheries benefits of several proposed restoration projects and land acquisitions for partner agencies and non-governmental organizations.

### Youth Education

STEP staff and volunteers hosted three Family Fishing events located in Cottage Grove and Eugene. These events provided families with the chance to check out a fishing rod, obtain instructions on casting, and to catch one of the many trout that were stocked in each of the locations. These events continue to become more popular and repeat participants are seen each year. The third event, held at Eugene’s Alton Baker Park, occurred on Free Fishing Weekend.

STEP staff participated in a number of Salmon Watch field trips this year at Carmen Smith Spawning Channel along the McKenzie River and Whittaker Creek in the Siuslaw River basin. During these field trips, local students learn about salmon ecology, including lessons on

macroinvertebrates, riparian zones, water quality, and salmon biology. The STEP biologist led volunteer training for the salmon biology station at both training events held this year.

STEP staff organized and held two educational fishing workshops for The Arc Families Connected Summer Recreation Co-op. This group is part of eight family networks set up in the state to help families who are raising a child with a disability. At each workshop, families had the opportunity to tour Leaburg Hatchery, watch trout stocked in to Leaburg Lake, learn about fishing and receive fishing instruction from STEP and Angler Education volunteers. Finally, the students had an opportunity to angle for fish in Leaburg Lake. STEP provided equipment, volunteers, instructions, and a fish cleaning station. ODFW staff from Leaburg Hatchery were also involved with these events.



The STEP biologist led the planning, coordination, and supervision of two interns this year, a winter intern from Northwest Christian University and a summer inter from Oregon State University. The interns participated in fish stocking, educational activities, fish monitoring, and general district work throughout their internships.

### Program Outreach

Staff and STEP volunteers gave several presentations to diverse audiences and participated in several community events including:

- Boy Scout Leaders Round Table – Fishing Regulations and Opportunities
- McKenzie River Trust - Living River Celebration
- McKenzie Watershed Council - Salmon Celebration
- Lane Community College – Water Careers Class
- Travel Lane County Kid’s Adventure Club
- Row River Outdoor School
- Elizabeth Page Elementary Outdoor School
- Public Workshop - How to Fish For Trout in Oregon
- Macro Field Sessions – Middle Fork Willamette River Watershed
- Macro Field Sessions – Agnes Steward Middle School



## **INVENTORY AND MONITORING**

### Fish Surveys

STEP staff and volunteers worked on multiple monitoring projects over the year. Staff and a volunteer from Weyerhaeuser conducted spring Chinook spawning ground surveys on Gate Creek, a tributary to the McKenzie River.

### High Cascade Lakes Sampling

During the summer of 2016, staff, an OSU intern, and a volunteer, used gillnets and hook and line sampling to determine fish survival stocked in to four High Cascade Lakes. Additional information was recorded on amphibian populations.

### Other Inventories

STEP staff, an OSU intern, and two volunteers participated in sampling on the Coast Fork Willamette River and tributaries throughout the spring and summer. The sampling was to

determine the species composition and distribution of fish in those systems. Additionally, specimens and genetic samples of native fish were collected for the Oregon State Ichthyology Collection (OSIC).

STEP staff and eight volunteers, including two youth, assisted an OSU PhD candidate in setting minnow traps in the Coast Fork drainage. ODFW's purpose in sampling was to investigate the extent of a newly observed species of invasive crayfish. The ringed crayfish were observed below Wildwood Falls on the Row River. Additionally, specimens of ringed and native crayfish were collected by the OSU student for analysis on the establishment of invasive species using ecological stoichiometry.



## **HABITAT IMPROVEMENT**

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### Carcass Placement

STEP volunteers worked with Willamette and McKenzie Hatchery staff to place carcasses for stream enrichment. Over 1,125 adult carcasses totaling nearly 13,500 pounds were distributed into the main stem McKenzie River and spawning tributaries. Additionally, STEP volunteers from the Coastal Conservation Association and Weyerhaeuser placed approximately 920 carcasses to Little Fall Creek in the Middle Fork Willamette basin and Mosby Creek, on the Row River.

## **FISH CULTURE**

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### Classroom Egg Incubator

Approximately 11,000 spring Chinook salmon eggs were incubated in 91 classroom aquariums in 44 different schools as part of the Classroom Incubator Program. The unfed fry were released in December, primarily at Alton Baker Canoe Canal in Eugene.

### McKenzie River Trout Stocking

Staff and volunteers worked with the McKenzie River Guides Association and local hatcheries to stock over thirty river miles of the McKenzie River with legal-sized rainbow trout. The guides navigate an ODFW stocking boat downriver while a volunteer nets fish into the river. Nearly 98,000 legal and larger rainbow trout were released during boat stocking.

### High Cascade Lakes Backpack Stocking

This popular program provides an opportunity for volunteers to stock fingerling trout into 47 of our High Cascade Lakes using backpacks. Participants provide their own packs, which staff line with double-thickness plastic bags. The bags are filled with water, ice, young fish and extra oxygen before being sealed with duct tape. Volunteers then head to the trailheads and hike from 0.1 to 4 miles one-way to deliver the trout to the lakes. This one-day event provides families with an outside experience visiting our mountain lakes, as well as achieving our stocking goals for the year. STEP, district, and hatchery staff from Leaburg and Willamette hatcheries helped 109 youth and 132 adult volunteers packed in more than 29,000 fingerling trout for the program this year.

## **Schools and Groups that work with Upper Willamette STEP**

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The following is a partial list of schools, school districts, organizations, agencies, and other groups that work with STEP. Due to the large number of participants, it is possible that some

groups were inadvertently left off this list. Please contact (503) 947-6211 if your program has been left off this list.

<p><b>Elementary, Middle, and High Schools</b></p> <p>Adams Elementary          Agnes Stewart Middle School          Arts and Technology K-8          Awbrey Park Elementary School          Bailey Hill Instructional Center          Briggs Middle School          Buena Vista Elementary          Cal Young Middle School          Camas Ridge Elementary          Cascade Middle School          Centennial Elementary          Cesar E Chavez Elementary          Charlemagne Elementary          Churchill High School          Coburg Community Charter School          Corridor Elementary          Cottage Grove High School          Creswell High School          Dorena School          Dos Rios - Two Rivers Elementary School          Edgewood Elementary          Edison Elementary          Elizabeth Page Elementary          Family School          Fern Ridge Middle School          Gateways High School          Gilham Elementary          Guy Lee Elementary          Hamlin Middle School          Holt Elementary          Howard Elementary          Kalapuya Middle School          Kelly Middle          Kennedy Middle          Laurel Elementary          Lowell Elementary School          Maple Elementary          McCornack Elementary          McKenzie Middle/High School #68          eadowview Elementary Mohawk High School          Mt. Vernon Elementary          Network Charter School</p>	<p>River Road Elementary          Riverbend Elementary          Roosevelt Middle School          Shasta Middle School          Sheldon High School          South Eugene High School          Spencer Butte Middle          Spring Creek Elementary          Springfield Middle School          Thurston Middle          Twin Oaks Elementary          Unity School          Village School          Walterville Elementary          Willagillespie Elementary          Willakenzie Elementary          Willamette High School          Willamette Leadership Academy          Yolanda Elementary          Yujin Gakuen Elementary</p> <p><b>Colleges and Universities</b></p> <p>Lane Community College          Northwest Christian University          Oregon State University</p> <p><b>Organizations</b></p> <p>American Fisheries Society          Association of Northwest Steelheaders</p> <ul style="list-style-type: none"> <li>• Emerald Empire Chapter</li> </ul> <p>Backcountry Horsemen          Boy Scouts of America          Cascade Family Flyfishers          McKenzie Flyfishers          McKenzie River Guides Association          McKenzie River Trust          Salmon Stewards of Lane County          Travel Lane County          Trout Unlimited: Redside Chapter          World Salmon Council</p> <p><b>Government</b></p> <p>Bureau of Land Management          City of Springfield          City of Eugene          Eugene Water and Electric Board          Lane County          US Forest Service</p>
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North Eugene High School Oakley Middle School Oakridge Elementary School Pleasant Hill High School Prairie Mountain School Ridgeline Montessori Ridgeview Elementary	Willamalane Park and Recreation District <b>Watershed Councils</b> Coast Fork Willamette Watershed Council McKenzie Watershed Council Middle Fork Willamette Watershed Council
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**North Coast STEP**

Ron Rehn, STEP Biologist  
 R Mike Sinnott, Assistant District Fish Biologist  
 C Robert Bradley, District Fish Biologist

The North Coast STEP area includes all of the coastal basins extending from Neskowin Creek north to the Columbia River, and from the Lower Columbia River tributaries to Hunt Creek. The North Coast STEP District covers all of Tillamook and Clatsop Counties, and portions of Columbia, Washington, Yamhill, and Polk Counties. This area holds fifteen major river systems and over 2,600 stream miles.



All district fish management staff work with STEP volunteers, but the STEP Biologist has primary responsibility for administering, coordinating and reporting program activities. Projects are identified and guided by local fish management and hatchery needs with a focus on outreach, habitat restoration, and fish propagation efforts.

Volunteer groups in the area have a high interest in fish culture programs. STEP volunteers operate two fish rearing facilities and one acclimation pond, collect wild broodstock, and they provide key support to several ODFW hatcheries. The area also has a growing classroom egg incubation program involving students from seven school districts. Staff works closely with a number of watershed councils, educators, angling groups, and civic organizations throughout the district.

**EDUCATION AND PROGRAM DEVELOPMENT**

Education and Outreach

Other outreach and educational activities that occurred this year included: exhibits at the, Vernonia Schools Salmon Watch, Tillamook School Salmon Watch, presentations to the North Coast Chapter of ANWS, and Tillamook County Children’s Clean Water Festival. The Tillamook County Children’s Clean Water Festival is a day-long event in which every fourth grader in Tillamook County participates in activities and hands-on interactive displays pertaining to overall watershed health. The Salmon Watch and Clean Water Festival events had 525 students that participated in these events.

Fish Eggs-to-Fry Program

The North Coast STEP classroom incubator program this year involved delivering eggs and giving presentations to students in 18 classrooms representing 12 schools, elementary through high school, the Bay City Public Library, and the Tillamook Forest Center. These programs participated in the hatching and releasing of spring Chinook salmon, fall Chinook salmon, winter

steelhead, and summer steelhead fry into approved streams. Approximately 511 students were involved in this program.

### Family Fishing Events

During this reporting period, 522 people participated in North Coast Watershed District (NCWD) Family Fishing Events and other organized fishing events. The Tualatin Chapter of ANWS provides many of the volunteers that assist the NCWD STEP program in providing guidance in basic fishing skills at these events.

The Tillamook Angler's Disabled Angler Fishing Day had approximately 405 people with disabilities participate in this year's event. Individuals with disabilities from across the state come to the Whiskey Creek Hatchery to enjoy a day of fishing, fun, and a BBQ.

## **INVENTORY AND MONITORING**

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### Temperature Monitoring

The Salmonberry STEP Monitoring Project continues to provide valuable data through winter steelhead spawning surveys and temperature and macroinvertebrate monitoring on the Salmonberry River. This information is utilized by ODFW and many other resource groups and agencies. Headed by Ian Fergusson, the Salmonberry STEP Monitoring Project has utilized volunteers from AmeriCorps, Clark-Skamania Flyfishers, Native Fish Society, Northwest Steelheaders, Oregon Trout, Rainland Flycasters, Sierra Club, and Trout Unlimited since 1993 to carry out these monitoring projects. Thirty volunteers from the Salmonberry STEP Monitoring Project donated 528 hours last year.

### North Fork Nehalem Winter Steelhead Project

We continue with Phase 2 of the North Fork Nehalem Winter Steelhead Project evaluating the relationships between hatchery steelhead juvenile release location (hatchery volitional vs. two in-river sites) and subsequent adult catch by sport anglers. This effort is exploring options at improving catch rates throughout the river. For this, existing winter steelhead hatchery production has been divided into three unique fin-clipped groups that were released as yearling smolts at three different points along the river (i.e. Hatchery, County Line, and Aldervale). Now that these groups are returning as adults, we use creel surveys to evaluate their relative contribution to sport catch throughout the return period. Marking started with the 2011 brood that was released in 2012.

Creel surveys began with the 2014-15 return year and have received funding through an ODFW Restoration and Enhancement Grant to continue through the 2016-17 return year. The creel survey follows an access-access design where both catch and effort will be estimated using access-based surveys.

Data is recorded on the origin (i.e., stocking locations) and number of fish harvested and released as well as the amount of time each angler fished. Total catch of each group of fish is estimated by dividing the observed catch by the sampling probability providing valuable information on catchability of these fish.

Differences in catch among each release group are modeled using multinomial logistic regression. Model selection methods are used to test for differences in catch among each group as well as effects of other covariates such as date, location of catch, and discharge. Stray rates relative to release location will also be documented where possible. Preliminary analysis of



data from both years showed poor contribution of the lower release groups in the lower river fishery. However, this is only one year of data and more information is needed to adequately evaluate performance of these groups. Results from this work will help inform hatchery steelhead management in other basins.

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## **HABITAT IMPROVEMENT**

### Stream Nutrient Enrichment

As part of the ODFW stream nutrient enrichment program the STEP Biologist and other NCWD staff directed and assisted volunteers in the distribution of over 114,617 pounds of fish carcasses into 89.5 miles of north coast rivers and streams from the Little Nestucca to the lower Columbia River tributaries to benefit salmonids and other species.

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## **FISH CULTURE**

### Volunteer Hatchery Programs

The Tillamook Anglers continue to operate Whiskey Creek Volunteer Hatchery, releasing approximately 90,117 spring Chinook salmon smolts and an additional 93,243 fall Chinook salmon fry into the Trask River. A storm last December destroyed the Miami Anglers Hatchbox facility on Minich Creek. Due to the upcoming termination of unfed fry programs on the North Coast as identified in the Coastal Multispecies Conservation Plan they will not rebuild. The unfed fry releases conducted by the Tillamook and Miami Anglers in February of 2016 officially ends the unfed fry Hatchbox program on the North Coast. The Nestucca Anglers also continue to operate Rhoades Pond, releasing 108,354 fall Chinook salmon smolts into Three Rivers and the Nestucca River.



This year, the Wild Winter Steelhead Broodstock Collection Programs continued on the Nestucca and Wilson Rivers, and wild fall Chinook salmon on the Nestucca River. Forty-four volunteer anglers participated in these programs, collecting 327 wild fish to be used as broodstock by ODFW hatcheries.

### High School Hatcheries

Astoria High School's hatchery program released 2,540 Coho salmon and 16,857 Chinook salmon presmolts into Young's Bay. Warrenton High School's program released 4,113 Coho salmon, 16,867 Chinook salmon, and winter steelhead presmolts into Skipanon River.

### Rhoades Pond Upgrades

Nestucca Anglers completed making upgrades and improvements to their STEP facility at Rhoades Pond. During this report period the Nestucca Anglers received two STAC mini-grants each for \$2,000 and replaced the domestic pump house and to make upgrades to the facilities electrical systems. During the fall of 2015 the old residence at Rhoades Pond was demolished.

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## **Schools and Groups that work with North Coast STEP**

The following is a partial list of schools, school districts, organizations, agencies, and other groups that work with STEP. Due to the large number of participants, it is possible that some groups were inadvertently left off this list. Please contact (503) 947-6211 if your program has been left off this list.

<p><b>Elementary, Middle, and High Schools</b></p> <p>Astoria High School  Broadway Middle School  East Elementary  Hilda Lahti Elementary  Jewell Elementary  Lewis &amp; Clark Elementary  Mist Grade School  Neahkahnie Middle School  Neahkahnie Elementary  Seaside Heights Elementary  Tillamook Jr High  Tillamook High School  Vernonia Schools  Warrenton High School  Washington Elementary</p> <p><b>Organizations</b></p> <p>Association of Northwest Steelheaders</p> <ul style="list-style-type: none"> <li>• Tualatin Valley Chapter</li> <li>• North Coast Chapter</li> </ul>	<p>Rainland Fly Casters  Rockaway Lions Club  Nestucca Anglers  Tillamook Anglers  Twin Rocks Friends Camp  WarHF, Inc.</p> <p><b>Government</b></p> <p>Oregon Dept. of Forestry  US Fish &amp; Wildlife Service</p> <p><b>Watershed Councils</b></p> <p>CREST  Ecola Creek Watershed Council  Lower Nehalem Watershed Council  Necanicum Watershed Council  Nestucca Watershed Council  Nicolai-Wickiup Watershed Council  Skipanon Watershed Council  Tillamook Bay Watershed Council  Youngs Bay Watershed Council  Tillamook Estuaries Partnership  Bay City Library  Tillamook Forest Center</p>
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**Mid Coast STEP**

Christine Clapp, STEP Biologist  
Derek Wilson, Assistant District Fish Biologist  
John Spangler, District Fish Biologist

The Mid Coast District includes coastal watersheds from the Salmon River (Cascade Head) to Tahkenitch Lake, extending from headwater streams on the western slope of the Coast Range to their estuaries. This includes several large rivers including the Salmon, Siletz, Yaquina, Alsea, and Siuslaw. Direct ocean tributaries including the Yachats River and Beaver, Big, Tenmile, and Cummins Creeks also support Mid Coast salmonid populations. Siltcoos and Tahkenitch Lakes are two large coastal lakes in the southern Mid Coast that are especially important for Oregon coast Coho salmon. In addition to Coho, Mid Coast waters support populations of spring and fall Chinook salmon, summer and winter steelhead, Chum salmon, cutthroat trout, and other native non-game fishes.

Christine Clapp has lead responsibility for STEP program activities on the Mid Coast. The Mid Coast program works with volunteer groups, local schools, non-profit organizations, and state agencies on a variety of projects focused on fisheries management and watershed conservation through monitoring, education, restoration and propagation. Mid Coast volunteer groups include Florence STEP, the Longview Hills Fishing Club, Central Coast Fly Fishers, Depoe Bay Salmon Enhancement Commission, Alsea Sportsman’s Association, Association of Northwest Steelheaders (Emerald Empire and Albany chapters), Oregon State University’s Fish and Wildlife Department, Boy Scouts of America, the Angell Job Corps, Community Services Consortium, Career Tech High School, and others.



Mid Coast volunteers work with district staff on a variety of projects. Education and outreach are important features of the Mid Coast STEP, and these programs continue to grow each year. Mid Coast STEP also assists with fish population monitoring through the operation of six fish traps and estuary seining in the Siletz, Yaquina, Alsea and Siuslaw rivers. Habitat restoration and angler access improvement projects are also important components of the Mid Coast STEP, fostering partnerships with private industry, state and federal agencies, watershed councils, local interest groups, fishing clubs, landowners and volunteers. The Mid Coast District also includes one of the oldest STEP propagation programs in the state, and fish culture programs continue to attract many passionate volunteers who assist with district harvest objectives.

## **EDUCATION AND PROGRAM DEVELOPMENT**

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### Fish Eggs to Fry Program

During the 2015-2016 school year, the Egg-to-Fry program was active in 44 classrooms representing 15 schools (preschool-12), two state park visitor's centers, three after-school programs, two public libraries and one home school group. Biologists and volunteers use the Fish Eggs to Fry program to teach students about salmon and trout life-cycles, habitat requirements and natural resource stewardship. Volunteers and staff train classroom and field assistants, deliver and maintain equipment, transport eggs, lead presentations and field trips, and coordinate with hatchery staff. During the 2015-2016 Egg to Fry season, one high school intern also mentored 5 classrooms and assisted with classroom presentations and field trips.

The Egg to Fry program includes an introductory classroom presentation with egg delivery and habitat/watershed needs after incubation, along with a fry release field trip. Many of these field trips are provided by a partnership between ODFW and the Oregon Parks and Recreation Department (OPRD), whose park rangers organize and host full day field trips at Beverly Beach State Park for participating classrooms throughout the county. Other participating teachers organize independent outdoor school days for fry release. Field trips include several education stations where students learn about aquatic food webs, water quality, fish habitat, watershed functions, and salmon biology through adult steelhead dissections. Dissections provide a comparative, hands-on approach to understanding salmonids and their habitat and life cycle requirements by learning about their anatomy and physiology. In 2012, the Lincoln County School District adopted the Fish Eggs to Fry Program as part of their Ocean Literacy Initiative and designated it as core curriculum for all Lincoln County 3<sup>rd</sup> graders.

### Family Fishing

Volunteers led seven successful family fishing events on the Mid Coast at Devil's Lake, Olalla Reservoir (twice), Eckman Lake, Cleawox Lake, Thissell Pond and the Lhuuke Illahee Fish Hatchery near Siletz. These 7 events had more than 900 youth participants and 730 accompanying adults. More than 150 volunteers, including high school and college students, contributed over 1280 hours to make these events successful. Mid Coast volunteers also spent a substantial amount of time fixing fishing equipment and putting together new fishing poles for events and after-school locations. The Emerald Empire Chapter of the Association of Northwest Steelheaders also led fishing events for veterans and kids with cancer, and Florence STEP taught angler education programs to Boy and Girl Scouts at Cleawox Lake. Mid Coast STEP also provided fish and angling equipment for the annual Siletz Tribe Culture Camp week, where youth spend a week each summer learning about their tribal heritage and fishing for trout in the afternoons.

### Other Education Activities

Four Oregon State University students were mentored as ODFW interns, assisting with trap operations and learning about fisheries management. Three interns worked at the Alsea Hatchery during spring term, and one intern worked for the Mid Coast District at large during both winter and summer breaks, gaining hands-on experience in a variety of district activities. Two high school students also completed internships with the Mid Coast STEP, assisting with the Fish Eggs to Fry Program, Family Fishing Events, field trips, trap operations, habitat projects, and outreach events.

Mid Coast STEP continued to support the Schooner Creek GLOBE long term monitoring program, leading field activities in the fall and spring for comparative studies of river health, channel dynamics, and aquatic and riparian communities with 5<sup>th</sup> grade students from Taft Elementary. The STEP Biologist also taught a teacher workshop during the Coastal Learning Symposium to introduce teachers to the resources available through ODFW and teach them how to lead watershed activities with their students, with or without the help and support of STEP.

Mid Coast STEP remains active with the Drift Creek Outdoor School, teaching aquatic science, angler education, and orienteering and mapping sessions for students. The Mid Coast STEP Biologist also led trap training and orientation for the Longview Hills Fishing Club and Community Services Consortium's natural resource crew high school students who operate the South Fork Schooner Creek fish trap twice per week from October to May. Volunteers also led and/or assisted the STEP Biologist with field trips to Big Creek, Jeffries Creek, and Crowley Creek for 3<sup>rd</sup> grade students participating in the Egg to Fry Program. Students learned about watersheds and river features and functions by exploring and sometimes surveying the creeks, and they also dissected an adult steelhead and sampled macro-invertebrates to learn about salmon biology, aquatic food webs and water quality. Mid Coast STEP led a similar field trip for a Hatfield fisheries camp at Schooner Creek. Florence STEP also hosted a watershed camp for students in the Siuslaw school district, as well as 36 fisheries and watershed based field trips in the Siuslaw Basin.

### Outreach Activities

Volunteers represented STEP at several boat and sportsmen's shows throughout the year, fundraising for Mid Coast STEP projects and recruiting new volunteers. Volunteers also planned and hosted two salmon derbies in Lincoln County, and assisted the Waldport Chamber of Commerce with their first annual Alsea Salmon Derby in Waldport. The Mid Coast STEP Biologist also led a field trip to the Siletz fish trap for the Newport Senior Center and met with educators throughout Lincoln County to discuss partnership and high school internship opportunities.

Mid Coast STEP continues to operate and advertise the aquatic science reference library and four youth fishing libraries in Lincoln County where kids can check out free fishing equipment and backyard bass for up to two weeks. The aquatic science reference library contains books about fish biology and ecology, watershed function, stream hydrology and ecology, and fish and macroinvertebrate identification to use for ODFW and Lincoln County School District education programs, and to loan to volunteers who are interested in learning more about freshwater science and salmonids.

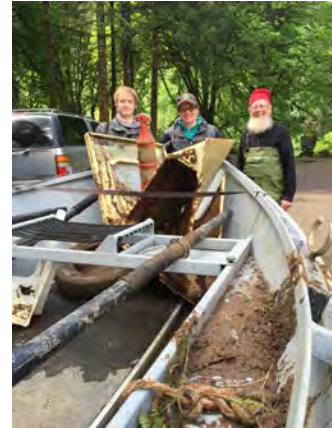
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## INVENTORY AND MONITORING

### Population Monitoring

Volunteers helped monitor fish populations at several fish traps including South Fork Schooner Creek, Salmon River Hatchery, Siletz Falls in the Siletz basin, Drift Creek and N. Fork Alsea in the Alsea basin, Munsel, Letz, and Whittaker creeks in the Siuslaw Basin, and Little Woahink Creek trap in the Siltcoos basin. District staff coordinated, trained and assisted volunteers in fish trap operations including correct fish handling, species and gender identification, accurate data recording, and safety procedures.

Volunteers (including a high school natural resource crew) handled all trap operations on South Fork Schooner Creek and assisted with various trap maintenance projects throughout the season. These trap operations provide essential information on fish returns and stray rates for district management. The Angell Job Corps masonry program through the USFS also repaired part of the fish ladder at the Siletz Falls trap after a winter storm blew out some of the steel and concrete framing and supports.



The four OSU interns hired this year mostly assisted with trap operations on the North Fork Alsea River and Siletz River. Our Mid Coast district summer intern also assisted with broodstock collection and estuary seining to monitor juvenile Chinook salmon in the Siuslaw, Alsea, Yaquina and Siletz Rivers. STEP volunteers also assisted the Marine Resources Program with hook and line surveys in the marine reserves, and Depoe Bay Salmon Enhancement Commission volunteers completed spawning surveys on North Depoe Bay Creek.

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## HABITAT IMPROVEMENT

### Habitat Improvement

The STEP Biologist continued to manage the Riparian Lands Tax Incentive Program for the Mid Coast, checking compliance of enrolled properties and encouraging landowners to protect their riparian habitat for the benefit of fish and wildlife. With help from volunteers and interns, the STEP Biologist implemented a culvert replacement on Starr Creek (Alsea) to restore anadromous fish passage. A Mid Coast intern also helped the STEP Biologist electrofish Benner Creek (Alsea) in order to salvage fish prior to the removal of a perched culvert and installation of a bridge. Mid Coast volunteers also placed donated Christmas trees collected by Dahl Disposal into tidal channels along the lower Yaquina River to enhance rearing and refuge habitat and increase aquatic insect production for juvenile fish. In addition, Mid Coast STEP volunteers operated 45 SOLV and 15 monofilament line recycling stations throughout the year and organized litter patrols at popular beaches and fishing sites.

Volunteers also assisted with River clean-up events on the Siletz and Alsea rivers, removing thousands of pounds of garbage from approximately 100 river miles.



### Nutrient Enrichment

16,920 pounds of steelhead along with a few Coho and Chinook carcasses were placed into approximately 60 river miles.

## Angler Access

The Alsea Sportsman's Association and the Albany Chapter of the Association of Northwest Steelheaders (ANWS) continue to maintain and improve boat ramp facilities and other river access areas on the Alsea River. The Albany Chapter of the ANWS also completed improvements to Missouri Bend Park funded through ODFW's Restoration and Enhancement Program.

## **FISH CULTURE**

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### Broodstock Collection

Volunteer anglers assisted with wild winter steelhead broodstock collection programs on the Alsea and Siletz Rivers. Angler-caught fish contributed about 30 percent to the total number of broodstock collected this year. The other 70 percent were collected from adult fish traps by staff, volunteers and interns between December and May. Adult fish from both rivers were spawned at the Alsea Hatchery, and their offspring will be released as smolts next spring. Mid Coast staff, volunteers, and interns also collected hatchery summer steelhead from the Siletz River. Hatchery broodstock are taken from the Siletz trap and transferred to Cedar Creek Hatchery for spawning.

The Mid Coast STEP Biologist provided coordination, technical support, and assistance to about 50 volunteers from the Florence STEP Group and Emerald Empire Chapter of ANWS who operate the Siuslaw River winter steelhead hatchery program each year. Volunteers ran adult traps and spawned fish for the upper and lower basin releases. For the lower basin releases at Whittaker and Green creeks (85,000 smolt goal), ODFW staff and volunteers transported eggs and milt collected by volunteers at the Whittaker trap to the Alsea Hatchery for fertilization and incubation, and then transported those eyed eggs to Willamette Hatchery for rearing. For the upper basin release at Letz Creek (15,000 smolt goal), volunteers collect, spawn, fertilize, incubate, and rear fish to smolt stage all at the project site. The Florence STEP group also spawned 2 pairs of Coho salmon at the Munsel Creek trap for a small educational program at the Florence STEP hatchery, where they incubate eggs and rear fish prior to releasing them into Munsel Lake at parr stage.

### Fish Acclimation Projects

Volunteers assisted with several winter steelhead smolt acclimation projects on the Mid Coast. Trapping and acclimation sites are located at Whittaker Creek, Green Creek, Munsel Creek, Letz Creek, and Palmer Creek. The Florence STEP group acclimated winter steelhead smolts at Green Creek (10,540) and Whittaker Creek (45,725). The Emerald Empire Chapter of ANWS also moved 11,470 fin-clipped pre-smolts to a rearing pond near Letz Creek and held them over winter for release in the spring.

The Longview Hills Fishing Club, Angell Job Corps, Community Services Consortium's (CSC) natural resource crew students, and other STEP volunteers operated an acclimation site at Palmer Creek in the Siletz basin for 44,800 winter steelhead smolts. Volunteers camped on-site for 10 days, cleaning screens and feeding fish daily. Community Services Consortium students also learned about survival skills, outdoor living, aquatic food webs, and fish management and monitoring at the Palmer Creek acclimation site.

### North Depoe Bay Creek

The Depoe Bay Salmon Enhancement Commission continued to operate a Coho salmon hatchbox project with 20,000 eggs from the Trask Hatchery. Eggs were incubated in two hatchboxes along North Depoe Bay Creek and then transported to North Depoe Bay Reservoir

where they rear over winter prior to release. This program is supported by the community, and youth from the Neighbors for Kids after-school program and CSC natural resource crews assisted with fin clipping in July, along with many other adult volunteers.

Munsel Creek Hatchery

Florence STEP volunteers operated a small hatchery on Munsel Creek to provide eyed eggs for the Siuslaw School District’s Egg to Fry Program. All other eggs and milt collected from Whittaker Creek broodstock were transported to Alsea Hatchery for incubation. In addition to steelhead, approximately 3,000 Coho salmon eggs were incubated at the Munsel Creek Hatchery for release in Munsel Lake.

**Schools and Groups that work with Mid Coast STEP**

The following is a partial list of schools, school districts, organizations, agencies, and other groups that work with STEP. Due to the large number of participants, it is possible that some groups were inadvertently left off this list. Please contact (503) 947-6211 if your program has been left off this list.

<p><b>Elementary, Middle, and High Schools</b>          ABC Preschool          Bright Beginnings Preschool          Crestview Heights Elementary          Eddyville Charter School          Florence School District Stream Team          Montessori Preschool          Neighbors for Kids          Nye Beach Montessori School          Oceanlake Elementary          Sam Case Elementary          Siletz Valley School          Siuslaw Elementary School          Sonshine Nursery School          Taft Elementary          Toledo Elementary          Yaquina View Elementary          Oceanspray After-school Program          Fircrest After-school Program          Career Tech High School          Taft High School          Waldport High School          Lincoln County Home School Group</p> <p><b>Colleges and Universities</b>          Oregon Coast Community College          Oregon State University          Western Oregon University          Mt. Hood Community College</p> <p><b>Organizations</b>          Alsea Sportsman’s Association          Angell Job Corps          Association of Northwest Steelheaders</p>	<p>Baptist Church of Waldport          Boy Scouts of America          Camp Florence          Central Coast Flyfishers          Community Services Consortium          Depoe Bay Salmon Enhancement Commission          Florence STEP Group          Longview Hills Fishing Club          Salmon Watch          S.O.L.V.E.          Trout Unlimited          U DA MAN          Newport Library          Driftwood Library</p> <p><b>Government</b>          Bureau of Land Management          United States Forest Service          NOAA          U.S. Fish and Wildlife Service          Oregon Department of Forestry          Oregon State Police          Oregon Parks and Recreation Department          Oregon Youth Authority          Lincoln County          Benton County          Lane County          Lincoln Soil and Water Conservation District</p> <p><b>Watershed Councils</b>          Alsea Watershed Council          Mid Coast Watershed Council          Salmon Drift Creek Watershed Council</p>
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<ul style="list-style-type: none"> <li>• Albany Chapter</li> <li>• Emerald Empire Chapter</li> </ul>	Siletz Watershed Council
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## Southwest Region

### Umpqua STEP

Evan Leonetti, STEP Biologist  
 Jason Brandt, Assistant District Fish Biologist  
 Greg Huchko, District Fish Biologist

The Umpqua Watershed and STEP area encompasses Douglas County and extends from Diamond Lake in the high Cascades to the Pacific Coast at Reedsport. Douglas County is the fifth largest county in the state, and the Umpqua watershed drains 3.2 million acres of land, and is the second largest coastal watershed in Oregon. About 90 percent of the land is forested and approximately 51 percent is publicly owned. The area is home to more than 100,000 people with Roseburg having the largest population of more than 20,000.

The Umpqua Basin supports runs of Coho salmon, spring and fall Chinook salmon, and winter and summer steelhead. Other angling opportunities include rainbow trout at Diamond Lake, brook trout at various Cascade lakes, and a number of reservoirs that are stocked with trout and support warm water fish. STEP volunteer efforts range from educational projects and assistance with high lakes stocking to enhancing winter steelhead and fall Chinook salmon fisheries.

The Umpqua Watershed had another successful year with volunteers donating over 10,000 hours. The program completed and/or developed 50 projects this year and reached over 2,000 people with its public outreach efforts alone. Below are highlights for the four main STEP categories.

#### EDUCATION AND PROGRAM DEVELOPMENT

The Umpqua STEP biologist helped coordinate a number of different educational events that reached over 1,400 youth and 350 adults. This included four Free Fishing Day events that occurred in Douglas County, approximately 30 classroom incubators projects, as well as salmonid life-cycle classes and angler education programs.

##### Angler Education

Angler education programs took place at Bowman’s Pond, Free Fishing Day events, Reedsport, and Myrtle Creek. These programs focused on knot tying, identifying various game and non-game fish, and how to use different types of fishing gear. Many local volunteers participated in these events.

##### Glide Forestry Tour

The Umpqua District STEP Biologist participated in the Glide Forestry Tour where around 500 students participated in a variety of presentations on invasive species, cold and warmwater fish identification, habitat requirements and organism life cycles. Station participants included representatives from various agencies such as Douglas Forest Protection, Cow Creek Tribe of the Umpqua Band of Indians, Douglas County, NOAA, and OSU.



## Canyonville Education Events

The Canyonville acclimation site had over 400 students and 60 adults attend our releasing and life-cycle seminars. This included several different schools from southern Douglas County. There were over 75 volunteers with 6 stations for the three days of winter steelhead releasing. These different stations included the following subjects: anatomy, health condition (k-factor), trap and ladder operation, tribal culture, aquatic life, habitat, and fishing/boater safety that were all taught by volunteers. The STEP biologist did hands-on weighing, measuring and smolt condition data collection with the kids.

## Additional developments

The Umpqua STEP biologist worked with the local Tribal biologist, volunteer group, and food banks in an effort to reduce the number of hatchery fish on the spawning grounds and to supply the local community with fresh salmon for consumption. Both our winter steelhead program and Coho salmon programs have produced surplus hatchery salmon and approximately 200 fish were given to the local food banks. This program has not only been a benefit for those in need in the community but it has also proved to be a great cooperation between various organizations and agencies.

Efforts are being made to increase public outreach through increased angler education programs and working with Oregon State Parks to educate youth on fishing and fish in Douglas County. The STEP biologist worked with the local Oregon Coast Anglers to put on an angling education course in Reedsport. Oregon State Parks at Lake Marie requested the biologist attend an outdoor education series. The biologist provided information on local fishing and fish.

## **INVENTORY AND MONITORING**

The STEP biologist coordinated volunteers and ODFW staff in monitoring steelhead, Coho and fall Chinook salmon at various trapping locations throughout the district. This data is used during angling regulation proposal reviews as well as propagation proposals.

## Galesville Reservoir

The UFA continued to monitor the success of Coho salmon stocked into Galesville Reservoir. Anglers have been collecting data on the number of Coho caught and whether or not they are fin-clipped. This information is used to help assess whether or not adult Coho stocked into the lake are successfully spawning as well as giving us an idea of how many fish are being harvested annually.



In 2016 it was determined that neither adult nor juvenile Coho salmon will be stocked into Galesville. After reviewing fisheries management plans with Douglas County and the UFA, it was determined that rainbow trout would be the only species stocked in Galesville. Other monitoring opportunities will be sought to replace this activity.

## Adult Salmon Monitoring

The Umpqua Fisherman's Association assisted the Department in monitoring wild steelhead populations in Canyon Creek. Volunteers enumerated and passed wild winter steelhead and removed hatchery fish. This information is used by the Department to monitor the hatchery winter steelhead program in the South Umpqua.

## Gardiner Lake

Additionally the Gardiner Reedsport Winchester Bay (GRWB) STEP group has been monitoring water quality on Gardiner Reservoir to help improve water quality going into the hatch house. Water temperature, pH, dissolved oxygen, and algae will be monitored by Douglas Soil and Water Conservation and OSU Research. The information collected is being evaluated and will hopefully help solve hatchery related issues that affect egg survival in the hatch house.

## **HABITAT IMPROVEMENT**

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### Carcass Placement

The Gardiner Reedsport Winchester Bay (GRWB) STEP group continued its participation in the nutrient enrichment program by placing Chinook salmon carcasses from spawning events at the hatchery into the North Fork of the Smith River.

### Small Woody Debris Placement

GRWB volunteers with the assistance of local students completed a small woody debris placement project. The materials for this program were obtained for free from the local community. These materials were used Christmas Trees that would have otherwise likely ended up being used for chips or being placed in a landfill. This project was designed enhance the habitat restoration project previously completed in Buck Creek by ODFW and Partnership for the Umpqua Rivers. Buck Creek is a tributary to Mill Creek which is a location where broodstock fall Chinook salmon is occasionally collected for the Lower Umpqua hatchery program.



Volunteers from the Phoenix School assisted with a similar project in East Fork Rock Creek. E.F. Rock Creek is located in the North Umpqua River basin. The basin has a large amount of habitat restoration ongoing as mitigation for the North Umpqua Hydroelectric Project.

## **FISH CULTURE**

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There are 5 salmon/steelhead hatchery programs in the Umpqua and volunteers are involved in all of them. The program volunteers play the largest role in raising fall Chinook, Coho and winter steelhead. The Umpqua Fisherman's Association (UFA) assisted with broodstock collection of Coho salmon and winter steelhead. Gardiner Reedsport Winchester Bay (GRWB) STEP volunteers collected adult fall Chinook necessary for the release of both pre-smolts and smolts in 2016.

### Marking

Gardiner Reedsport Winchester Bay STEP utilized student volunteers to assist with fin-clipping and nearly 65,000 pre-smolts. These fish were marked during a one-week period. This was a very educational experience for the students and plans have been made for the schools to be involved again next year.

### Acclimation and Release

Winter steelhead acclimation and releases took place this past year at Canyon Creek acclimation site and the Seven Feather acclimation site. These events not only contribute additional winter



steelhead angling opportunities in the basin but also provide a great educational experience for local students and adults. Approximately 90,000 winter steelhead were released in 2016.

Chinook salmon pre-smolts and smolts were acclimated and released by GRWB volunteers into Salmon Harbor. Volunteers reared and released about 65,000 pre-smolts and acclimated and released 50,000 smolts in 2016. Without these volunteers, releasing fall Chinook salmon would be much more difficult.

The UFA assisted with acclimating and releasing Coho salmon below Galesville Dam. The Coho salmon program is a mitigation program initiated after the installation of the dam.



### High Lakes Stocking

The STEP program also coordinated the district’s High Lakes stocking using volunteers from Oregon Equestrian Trails. Volunteers stocked 13 lakes in the district with over 7,000 rainbow trout. Over 30 volunteers assisted with this year’s high lakes stocking and again the project was very successful. Rainbow stocked into these high lakes are a unique strain of locally adapted fish.

### **Schools and Groups that work with Umpqua STEP**

The following is a partial list of schools, school districts, organizations, agencies, and other groups that work with STEP. Due to the large number of participants, it is possible that some groups were inadvertently left off this list. Please contact (503) 947-6211 if your program has been left off this list.

<b>Umpqua</b>	
<p><b>Elementary, Middle, and High Schools</b></p> <ul style="list-style-type: none"> <li>Fullerton Elementary</li> <li>Oakland Elementary</li> <li>Hucrest Elementary</li> <li>Melrose Elementary</li> <li>St. Paul Lutheran</li> <li>Geneva Academy</li> <li>Winchester Elementary</li> <li>Roseburg High School</li> <li>McGovern</li> <li>Glendale Elementary</li> <li>Canyonville Elementary</li> <li>Fremont Middle School</li> <li>Eastwood Elementary</li> <li>Cobb School</li> <li>Tri-city Elementary</li> <li>Riddle Elementary</li> <li>Days Creek Elementary</li> <li>Glide Elementary</li> </ul> <p><b>Colleges and Universities</b></p> <ul style="list-style-type: none"> <li>Oregon State University</li> </ul>	<p><b>Organizations</b></p> <ul style="list-style-type: none"> <li>Cow Creek Band of Umpqua Tribe of Indians</li> <li>Gardiner Reedsport Winchester Bay STEP</li> <li>Umpqua Fisherman’s Association</li> <li>Oregon Equestrian Trails</li> <li>Roseburg YMCA</li> <li>Umpqua Fisheries Enhancement Derby</li> <li>Umpqua Guides Association</li> <li>Reedsport Rotary Club</li> <li>Umpqua Valley Flyfishers</li> <li>Steamboaters</li> <li>Diamond and Vets</li> <li>The Bowman Family</li> <li>Florence STEP</li> <li>Cabela’s</li> <li>Oregon Coast Anglers</li> </ul> <p><b>Government</b></p> <ul style="list-style-type: none"> <li>Bureau of Land Management</li> <li>Lincoln County</li> <li>Douglas County</li> <li>Oregon Parks and Recreation Department</li> </ul>

Portland State University Umpqua Community College <b>Watershed Councils</b> Partnership for the Umpqua Rivers Smith River Watershed Council	United States Forest Service City of Roseburg Oregon State Police Douglas County NOAA U.S. Fish and Wildlife Service
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**Tenmile, Coos, and Coquille STEP**

- Gary Vonderohe, STEP Biologist
- Tom Rumreich, STEP Biologist
- Chris Claire, Assistant District Fish Biologist
- Mike Gray, District Fish Biologist

The Tenmile, Coos, and Coquille STEP area is located on the southern Oregon coast and is recognized as having been the birth place of STEP over thirty years ago. The area is bordered on the north and east by the Umpqua Basin and by the New, Sixes and Elk Basins to the south. The area holds three major watersheds, the Tenmile, Coos, Coquille, and several smaller streams that flow directly to the ocean. Both the Coos and the Coquille watersheds have long inter-tidal reaches and large estuaries, while the Tenmile is dominated by several large freshwater lakes.

The area program emphasizes citizen involvement with efforts to protect and enhance salmon, steelhead, and trout. Early in the development of STEP, education and outreach became a significant part of the local program, as it was recognized that educating the public and particularly area youth would be important toward achieving the long-term goals of STEP in general. Education through involvement increases awareness of the needs of native fish through habitat recovery and protection efforts. In addition to outreach activities, habitat restoration has been an important part of STEP with the initial habitat projects having taken place before the program was formally established. Large numbers of volunteers continue to be involved in the area’s extensive fish culture program that includes broodstock development, spawning, egg incubation, rearing, and acclimation projects.

**EDUCATION AND PROGRAM DEVELOPMENT**

Millicoma Interpretive Center

The Millicoma Interpretive Center (MIC) continues to be a popular place for student groups and others to come and learn more about the life histories of salmon and steelhead. Visiting student groups and the general public get a unique “hands-on” learning experience. Groups are involved with the collection of broodstock, spawning, egg and fry care, and fin-marking. Most of the student groups get an opportunity to incubate eggs in their classroom aquaria. This forges a great connection between their activities at MIC and the life-cycle of salmon.



Family Fishing Events

Oregon Department of Fish and Wildlife hatcheries provided 2,000 legal rainbow trout for stocking in the vacant steelhead acclimation pond at Millicoma Interpretive Center. This has

been a huge success with hundreds of children participating in the catching of these trout. Many children caught their very first fish this past year. Volunteers and hosts passed out many first fish certificates again this past spring.

A separate event was held at Empire Lake in the city of Coos Bay as part of the annual Child Bay Area Hospital's Family Fun Day. For the third year, 3,000 rainbow trout were stocked into the lake for the event. This year over 500 trout were caught with more than 250 children participating. Lunch was provided to all participants by a local business. There were also many other family friendly activities available that day.

On Eel Lake, the STEP biologists and volunteers held a fishing clinic on Free Fishing Weekend for the fifteenth straight year. This event features a course that children can learn everything from knot-tying to fish identification. Once the children complete the course they are allowed to fish in the net pen. The trout are fed by volunteers for approximately one-month prior to the event. Volunteers with the Eel/Tenmile STEP Association rear 1,000 rainbow trout in a net pen located in Eel Lake specifically for the clinic. About 300 children participated in this year's event at Eel Lake.

The STEP biologist facilitated the stocking of legal sized rainbow trout into portable fire suppression ponds for children to catch as part of two events. The first event was part of Coos Bay Fourth of July celebration. Mingus Park in Coos Bay was the location of this event and was a partnership with the Coos Bay Fire Department. Ponds were also set up as part of the annual Charleston Seafood Festival. The Coos Bay Fire Fighters Association purchased a custom made fire pond for exclusive use at these fishing events.

For the third year in a row the STEP biologist helped teach about aquatic insects and casting a fly rod to 15 adults as part of a class for beginners held at Southwestern Oregon Community College. Many of the materials for the class were provided by Oregon Department of Fish & Wildlife.

#### Coquille High School Educational Hatchery

Volunteers and students continued to work on the Coquille High School Educational Hatchery during the year. During the winter, the high school students continue to be teachers themselves in what is now known to be "Tour Tuesday." Elementary school classes devote an afternoon learning salmon life histories and their struggle to survive. The high school students spawn and incubate salmon and steelhead eggs at the station which provides a wonderful "hands-on" experience for the younger students. This is a wonderful time to see the older students impart resource awareness and education to these younger students. For the adult volunteers and teachers, it is a time to sit back and enjoy.

#### Morgan Creek Hatchery

Several small projects continue at Morgan Creek Hatchery. These projects help maintain the hatchery and keep the operation running smoothly. Most of the signs and interpretive kiosks have been completed. These signs will help educate the 'drop-in' visitor.

A total of 567,769 Chinook salmon were marked at Morgan Creek during the report period. A total of 259,534 Chinook were marked by student groups and an additional 308,235 Chinook were marked by the auto mark trailer.



## Noble Creek Hatchery

Volunteers with Coos River STEP continued to use the deep matrix hatchboxes to incubate salmon at the hatchery until they are ready to be fed. Coos River STEP volunteers have continued to use the automatic fish feeders. These feeders automatically dispense fish food once an hour throughout the day. These feeders made a great improvement in the way we feed juvenile Chinook salmon at Noble Creek Hatchery. For the third year in a row the auto-fin marking trailer was at Noble Creek for two weeks to adipose clip 100% of the hatchery Chinook releases. Several members of the public came to see the trailer in operation. This was a great opportunity to talk to public about the importance of monitoring our hatchery releases.



## Other Outreach

Since 2009, STEP has partnered with the Coquille Indian Tribe to operate a booth at the annual Salmon Celebration. The booth had a live adult Chinook salmon in a large aquarium. This booth was a huge success as over 700 visitors took time to learn more about salmon.

## **INVENTORY AND MONITORING**

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### Monitoring

The most important monitoring operation that volunteers are involved with each year is the fall Chinook salmon recruitment surveys that are conducted in the Coos and Coquille estuaries. In the Coos River Basin volunteers release in excess of two million Chinook salmon juveniles annually. With the large numbers of fish released, an evaluation of the impacts on wild Chinook salmon is needed. One way to measure the impacts is to monitor the growth and abundance of Chinook salmon in the estuary.

With the number of juvenile Chinook salmon collected in the Coos Basin, the STEP Biologist has been estimating the total number of juvenile Chinook in the basin using a mark/recapture estimate. This monitoring begins in the spring and continues through the fall of the year. Volunteers in the STEP program play a key role with assistance conducting surveys for this long-term monitoring project.



The STEP biologist and volunteers assisted District staff with monitoring fish populations in the newly acquired ODFW Coquille Valley Wildlife Area. Hoop traps were set in the streams/drainage ditches overnight to capture salmon juveniles and warmwater fish species. This sampling is part of pre-restoration monitoring for a large tidal wetland restoration project planned to be implemented in 2017.

## **HABITAT IMPROVEMENT**

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### Carcass Placement

Salmon carcasses were again placed in numerous district streams during the report period. ODFW staff and volunteers placed over 5,900 salmonid carcasses into 5 different streams. Most of these carcasses were fish returning to Coos Basin STEP facilities.

## **FISH CULTURE**

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Large numbers of volunteers continue to be involved in the extensive fish cultural programs in the District. There are eight broodstock development, eight spawning, nine egg incubation, five rearing, and fifteen acclimation projects in the District. The fish cultural operations in the District involve the largest number of volunteers in recent years.

### Broodstock Collection

Broodstock collection and development programs in the District continue to be a success overall. Volunteers involved in the collection of naturally produced salmon and steelhead for incorporation into hatchery programs donated a significant amount of time. The collection of naturally produced salmonids is always very labor intensive. For more than twenty years, a significant proportion of the steelhead has been acquired through angler donations.

### Fry Releases

The District STEP biologist coordinated the collection and distribution of salmon and steelhead eggs from ODFW hatcheries or STEP incubation facilities to volunteers. As a result, 55110 fry were released from two hatchboxes in the Coquille Basin. The Chinook salmon fry releases in the Coquille River basin are conducted for the purpose of a payback program. These fry are a replacement for the loss of production of wild Chinook salmon that are taken and used in the lower river smolt program.

### Pre-Smolt Releases

Large numbers of Chinook salmon pre-smolts are released in the Coos River Basin. The premise behind the releases is the recognized limitation of spawning habitat in the Coos watershed that is available for Chinook salmon. Spawning habitat in the Coos began to be compromised in 1887 when the practice of splash-damming rivers started.

Splash-damming was a process by which logging companies ran logs down the rivers during freshet events with the use of a large dam that was removed at a designated time. Prior to running logs down the river, logs and rocks that provided critical stream habitat were removed. This activity removed the river gravel that Chinook salmon needed for spawning. The Chinook salmon pre-smolt program in the Coos addresses the limited spawning habitat by producing large numbers of juveniles to utilize the Coos estuary. Coastal fall Chinook salmon rear almost extensively in coastal estuaries and the Coos estuary is the largest in Oregon. A total of 2,005,461 Chinook salmon pre-smolts were released into the Coos Basin in the spring of 2016. Almost all of the Chinook that were released in the Coos River basin in the spring of 2016 were fin clipped. The addition of the auto mark trailer was a significant help in achieving the near 100 % fin marking rate. The auto mark trailer marked all the Chinook at Noble Creek and 54% of the Chinook marked at Morgan Creek. Student groups at Morgan Creek marked the balance of the Chinook reared at that facility.

Since 2007, Chinook salmon have been released into the Fourth Creek reservoir as part of a cooperative partnership with the Coquille Indian Tribe. The fish are reared at Bandon Hatchery and acclimated in an alcove of the reservoir. A blocking weir was constructed to prevent the juvenile Chinook salmon from entering the reservoir proper. The acclimation this year was a success. The fish held and fed well in the rearing area then left the reservoir in a timely manner.

In the fall of 2012, a trap was constructed and installed into the fishway at the tribal reservoir. Due to extremely low water, no salmon were trapped last fall.

Fish Eggs-to-Fry Program

A total of nine classroom incubators were operated at eight different schools. This past year hundreds of students at eight schools observed eggs hatch and develop. At the time the eggs are distributed, the students are presented with a lesson by the STEP biologist on the biology of salmon eggs and salmon in general. This lesson further imparts resource ownership to the children.

Rearing and Acclimation

In 2016, Chinook salmon presmolts were reared and released from the Coquille High School. A total of 24,347 presmolts were released from the facility. Students at the school participate in the entire process which includes trapping, holding and spawning the fish for the program. The eggs are fertilized and incubated through the “eyed stage.” Coquille High School is the only facility other than Bandon Hatchery where eggs are incubated to the “eyed stage.”



Approximately 140,000 fall Chinook salmon smolts were released from two locations in the Coquille River basin. The two acclimation sites are Sevenmile Creek and Ferry Creek. These acclimations was extremely successful this year in that the fish held and fed well during their acclimation period. The acclimation of a larger number of Chinook smolts at Ferry Creek should provide a good source of broodstock when they are trapped at Bandon Hatchery which is located just upstream from the acclimation site.

STEP volunteers operated a total of twenty rearing or acclimation projects during the report period. Acclimation sites continue to be improved with each passing year. These projects take a considerable amount of volunteer and staff time along with financial resources to operate.

**Schools and Groups that work with Tenmile Coos Coquille STEP**

The following is a partial list of schools, school districts, organizations, agencies, and other groups that work with STEP. Due to the large number of participants, it is possible that some groups were inadvertently left off this list. Please contact (503) 947-6211 if your program has been left off this list.

<p><b>Elementary, Middle, and High Schools</b>                  Bandon High School                  Blossom Gulch Elementary School                  Coos Bay School District                  Coquille High School                  Harbor Middle School                  Hillcrest Elementary School                  Lakeview High School                  Lighthouse School                  Lincoln Elementary School                  Madison Elementary School                  Marshfield High School                  Millicoma Mid. School                  Myrtle Point High                  Myrtlecrest Elementary School</p>	<p>North Bend High School                  North Bend Middle School                  Ocean crest Elementary                  Powers Elementary School                  Sunset Middle School  <b>Colleges and Universities</b>                  Central Oregon Community College                  Southwestern Oregon Community College                  Oregon Institute of Marine Biology  <b>Organizations</b>                  Bay Area Sportsman Association                  Boy Scouts of America                  Coos River STEP                  Coos County STEP                  Coquille River STEP</p>
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North Bay Elementary School	Eel Tenmile STEP South Coast Anglers STEP
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**Lower Rogue STEP**

John Weber, STEP Biologist  
 Steve Mazur, Assistant District Fish Biologist  
 Todd Confer, District Fish Biologist

The Lower Rogue Watershed District is part of the Rogue Watershed District. The Lower Rogue Watershed District includes coastal basins from Four Mile Creek south to the California border. New River, Elk and Sixes Rivers, Euchre Creek, Rogue River, and other miscellaneous coastal tributaries are included in this district.

The focus of the STEP program within the district is to utilize volunteer resources to accomplish management objectives. The STEP Biologist works primarily with local clubs, landowners, timber companies, watershed councils, educators, and school groups. The majority of volunteers that engage in STEP activities in this watershed district belong to one of two local STEP groups: Oregon South Coast Fisherman (OSCF) or Curry Anadromous Fishermen (CAF).

The groups consist primarily of retired individuals interested in performing meaningful work that will help restore and maintain fish populations within local watersheds.

The CAF’s primary focus is aquaculture and education while the OSCF’s focus is on population monitoring, broodstock collection, and habitat restoration. All groups consider fishery education a high priority and often cooperate with other local entities to accomplish common objectives. In 2013 the Oregon Fish and Wildlife Commission adopted the Rogue Fall Chinook Species Management Unit (SMU) Conservation Plan. The plan sets conservation criteria and desired status goals for wild fall Chinook salmon in the Rogue River and five coastal watersheds south of Elk River. The plan was developed by ODFW in collaboration with multiple government agencies and a public advisory committee. The two district STEP groups provided representatives for the advisory committee. In addition, the majority of the monitoring projects that STEP volunteers participate in (in the Lower Rogue Watershed District) are defined management strategies embedded in the plan. The culmination of the plan has focused the STEP groups on fishery management in the District.

Volunteers participated in projects associated with fish culture, education of youth, habitat restoration, and population monitoring. Fish culture and population monitoring comprise the majority of volunteer effort.

**EDUCATION AND PROGRAM DEVELOPMENT**

Program outreach news releases were written for local newspapers, radio, and TV stations. The objective was to recruit volunteer involvement, inform the public of project results, and give volunteers recognition for their accomplishments.

The Lower Rogue STEP biologist made 30 presentations at organized fishing group meetings. Primary topics discussed were fish management policy, habitat problems and solutions, angling regulations, STEP guidelines, district management objectives, and volunteer recruitment.

A total of 35 presentations were made to students at local schools. Topics included: Salmonid life history, fish anatomy, fish culture, angling, habitat protection, and restoration. Some of the presentations involved a field trip relative to the topics discussed.

#### Lower Rogue Native American Heritage Camp

The STEP biologist with the help of OSCF and CAF joined with Wil Warren of “I’m Hooked” to provide angler education for the Lower Rogue Native American Heritage Camp. Students that attended the camp spent the afternoon at stations that focused on angling techniques, gear and native fish of the Rogue River. In addition, all the campers had the opportunity to fish with Wil on the river and received a free fishing pole at the end of the day.

#### Azalea Festival

The Oregon South Coast Fisherman and STEP biologist conducted the annual portable fishing ponds at the Brookings Azalea Festival. The group has hosted the fishing event since 1989. Approximately 90 children participated this year. The event includes displays of various ongoing STEP projects which creates a great atmosphere to recruit young anglers and volunteers.

#### Free Fishing Day

On June 4, 2016 the annual free fishing day event was held at Libby Pond. Ninety kids registered for the event organized by ODFW. Volunteers from CAF and OSCF sponsored the derby and were on hand to register children.

Kids were assisted with fishing tips, instruction, registration and measurement of trout. Hot dogs and beverages for the event were provided by CAF. Participants caught over 160 rainbow trout during the derby. In addition fishing rods and equipment were donated to be given away in a raffle.



#### Improved South Coast Angler Access

Oregon South Coast Fisherman maintained an access agreement with a Chetco River front landowner. The area has been a popular access point for local area anglers for many years. Beginning in 2001, OSCF has been involved with the cleaning and maintenance of the area. This opportunity may not have been possible without the OSCF’s positive history working with the landowner. The gate will be opened during fishing season for access.



Curry Citizen for Public Land Access (CCPLA) maintained multiple fishing access areas throughout the Lower Rogue District. This group is an up and coming public access group that has fully committed to improving access for hunting and fishing on public land. In 2016, the group coordinated with ODFW, USFS and BLM to improve trail and road access to numerous hunting and fishing access areas that have been otherwise neglected for lack of funding and staff. Below are a few CCPLA projects that time and effort was donated to ODFW and Oregon anglers:



### Sixes River mid-Drift Boat Put-In

CCPLA removed trees, brush and spread gravel to improve the parking/access area. In addition, a sign was placed to recognize the cooperators of the project.

### Southard Lake

This effort accomplished brushing and grading the USFS road access to the lake. Also, the turn outs and parking area was opened up as well.

### Lower Rogue Gravel Bar Access

Two popular lower Rogue gravel bar access roads that were four wheel drive only have been repaired to allow more diverse vehicle access to the bar. The roads were brushed, graded, large boulders were removed and a total of 110 yards of gravel was spread to repair these popular fishing areas.

### Slam'n Salmon Derby

In an effort to develop the STEP program and encourage volunteer involvement, the Lower Rogue STEP biologist and OSCF operated a booth during the annual Labor Day Slam'n Salmon Derby at the Port of Brookings.

Volunteers maintained a tent that housed a mobile aquarium with live adult salmon and displays demonstrating district STEP activities. Staff used this opportunity to discuss related projects and issues. An estimated 200 people visited the booth throughout the weekend and a number of people joined the STEP groups.

### Reel Fish Day

The Lower Rogue STEP, Oregon Parks and Recreation Department, and the South Coast Watershed Council office sponsored Reel Fish Day, an angler education day for Brookings and Gold Beach Elementary School third grade classes. This event was held at Arizona Beach State Park and is designed to complement the STEP Fish Eggs-to-Fry program that has been offered over the last two decades. In 2016, all of the third grade classes in the Lower Rogue STEP district attended the event. Volunteers taught casting, line tying, and hook baiting. An aquatic education curriculum was presented once the core skills of angling were taught. Youth fished with assistance from Angler Education instructors in the pond which was stocked with trout prior to the event. Participants were given the option to keep or release their fish.

Those that chose to retain their catch were taught the responsibility of packaging and cleaning their fish for a meal. With the success of Reel Fish Day the Brookings, Port Orford, and Gold Beach School Districts will continue to send their third grade classes to this event.

## **INVENTORY AND MONITORING**

### Chetco Scale Sampling

The STEP biologist and Oregon South Coast Fishermen volunteers assisted in a fall Chinook salmon scale sampling effort conducted on the Chetco River. The sampling effort is planned to improve data on age and hatchery/wild composition estimates for the Chetco River. The volunteers used drift boats and covered the mainstem reaches while ODFW sampled in the tributaries. During the 2015 brood year volunteers and staff collected 304 samples.



### Estuary Seining

The STEP biologist and OSCF volunteers completed their 25th year seining Chinook salmon smolts in the Chetco River estuary. The project consists of volunteers setting a juvenile beach seine at select stations bi-weekly from June through September. These index surveys characterize abundance and development of native fall Chinook salmon smolt. In addition, the data is used to indicate when hatchery Chinook salmon smolt should be released to have the least impact on native fish utilizing the estuary.

### Winchuck River Screw Trap

The STEP biologist and OSCF volunteers operated a downstream migrant trap just upstream of the Winchuck River estuary. Operation of the trap represents the continuation of a 27-year database. The OSCF have operated the trap for the past fourteen years, doing work that would otherwise be unaccomplished under current district staffing levels. The data obtained from the trap is used by ODFW to assist in managing fall Chinook salmon.

The 2016 Winchuck trapping season concluded with 66 days of trap operation and an estimated 159,000 fall Chinook salmon migrated past the smolt trap site.



### Huntley Park Seining

The Huntley Park Seining Project represents a continuation of a 41-year adult salmonid monitoring database. This project is conducted annually from July through October at Huntley Park on the lower Rogue River. The Huntley project is a high priority to the district and harvest managers. The Huntley Park data is used to monitor stock abundance, age composition and hatchery/wild ratio of summer Steelhead, Coho salmon, and fall Chinook salmon.

Later in the season, wild fall Chinook salmon broodstock are collected for the Indian Creek Hatchery STEP facility.

A number of STEP and local volunteers participate every year, rain or shine.

### Chetco Snout Recovery Stations

During the fall two snout recovery stations were deployed to several Chetco River boat ramps. Volunteers solicited prizes for raffle to anglers that donated tagged snouts. Each station has cards for anglers to fill out to include with the snout. If the card is filled out correctly and the snout has a tag the angler will be entered into drawings that will be conducted throughout the 2016 season.

### Indian Creek Hatchery Monitoring

In an effort to better evaluate the Indian Creek Hatchery program, volunteers walked spawning ground surveys on Indian Creek. The data from this effort will be used to determine the effectiveness of the adult fish trap and to estimate the number of fish using Indian Creek.

## **HABITAT IMPROVEMENT**

### Stream Enrichment

Volunteers with the Curry Anadromous Fishermen and the Oregon South Coast Fishermen assisted ODFW with placement of fall Chinook salmon carcasses. A total of 2,898 fall Chinook salmon carcasses from Elk River Hatchery and Indian Creek STEP Hatchery were distributed in the Chetco River, Euchre and Brush Creeks and lower Rogue River tributaries. In addition,

steelhead carcasses of Chetco River origin were redistributed into the south fork of the Chetco River.

### Estuary Riparian Enhancement

Oregon Stewardship with help from Curry Anadromous Fisherman and local students improved estuary riparian habitat along Euchre, Hunter Creek, Pistol, and Winchuck rivers to improve Chinook salmon production. Oregon Stewardship contacted the landowners of the estuaries for access and planting on their property. Students from Brookings and Gold Beach schools planted willow and spruce trees in early spring of 2016 and followed up with watering and weeding. Reports indicate good growth and excellent survival of last year's plantings. This is an annual project that is difficult to achieve without the leadership of Oregon Stewardship.

### Chetco River Fish Salvage

Oregon South Coast Fishermen volunteers spent six days salvaging stranded Chetco River fall Chinook salmon juveniles from off-channel pools. Volunteers located pools that were no longer connected to the river and that had a high risk of dewatering over the summer months. The majority of the fish salvaged were Chinook salmon, some juvenile winter steelhead was observed in the catch.



### Salmon Run Golf Course Riparian Rehabilitation

Students with the Kalmiopsis grade school and OSCF spent numerous days removing invasive plants and replanting the riparian on Jack Creek a tributary of the Chetco River. In an effort to improve the quality of the riparian vegetation on Jack Creek the OSCF, Southcoast Watershed Council and Salmon Run Golf Course have collaborated with the school to remove Himalayan blackberries. The plan is to replant with native vegetation that better suit the fairways on the golf course. This is an annual effort with expectations to continue.

### Port of Brookings Aerators

Historic water samples of the Chetco Boat basin identified areas of low dissolved oxygen. At the time OSCF obtained funding from various sources to purchase and maintain the aerators. Last summer the Port of Brookings and OSCF purchased equipment required for maintenance. With the funding the OSCF assisted the Port in getting the equipment back online.

### Jack Creek Water Quality

Students and volunteers worked together to gather samples to determine water quality in Jack Creek a tributary of the Chetco River. Data collected included water temperature, PH and dissolved oxygen. In addition, Curry Soil and Water Conservation and OSCF volunteers placed multiple thermographs in a reservoir on Jack Creek to determine if the waterbody is suitable for future trout stocking.



## **FISH CULTURE**

### Chetco River Broodstock Collection

Volunteers and fishing guides assisted ODFW staff in collecting broodstock for the Chetco River hatchery programs. A total of 150 fall Chinook salmon and 86 winter steelhead were collected and transported to Elk River Hatchery.

### Ferry Creek Acclimation

ODFW and OSCF acclimated fall Chinook in Ferry Creek Reservoir. Fall Chinook salmon were acclimated at the Ferry Creek Reservoir which is an unused water source for the City of Brookings that flows into Ferry Creek. Volunteers reared two groups of 13,500 fall Chinook salmon smolts.

The goals of the acclimation project: 1) Increase harvest opportunity by increasing the length of time the returning adults hold in the Chetco estuary, and 2) reduce the proportion of naturally spawning hatchery fish in the wild population.

### Indian Creek STEP Hatchery (Lower Rogue)

Wild Lower Rogue fall Chinook salmon broodstock are collected, transported, and spawned at the Indian Creek Hatchery STEP facility. The resulting offspring are incorporated into a smolt program for supplementation of Lower Rogue Chinook salmon stock. A total of 72,999 fall Chinook salmon were marked and reared to smolts by volunteers. The full sized smolts were released into the Rogue River estuary in the late summer.

### Euchre Creek Hatchbox

Boy Scouts raised and released a total of 10,334 fall Chinook at a hatchbox site on Cedar Creek a tributary of Euchre Creek. The Euchre Creek hatchbox project has a long history of youth involvement and has provided a streamside site to have discussions on salmonid life history, habitat requirements and population dynamics.

### **Schools and Groups that work with Lower Rogue STEP**

The following is a partial list of schools, school districts, organizations, agencies, and other groups that work with STEP. Due to the large number of participants, it is possible that some groups were inadvertently left off this list. Please contact (503) 947-6211 if your program has been left off this list.

<b>Lower Rogue</b>	
<b>Elementary, Middle, and High Schools</b> Azalea Middle School Brookings Harbor Christian School Brookings Harbor High School Driftwood School (Port Orford) Gold Beach High School Kalmiopsis Elementary School Klamath Outdoor Science School Pacific High School (Port Orford) Riley Creek School K-12 (Gold Beach)	Curry Citizens for Public Land Access (CCPLA) I'm Hooked Inc Oregon Stewardship KBSC KURY
<b>Organizations</b> Curry Anadromous Fishermen (CAF) Curry Sportfishing Oregon South Coast Fisherman (OSCF)	<b>Government</b> City of Brookings Curry County Port of Brookings Port of Gold Beach <b>Watershed Councils</b> Lower Rogue Watershed Council Port Orford Ocean Resource Team (POORT) South Coast Watershed Council

## Upper Rogue STEP

Ryan Battleson, STEP Biologist  
Dan Van Dyke, District Fish Biologist

The Upper Rogue STEP district includes most of the Rogue watershed, extending from the headwaters near Crater Lake downstream to Mule Creek near the community of Agness. Primary tributaries include Big Butte Creek, Little Butte Creek, Elk Creek, Bear Creek, Evans Creek, Grave Creek, the Applegate River and the Illinois River. The Rogue watershed has the largest human population of any coastal watershed in Oregon. Approximately 400,000 people live in the district, posing challenges for fish and wildlife resources but also providing a large number of schools, service clubs, sportsman's clubs, and volunteers to assist in various STEP projects that educate citizens and improve fish habitat throughout the basin.

The diversity of fish species native to the Rogue is narrow, but the river has and continues to produce large numbers of salmon and steelhead. One species, the Coho salmon, is listed as "Threatened" under the Federal Endangered Species Act.

This year 183 district STEP volunteers put in over 1,500 hours and donated over 2,000 miles to complete the various projects described in this report to help meet district management objectives. Monitoring projects, outreach and habitat work make up the bulk of the volunteer projects on the Rogue. An emphasis on small streams, urban streams and intermittent streams outreach, small scale restoration, and monitoring activities make up the majority of STEP activities. This focus is intended to highlight fish use in streams that are often overlooked by agencies and the general public and encourage good stewardship among streamside landowners and cost-effective restoration projects.

The STEP Biologist attended a number of new public speaking outreach opportunities and festivals. This diverse range of folks included events attended by traditional angler groups, to local landowners and agriculture producers, and even a professional conference. A new acclimation project intended to increase contribution of hatchery fish to the community of Grants Pass also completed its pilot year.

## EDUCATION AND PROGRAM DEVELOPMENT

### Fish Eggs to Fry Program: Classroom incubators

In the Upper Rogue District, the Fish Eggs to Fry Program focuses on raising spring Chinook from the eyed eggs stage to button up fry. STEP Volunteers from the local angling groups and public deliver the eggs to the classrooms. A total of 19 teachers participated in the program during the fall of 2015. In most cases a curriculum developed by STEP biologists was used to promote learning about egg development, salmonid life-cycles and fish habitat requirements. Additionally, a popular nature center in Ashland participated this year, and served as an additional outreach opportunity to introduce the public to salmon life history. An additional incubator also operated at the Grants Pass office of the Bureau of Land Management. Both of these latter two locations purchased all of their equipment so that state purchased equipment could be used for classrooms. The District STEP Biologist also worked to purchase additional aquariums/chiller units to be used in the fall of 2016. Being one of the flagship educational programs offered through ODFW, an increase in school site participation is a top priority to the Upper Rogue District. It will act as a spring board for so many other programs such as Salmon Watch, Stream Scene, the Small Stream, Urban Stream, and Intermittent Stream Program, and Angler Education in the Rogue Valley.

## Small Stream, Urban Stream, Intermittent Stream Projects

The Small Stream, Urban Stream, Intermittent Stream Project of monitoring and outreach continued to be a focal point of the STEP program in the Rogue Valley. This effort is aimed at the following: creating awareness of the fish resources using these streams, in order to promote stewardship and protect habitat; gaining additional fish distribution information; and developing interest and support for restoration actions on individual streams.

Key to the project, volunteers operate upstream migrant “hoop” traps to survey for fish use during winter. A total of 35 streams have been sampled with “hoop” traps since the start of the project in 2005. This year upstream migrant hoop traps were operated on Wagner Creek (Talent), Ashland Creek (Ashland), a small unnamed tributary to Bear Creek (Phoenix), and Sand Creek (Grants Pass). The trap data and restoration opportunities are communicated to the public through a variety of techniques. The Upper Rogue District STEP Biologist coordinates all aspects of the project: identifying sites; maintaining hoop traps; recruiting and training volunteers; writing brief summaries of survey results; and working to publicize the results within the community



The Upper Rogue District STEP Biologist coordinates all aspects of the project: identifying sites; maintaining hoop traps; recruiting and training volunteers; writing brief summaries of survey results; and working to publicize the results within the community

This year, 2 front page articles in the Mail Tribune regarding hoop traps and fish using these streams were published and can be found at the following links:

- 1) <http://www.mailtribune.com/article/20160212/NEWS/160219861>
- 2) <http://www.mailtribune.com/news/20160316/survey-will-tell-more-about-steelheads-movements-one-clip-at-time>

A riparian project on a small, unnamed tributary to Bear Creek is equal parts habitat restoration and outreach. The creek flows through a culvert on the Bear Creek Greenway in Phoenix, Oregon (see photo below). The 2015-2016 period marked the second year of restoration and outreach for this small, seemingly innocuous stream and was the site for a hoop trap from fall through spring. The high school biology teacher paired with the STEP biologist to host 2 field trips to the site in the winter and spring of 2016. One for a restoration field day and the other as an ecology field day. This working lab gave the students a chance to learn about techniques such as mark recapture population estimates and Chinook salmon and Steelhead ecology in the Bear Creek basin. The students also participated in the ongoing restoration by removing noxious weeds and planting native trees. A sign on the greenway encourages members of the public to contact the local STEP biologist for more information.

## New Year's Fish Counts

The winter of 2016 marked the second year of another project intended to help connect community members to the fish using nearby streams. Patterned in part after the Audubon Christmas Bird count, volunteers were recruited to survey urban streams with the goal of increasing awareness and fostering stewardship to produce more fish.

Volunteers received training in fish identification and the use of one person seines. Then on separate Saturday's the teams went out to designate stream reaches to see what they could collect. The data and accompanying photos were collected and summarized. A very good article

covering the project was published in the Grants Pass Daily Courier for a second consecutive year

#### Bear Creek Salmon Festival at North Mountain Park, Ashland

A booth at the annual Bear Creek Salmon Festival was staffed by the STEP biologist again this year. On display were juvenile steelhead, sculpin, and exotic shiners and crayfish collected from Bear Creek at the park. Several of the attendees at the festival saw fall Chinook salmon about to spawn in Bear Creek on the park grounds. Drought stewardship was emphasized in the display material.

#### Creeks and Kids 2015

The ODFW portion of the event was planned around showcasing wild fall Chinook spawning in Bear Creek. Fall Chinook salmon were spawning all day long and provided numerous photo opportunities for attendees. It was also a great opportunity to emphasize the importance of Bear Creek to native salmonids, despite being the Rogue River's most urbanized stream. Drought stewardship was also emphasized by the STEP biologist.

#### August Institute Educators Resource Fair

A workshop for teachers organized by The August Institute, was held at the OSU Extension Office Grounds in Jacksonville in August 2016. Approximately 60 local educators attended the event. STEP highlighted the educational resources available to teachers and students including the Fish Eggs to Fry program and Stream Scene. Additionally, live juvenile steelhead, sculpin, and shiner were on display. This event resulted in several new teachers signing up for the Fish Eggs to Fry program.

#### Southern Oregon Cannabis Growers Symposium

A number of state agencies and local non-governmental organizations attended this inaugural event, organized by the Josephine County Soil and Water Conservation District, in the spring of 2016. ODFW was asked to attend, and the Salmon Trout Enhancement Program was highlighted with an informational presentation and informational booth at the Josephine County Fairgrounds. With Cannabis production and use being legalized in the State of Oregon in 2015, streamside development and water withdrawal applications and activities have increased. Some of this is legal, some of it is not. Since this issue directly impacts many streams and their fish populations within the Upper Rogue Basin, habitat protection was strongly emphasized. Information on stream side riparian buffers, fish screens for irrigation canals and pumps, and the species of fish that inhabit streams of the Rogue Basin were shared with participants. The presence of STEP was very well received by many of the participants, and was a good way to spread the need for streamside stewardship to a completely new and untraditional constituency.

#### Family Fishing Day at Reinhart Park Pond and Howard Prairie Reservoir

Consistent with the 25 year Angling Enhancement Plan, STEP organized 2 family fishing events during the reporting period. Members of the Middle Rogue Steelheaders paired with STEP to provide fishing rods and assist in baiting hooks in Reinhardt Volunteer Community Park and Pond in Grants Pass. This coincided with a recent legal and trophy trout stocking. During Free Fishing Weekend in June, STEP and several community volunteers from Jackson County provided rods, bait, and instruction on trout fishing at Howard Prairie resort. Unfortunately, inclement weather limited the turn out for this event, but did give the attendees that were there, much greater access to the volunteers and STEP Biologist for a hands on "guided" experience. Several young anglers were lucky enough to catch their first fish at this event.

## Large Group Presentations

The STEP Biologist gave two public presentations to the Middle Rogue Steelheaders, a local angling and conservation/restoration group, during two of their monthly meetings. One presentation highlighted STEP related projects, past, present and future in the Rogue Valley. The other presentation was a complete overview of the Cole M. Rivers Hatchery history, federal mitigation and state funded production schedules, and year to date and historical return data for anadromous stocks. Each presentation was about an hour with combined presentation, questions and discussion.

The STEP Biologist attended and presented at the 52nd Annual Meeting of the Oregon Chapter of the American Fisheries Society in Seaside, Oregon. This presentation highlighted the Small Stream, Urban Stream, and Intermittent Stream outreach and monitoring programs in the Middle and Upper Rogue Basin.

## **INVENTORY AND MONITORING**

In 2005, ODFW implemented a program of increased monitoring and outreach on small streams, urban streams, and intermittent streams of the Rogue Watershed. A key component is surveying for the relative abundance of salmon and trout using these streams during winter high flow periods. The information is collected to inform the public about the importance of these small streams as refuge for salmonids during winter storms. Volunteers were recruited through ODFW's STEP and trained to monitor and identify fish species captured in the traps throughout the winter. To date 35 streams have been sampled. Since its inception, the project has been a useful tool in finding out where fish go during high flow periods, increased our knowledge of the distribution of threatened Coho salmon. Also, many fish passage barriers and habitat improvement projects have been identified throughout the Rogue District.

### Hoop Traps

In fall-early spring 2015-2016, 7 volunteers spent 269 hours sampling hoop traps in the Rogue Watershed. Hoop traps were placed in tributaries of Bear Creek: Ashland, Wagner, and an unnamed tributary in Phoenix. Sand Creek, a tributary to the Rogue River in Grants Pass was also



trapped to evaluate the improvements to the fish passage improvement, constructed by the Middle Rogue Steelheaders. Results were distributed to local streamside landowners along with notes on salmonid biology and the importance of streamside stewardship for small streams.

	Juvenile Steelhead	Juvenile Coho	Cutthroat	Sculpin species	Redside shiner	Native crayfish	Exotic crayfish	Trap Nights
<b>Ashland</b>	732	0	2	4	120	0	4	104
<b>Wagner</b>	166	0	30	523	26	0	1	1113
<b>Unnamed Phoenix Tributary</b>	44	0	0	10	0	0	20	129
<b>Sand</b>	2	0	0	1	12	0	2	91



### Out-migrant fry and irrigation ditch bypass trapping:

Murphy Creek is an example of a stream that becomes intermittent to dry on most years due to irrigation withdrawal. Here, the Murphy Ditch Irrigation Canal dries up 1.5 miles of stream. Volunteers operate a bypass trap to haul juvenile salmonids and other native fish downstream to the mainstem Applegate River beginning April 1-October 31 of every year.

The Jones Creek fry trapping project began as way to keep steelhead fry from entering an irrigation canal in Grants Pass through an unscreened diversion. STEP volunteers were trained to operate the traps and move fish safely downstream. Following the completion of several fish passage projects and the removal of the unscreened diversion (work completed by the Stream Restoration Alliance), the traps have been used since 2014 for partial evaluation of the projects.



During the spring of 2016, a total of 17 STEP volunteers contributed 318 hours to trap mostly juvenile summer steelhead fry in both the West and East Fork of Jones Creek. A total of 1,389 fry were counted in the East Fork in 63 trap nights. On the West Fork, 1222 fry were collected in 54 trap nights. Coho fry were reported to be in the catch as well, but identification was not confirmed by a biologist. Drought conditions have persisted in the Rogue watershed from 2013-2015. In the past, low flows would surely have blocked steelhead from reaching the habitat available in the west and east forks of the creek, but with restoration of passage fish production is assured. STEP volunteers continue to play a role in this important project.

During the pilot year of the Sand Creek winter Steelhead acclimation project, a downstream migrant fry trap operated upstream of the project site. The objective of this project was to show the participating group of volunteers that Sand Creek still produced native, presumably summer Steelhead fry. This trap also proved useful in gauging the degree of potential impacts to naturally produced Steelhead fry during the acclimation period. A total of 166 steelhead fry and 1,003 non-native Redside shiner were captured between April 27, 2016 through May 10, 2016, a total of 14 trap nights. Speckled Dace, non-native Umpqua Pikeminnow, and non-native ringed crayfish were also captured in the trap.

## **HABITAT IMPROVEMENT**

### Riparian Restoration

Work continued on a multi-year project to restore riparian vegetation along Whetstone Creek where it flows through the Denman Wildlife Area (roughly 4,500 feet of stream). Volunteers from the Middle Rogue Steelheaders spent a day planting over 500 willow cuttings, and fencing numerous establishing hardwood trees to limit beaver damage. Volunteers assisted with the watering of plants from April through September.



A small unnamed tributary at Blue Heron Park began its second year of restoration and outreach during the 2015-2016 reporting year. This project, as noted earlier is along the Bear Creek

Greenway in Phoenix and serves as a very public outreach showing the importance of small streams within the Rogue Basin. Additional Blue Elderberry, Ponderosa Pines, Cotton Wood, Incense Cedar, and willow cuttings were planted at this site. Follow up hand removal of Himalayan Blackberry and Star Thistle were also removed. Volunteers, including Phoenix High School Students participated in restoration at this site throughout the spring of 2016 .The project area is about 200 feet long by 100 feet wide, or about 0.45 acres of the riparian area. \

In an effort to expand restoration opportunities to other streams and communities within the Rogue Basin, the STEP biologist began the process of advising the local Grants Pass High School and Rogue Watershed Council in a multi-year, multi-partner restoration project on Gilbert Creek. This project is led by the Rogue Watershed Council, who received a nearly \$10,000 grant over 2 years from the Oregon Watershed Enhancement Board. The STEP Biologist helped with the technical advising of the project as in-kind matching fund, as well as solicited local STEP volunteers to assist in implementing the project. This project pairs a number of partners together, most importantly the local Grants Pass High School, North Middle School, and Highland Elementary School classes and grounds which have Creekside frontage property to Gilbert Creek. The site located in the heart of Grants Pass will serve as a focal point for what a healthy urban stream can look like.

### Stream Nutrient Enrichment

Members from the Coastal Conservation Alliance, Southern Oregon Flyfishers, Southern Oregon University Biology Club, and Rogue River Watershed Council, again paired with the STEP program to distribute carcasses generated from returns to Cole Rivers Hatchery of Spring Chinook, Coho, summer and winter Steelhead in the upper Rogue Basin. A total of 23,554 pounds of spring Chinook salmon were distributed in the mainstem Rogue River between Cole Rivers Hatchery and Shady Cove by drift boat. A total of 10,682 pounds of Coho salmon were distributed in Elk and Taylor Creeks. A total of 5,367 summer and winter steelhead were distributed in Sugarpine Creek, West fork of Evans Creek, and Bitter Lick Creek. All tributary streams are streams designated as high density Coho and steelhead bearing streams. All Carcasses were frozen for a period of 21 days at minus 10 degrees Fahrenheit to kill the pathogen that causes canine salmon poisoning in order to reduce any potential conflict with streamside landowners and their pets.



### Temporary fish passage improvement at Sand Creek irrigation diversion

A concrete irrigation diversion on Sand Creek in Grants Pass was found to block migration of juvenile steelhead during hoop trapping surveys conducted by STEP volunteers in recent years. Volunteers installed metal trusses and dam boards, under guidance of the Southwestern Fish Screening and Passage Office, and the local STEP biologist, to create a jump pool to improve conditions for passage of juvenile and adult steelhead. With the hoop trapping records and New Year's fish count, and even electroshocking surveys yielding few salmonids, this structure still appears to be inadequate for providing upstream passage to smaller juvenile steelhead, but adult passage was most certainly improved.



Downstream passage also most likely benefitted, as any out-migrating fry and smolt now have a pool to land in once passing over the irrigation dam.

## **FISH CULTURE**

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### Acclimation at Sand Creek

The spring of 2016 marked the beginning of a pilot project for acclimating winter Steelhead in degraded Grants Pass tributaries with an objective of maximizing contribution of hatchery fish to this urban fishery on the Rogue River. Sand Creek was chosen as a pilot site due to the presence of an existing irrigation dam structure, which is seasonally impounded due to an existing water right corresponding with the beginning of irrigation season. This impoundment would have occurred, regardless of whether or not the acclimation project took place. This project was a collaboration between Grants Pass Irrigation District (GPID), the Middle Rogue Steelheaders, a private landowner, and STEP. A STAC Mini-Grant was awarded to purchase the piping needed to transfer the hatchery winter steelhead smolts from the liberation truck, into the pool created behind the irrigation impoundment.

During a period of 14 days, these steelhead smolt acclimated to Sand Creek water, and then were volitionally released concurrently with the annual flushing of the irrigation canals by GPID. Being a pilot project, much was learned about the suitability of using this stream for acclimation. Volunteers took stream temperature and dissolved oxygen measurements multiple times per day. Unseasonably warm weather increased stream temperatures in the latter 3 days of acclimation. Out of the 7,500 smolt delivered to the site, an estimated 6,500 smolt were volitionally released. Still, this project was considered a success and much gleaned for future acclimation projects within the Grants Pass area. Simultaneously, stream temperatures in other small Grants Pass tributaries were monitored throughout the acclimation period, in an effort to locate other suitable streams where acclimation may be better suited in the future.



The local news station covered the project with a video and write up:

[http://www.kdrv.com/news/New\\_Pilot\\_Project\\_Aims\\_to\\_Improve\\_Fishery\\_on\\_Local\\_Creeks\\_Rogue\\_River.html](http://www.kdrv.com/news/New_Pilot_Project_Aims_to_Improve_Fishery_on_Local_Creeks_Rogue_River.html)

### Fish Salvage

Volunteers provided assistance with the salvage of fry in designated streams in the Rogue watershed. Streams chosen for fish salvage are streams that go dry in part due to the withdrawal of irrigation water. A total of 4 sites/stream reaches were checked for stranded fish. The species moved downstream to flowing water included 376 Coho salmon Fingerling/smolt, and 151 Steelhead fingerling/smolt.

## Egg to Fry Program

A total of 6,700 eyed spring Chinook salmon eggs from Cole Rivers Hatchery were delivered by five volunteers to 19 classrooms from Prospect to Cave Junction in the Rogue River Basin during the fall of 2015. A total of 6,003 survived to button-up fry stage and were released into the Rogue River.



## **Schools and Groups that work with Upper Rogue STEP**

The following is a partial list of schools, school districts, organizations, agencies, and other groups that work with STEP. Due to the large number of participants, it is possible that some groups were inadvertently left off this list. Please contact (503) 947-6211 if your program has been left off this list.

<b>Elementary, Middle, and High Schools</b> Allendale Elementary Brighton Academy Crater High School Fruitdale Elementary Grants Pass High School Hidden Valley High School Hoover Elementary Howard Elementary Imagine that Creative Children's Learning Center Jacksonville Elementary Jewett Elementary Lincoln Elementary Lorna Byrne Middle School Madrone Trail Charter School Mae Richardson Elementary North Medford High School Orchard Hill Elementary Outdoor Discovery School – Talent Elementary Prospect Charter School Prospect Elementary Prospect Middle School Rogue River Elementary Ruch Elementary St Mary's School Various Homeschools Wilson Elementary	<b>Colleges and Universities</b> Oregon State University Rogue Community College Southern Oregon University Western Oregon University <b>Organizations</b> Coastal Conservation Association Crater Bass Middle Rogue Steelheaders Rogue Flyfishers Southern Oregon Flyfishers <b>Government</b> Ashland Parks and Recreation Department BLM – Grants Pass City of Ashland City of Cave Junction City of Central Point Grants Pass Irrigation District Jackson County Parks Department Josephine County Parks Department Medford Irrigation District Oregon State Parks Phoenix Public Utility Department USFS – Cave Junction, Medford <b>Watershed Councils</b> Illinois Valley Watershed Council Seven Basins Watershed Council Applegate Watershed Council Rogue River Watershed Council
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## East Region

### Eastern Oregon STEP

Jennifer Luke, STEP Biologist  
Shannon Hurn, David Banks, Erik Moberly, Bill Tinniswood, Brett Hodgson, Rod French, Terry Shrader, Jeff Yanke, Brent Smith, Tim Bailey, Eastern Oregon District Biologists

The Eastern Oregon STEP program is administered by the ODFW High Desert and Northeast regions. These regions together cover the entire state east of the Cascades. This area includes the following major watersheds: Deschutes, Klamath, Malheur, Malheur, Lake, John Day, Umatilla, Grande Ronde, and Owyhee.

The STEP Biologist and local volunteers work with ODFW districts and hatcheries to identify specific projects requiring volunteer recruitment, supervision or training. Project definition and direction come from the individual fish management districts and are based on the annual needs.

The STEP program focuses its efforts on monitoring trout populations, conducting aquatic education programs, stocking fish, and restoring fish habitat.

Volunteers assist with a variety of surveys including electro-fishing, trap netting, redd, and snorkel surveys. ODFW fish biologists utilize information gathered from these surveys to evaluate, monitor fish species, and meet fish management objectives.

Activities involving schools, teacher education, and general public education about fish populations and their habitats are a high priority for the Eastern Oregon STEP district. STEP volunteers eagerly share their knowledge of both fishing and conservation and their involvement fosters the next generation of conscientious anglers and conservationists.

### EDUCATION AND PROGRAM DEVELOPMENT

#### Kokanee Karnival

Kokanee Karnival Youth Education Program continues to be a popular education program for Deschutes, Jefferson, and Crook County elementary students. In 2015-2016, 360-400 students participated in the Kokanee Karnival Comprehensive Education Program. This program includes classroom activities as well as field trips to learn about salmon, trout and their habitat. The students also tour a hatchery and attend a spring fishing clinic.

Approximately 2,632 students participated in the Kokanee Karnival Electives Program in which teachers sign up for classroom activities such as raising trout, basic trout biology class, and (or) angler education. Kokanee Karnival receives exceptional support from both the volunteer community and our financial sponsors. Partners for the Kokanee Karnival include STEP, Central Oregon Flyfishers, Sunriver Anglers, USFWS, and the Deschutes National Forest. The STEP biologist serves on the Kokanee Karnival steering committee, coordinates portions of the program, and provides training, technical assistance and volunteer recruitment.

In 2015-2016, the STEP biologist recruited and scheduled volunteers to serve as instructors at Kokanee Karnival's six-day angling clinic. The STEP biologist prepared activities and materials for the Trout Dissections, Angling Clinic, Fall Streamside field trip, Fish Eggs-to-Fry, and Kokanee Karnival classroom presentations.

### Outreach Events

The STEP biologist participated in salmon and trout related outreach activities for students of all ages. The STEP biologist presented information or provided materials for events sponsored by the following events: Ponderosa, Crook County Middle School and High Lake's Elementary "Science and Fisheries Field Trips," Madras 4-H Pond Tour, Ochoco Creek field days, and Prineville's "Fin, Feather and Fire Festival."

The STEP biologist attended several Central Oregon Flyfisher and Sunriver Angler group meetings for volunteer recognition and outreach purposes.

## **INVENTORY AND MONITORING**

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### Crooked River Redband Population Estimate

Biologists and volunteers sampled redband trout and whitefish below Bowman Dam on the Crooked River. This seven mile stretch of river is a very productive trout fishery, and angling is popular year round. The survey is conducted annually because the population has been cyclical and the exact reason is unclear, although biologists believe it has to do with flows and gas bubble disease. The sampling effort takes 5 days, and each day at least 6 people, 3 biologists and 3 volunteers are necessary to complete the survey. During sampling, fish are stunned and netted so biologists and volunteers can record size, condition and abundance. The fish are released unharmed. The population assessment estimates the number of redband trout and mountain whitefish 8 inches long or longer per river mile.

### Spawning Surveys- Redband and Bull trout

Volunteers are paired with local biologists and trained to identify and count redds. Redband spawning surveys are conducted from December through May in the Metolius River. Upper Deschutes Redband Trout surveys are conducted in May and Metolius bull char surveys in September and October. In the Klamath district, volunteers also conduct spawning surveys on the Wood and Williamson rivers. Volunteers are essential for completing these spawning surveys and it provides valuable information for monitoring native trout populations.

### Zooplankton sampling

Volunteers assisted biologists collecting zooplankton samples from lakes and reservoirs. Zooplankton abundance, species and size is an indicator of available forage for kokanee salmon and young trout. Volunteers collected and analyzed samples of from East Lake, Paulina Lake Prineville and Ochoco Reservoir.



## FISH CULTURE

### Stocking Steelhead in Deschutes Reintroduction Areas

Volunteers backpacked in thousands of steelhead fry in remote canyon areas, or places not accessible by truck, in order to disperse fry in suitable rearing habitat. Stocking steelhead fry and smolts is part of the reintroduction and conservation plan of anadromous salmon and steelhead in the Upper Deschutes basin. Volunteers also assisted in PIT tagging Chinook and steelhead smolts in order to evaluate survival and/or migration to the dam facility



### Fish Eggs to Fry:

Sixty one classrooms from all over Eastern Oregon, including Klamath Falls, Milton-Freewater, Elgin, Drewsey, and Vale raised trout in classroom incubators and used STEP publications, Fish Eggs To Fry and The Educator’s Resource Guide for Hatching Salmon in the Classroom. The STEP biologist coordinated the classroom trout incubator projects and trained volunteers to assist teachers and give presentations. All rainbow trout were released in ponds or reservoirs. Steelhead trout were released in the upper Crooked River basin.

### Schools and Groups that work with Eastern Oregon STEP

The following is a partial list of schools, school districts, organizations, agencies, and other groups that work with STEP. Due to the large number of participants, it is possible that some groups were inadvertently left off this list. Please contact (503) 947-6211 if your program has been left off this list.

<p><b>Elementary, Middle, and High Schools</b></p> <ul style="list-style-type: none"> <li>Amity Creek</li> <li>Bear Creek Elementary</li> <li>Bend LaPine Online Classes</li> <li>Burnt River</li> <li>Central Christian School</li> <li>Chiloquin Jr &amp; Sr High School</li> <li>Condon Grade School</li> <li>Crook County Middle School</li> <li>Dayville School</li> <li>Eastmont Community School</li> <li>Freewater Elementary</li> <li>Henley Elementary</li> <li>Heppner High School</li> <li>High Lakes Elementary</li> <li>Jewell Elementary</li> <li>John Tuck Elementary</li> <li>La Pine Elementary</li> <li>Lava Ridge Elementary</li> <li>Metolius Elementary</li> <li>Miller Elementary School</li> </ul>	<ul style="list-style-type: none"> <li>Powell Butte Community School</li> <li>Roosevelt Elementary</li> <li>Sage Community School</li> <li>Saint Francis School</li> <li>Shasta Elementary</li> <li>Sherman Elementary</li> <li>Terrebonne Community School</li> <li>Three Rivers School</li> <li>Vern Patrick Elementary</li> </ul> <p><b>Organizations</b></p> <ul style="list-style-type: none"> <li>Central Oregon Flyfishers</li> <li>Klamath Country Flycasters</li> <li>Sunriver Anglers</li> <li>Sunriver Resort</li> <li>YMCA- Klamath Falls</li> </ul> <p><b>Government</b></p> <ul style="list-style-type: none"> <li>US Forest Service</li> <li>US Fish and Wildlife Service</li> <li>Burns Paiute Tribe</li> </ul> <p><b>Watershed Councils</b></p> <ul style="list-style-type: none"> <li>Walla-Walla Watershed Council</li> </ul>
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Milton-Freewater Pelican Elementary Peterson Elementary Pine Eagle High School Pine Ridge Elementary Ponderosa Elementary Ponderosa Middle School	
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**STEP Administration**

Kevin Herkamp, STEP/RE Program Coordinator  
Debbi Farrell & April Mack, STEP/RE Program Assistant  
Mike Gauvin, Recreational Fisheries Program Manager

This reporting period saw a slight change in program administration. The Program Assistant position was back filled for nearly 4 months while Debbi was on a job rotation.

**EDUCATION AND PROGRAM DEVELOPMENT**

Salmon Trout Advisory Committee

STAC held four meetings across the state:

- December 2015, Salem
- April 2016, Bend
- September 2016, Coos Bay

During this time period, a new Central Oregon Representative (Steve Janego) was appointed, one member resigned (Gary Stover) and four positions were renewed (Curt Bennett, Brian Hudson, Jim Phelps, Tom VanderPlatt). The thirteen STAC members are appointed by the Governor to represent the volunteer community in specific geographic areas of Oregon.

Education Program Updates

In partnership with Western Oregon University, staff initiated an effort to update all the STEP related education materials to meet new education standards and connect Oregonians to salmon, trout and their habitats. Due to several delays, initial materials are expected to be in place by mid-2017.



## APPENDICES

**Appendix 1: Salmon and Trout Enhancement Program Advisory Committee (STAC)**



<b>Member</b>	<b>Region</b>	<b>Term</b>	<b>Term Expires</b>
Richard Bertellotti	North Coast	First Term	January 14, 2017
Gary Stover	North Coast	First Term	October 19, 2017
Brian Hudson	Mid-Coast	Second Term	January 9, 2020
Deborah Yates	Umpqua	First Term	December 31, 2017
Curtis Bennett	Tenmile, Coos, Coquille	First Term	January 9, 2020
Ken Range	Lower Rogue	First Term	March 31, 2017
L. Keith Miller	Upper Rogue	First Term	January 14, 2017
Lin Howell	Lower Willamette	Second Term	July 22, 2018
Tom VanderPlaat	Lower Willamette	Second Term	Jan 9, 2020
Don Wenzel	Mid-Willamette	First Term	January 14, 2017
Jeff DeVore	Upper Willamette	First Term	December 31, 2017
James Phelps	Northeastern Oregon	Second Term	March 31, 2020
Steve Janego	Eastern Oregon	First Term	March 31, 2020

\*List current as of September 30, 2016

<sup>1</sup> A maximum length-of-service policy of two 4-year terms was implemented in 1996.

## Appendix 2: Salmon and Trout Enhancement Program (STEP) Staff



### **Statewide:**

Kevin Herkamp, STEP/R&E Coordinator  
4034 Fairview Industrial Dr. SE, Salem, OR 97302  
Email: [Kevin.Herkamp@state.or.us](mailto:Kevin.Herkamp@state.or.us)

Phone: (503) 947-6232  
Fax: (503) 947-6202

Debbi Farrell, R&E / STEP Program Assistant  
4034 Fairview Industrial Dr. SE, Salem, OR 97302  
E-mail: [Debbi.L.Farrell@state.or.us](mailto:Debbi.L.Farrell@state.or.us)

Phone: (503) 947-6211  
Fax: (503) 947-6202

### **North Coast STEP:**

Ron Rehn, STEP Biologist  
4909 Third Street, Tillamook, OR 97702  
E-mail: [Ron.F.Rehn@state.or.us](mailto:Ron.F.Rehn@state.or.us)

Phone: (503) 842-2741  
Fax: (503) 842-8385

### **Mid-Coast STEP:**

Christine Clapp, STEP Biologist  
2040 SE Marine Science Dr., Newport, OR 97365  
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Phone: (541) 265-9894 x253  
Fax: (541) 867-0311

### **Umpqua STEP:**

Evan Leonetti, STEP Biologist  
4192 N. Umpqua Highway, Roseburg, OR 97470  
E-mail: [Evan.Leonetti@state.or.us](mailto:Evan.Leonetti@state.or.us)

Phone: (541) 440-3353  
Fax: (541) 673-0372

### **Tenmile, Coos, and Coquille STEP:**

Gary Vonderohe, STEP Biologist  
P.O. Box 5430, Charleston, OR 97420  
E-mail: [Gary.R.Vonderohe@state.or.us](mailto:Gary.R.Vonderohe@state.or.us)

Phone: (541) 888-5515  
Fax: (541) 888-6860

Tom Rumreich, STEP Biologist  
P.O. Box 5430, Charleston, OR 97420  
E-mail: [Thomas.J.Rumreich@state.or.us](mailto:Thomas.J.Rumreich@state.or.us)

Phone: (541) 888-5515  
Fax: (541) 888-6860

## Appendix 2 (continued)

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### **Lower Rogue STEP:**

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P.O. Box 642, Gold Beach, OR 97444  
E-mail: [John.A.Weber@state.or.us](mailto:John.A.Weber@state.or.us)

Phone: (541) 247-7605  
Fax: (541) 247-2321

### **Upper Rogue STEP:**

Ryan Battleson, STEP Biologist  
1495 E. Gregory Road, Central Point, OR 97502  
E-mail: [Ryan.D.Battleson@state.or.us](mailto:Ryan.D.Battleson@state.or.us)

Phone: (541) 826-8774  
Fax: (541) 826-8776

### **Lower Willamette STEP:**

Jeff Fulop, STEP Biologist  
17330 SE Evelyn Street, Clackamas, OR 97015  
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Fax: (971) 673-6071

### **Mid-Willamette STEP:**

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### **Upper Willamette STEP:**

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3150 E. Main Street, Springfield, OR 97478  
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Phone: (541) 726-3515 x28  
Fax: (541) 726-2505

### **Eastern Oregon STEP:**

Jennifer Luke, STEP Biologist  
61374 Parrell Road, Bend, Oregon 97702  
E-mail: [Jennifer.A.Luke@state.or.us](mailto:Jennifer.A.Luke@state.or.us)

Phone: (541) 388-6366  
Fax: (541) 388-6281

\*List current as of December 1, 2016



# Oregon's Fish Restoration and Enhancement Program 2015-2017 Biennium Report



## Executive Summary

### About the Restoration & Enhancement Program

On June 29<sup>th</sup>, 1989, the Oregon Fisheries Restoration and Enhancement Act was signed into law. Since then the Restoration and Enhancement (R&E) Program, under the guidance of the citizen-led R&E Board, has provided about \$55 million to a wide variety of sport and commercial fishery projects throughout Oregon. A seven-member volunteer board, appointed by the Oregon Fish and Wildlife Commission (Commission), review project proposals submitted by non-profit organizations or public groups including the Oregon Department of Fish and Wildlife (ODFW). Final funding approval for projects is determined by the Commission.

### Funding, Revenue and Expenditures

Dedicated funding for the program includes a surcharge (\$1-\$10) on all Oregon angling licenses and commercial gillnet and troll permit fees (\$74 and \$64, respectively). A fee of \$0.05 per pound on all commercial salmon and steelhead landings also helps generate funding for the R&E Program.

The projected revenue for the 2015-17 biennium is approximately \$4.75 million. In addition, approximately \$2.6 million remained in the account at the end of the 2013-2015 biennium and was carried over. Added together, the projected amount of available funding for the current biennium is approximately \$7.25 million. To help spend down this carryover the limitation for 2015-17 was increased by \$1 million to \$5.64 million. Program awards through December 30<sup>th</sup>, 2016 total nearly \$470,000 for administrative activities and \$5 million for project grants.

### Project Accomplishments

During this biennium, approximately \$2.51 million (44%) was awarded to restoration projects, \$3.14 (56%) million was awarded to enhancement projects. \$140,000 had not been awarded by the time of this report. The Commission approved 65 projects from July 2015 through December 2016. Of the 65 projects approved thus far, 12 were related to hatchery maintenance or propagation efforts, 16 were fishing access and opportunity projects, 11 were monitoring or research projects, 12 were habitat restoration projects, 12 helped improve or restore fish passage, 3 were education projects, 3 contributed to fish liberation activities, and 2 were classified as miscellaneous projects. Of these categories, the greatest proportion of R&E funding was allocated to hatchery maintenance and propagation projects (27%), followed by access projects (22%), passage projects (17%), and habitat restoration projects (13%).

R&E projects create economic stimulus in rural and urban communities throughout Oregon. Many local businesses not only supply materials for local R&E enhancement projects but also receive economic benefit from the anglers participating in fisheries that benefit from R&E Program activities.

An electronic copy of the full report is available at <http://www.dfw.state.or.us/fish/RE/history.asp> or by contacting the R&E Program Coordinator at (503) 947-6232 or [odfw.step@state.or.us](mailto:odfw.step@state.or.us).



# 2015-17 R&E Legislative Report



## Oregon's Fish Restoration and Enhancement Program 2015-2017 Biennium Report

### Inside this issue:

Program Overview	2
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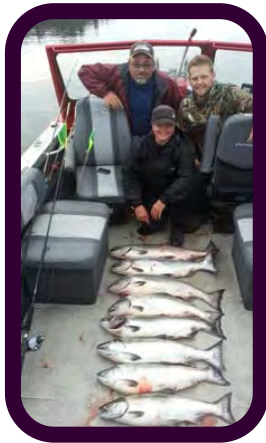


On June 29<sup>th</sup>, 1989 the Oregon Fisheries Restoration and Enhancement Act of 1989 was signed into law. The act established the Restoration and Enhancement Program (R&E Program) at the Oregon Department of Fish and Wildlife (ODFW). The act allowed the Oregon Department of Fish and Wildlife to initiate a grant program that provides \$4-6,000,000 per biennium to projects throughout Oregon.

Funding is used to improve recreational fishing and commercial salmon fisheries by;

- ◆ Restoring state-owned fish hatcheries,
- ◆ Enhancing natural fish production,
- ◆ Expanding hatchery production, and
- ◆ Providing additional public access to fishing waters.

The program was reauthorized by the Legislature in 2009, extending its benefits to Oregon citizens and state fish resources through December 2019. This report to the Oregon Legislature provides an opportunity to review program accomplishments for the 2015-17 biennium.



### R&E Funding Sources

Revenue for the program is generated by a (\$1- \$10) surcharge on sport fishing licenses along with revenues from commercial gillnetting and troll fishing permits fees (\$74 and \$65, respectively). A fee of \$0.05 per pound on all commercial salmon and steelhead landings is also dedicated to the program.

### Projected Revenue 2015-17

Commercial landing fees and permits*	\$430,000
Recreational license surcharges*	\$4,317,000
<b>REVENUES TOTAL*</b>	<b>\$4,747,000</b>

Sport Revenue Sources	
Resident Sports Pac License	\$4
Resident Juvenile Sports Pac License	\$1
Resident Combo Angling License	\$4
Resident Angling License	\$4
Resident Juvenile Angling License	\$2
Non-Resident Angling License	\$10
Non-Resident Juvenile Angling License	\$2
Daily Angling License	\$2
7-Day Angling License	\$5
Commercial Revenue Sources	
Trolling Permit Fee	\$65
Gillnetting Permit Fee	\$74
Salmon and Steelhead Landing Poundage Fee	\$.05 / lb.

\*Revenue projected through June 2017. Revenue may vary depending upon actual number of recreational fishing licenses and commercial permits sold and commercial landings total.

**“R&E dollars come from angling fees and go to projects that directly benefit anglers.”**

### Benefits to Recreational and Commercial Fisheries & Oregon

The R&E program provides benefits to all of Oregon’s fish species, both freshwater and marine, that provide valuable sport and commercial fishing opportunities.

R&E projects create economic stimulus and public infrastructure in communities throughout Oregon. Many local businesses supply materials to local projects funded by R&E or receive economic income from fisheries benefited by R&E projects.



*“Since 1989, R&E has provided nearly \$55 million to fishery projects throughout Oregon.”*

### How the Program Works



- ◆ Grant awards are awarded proportional to the revenues (9% commercial, 91% recreational).
- ◆ Expenditures are evenly split between restoration and enhancement projects (50%/50%).
- ◆ Any public entity or private non-profit organization may request funds.
  - Examples of organizations that have received funding include fishing groups, STEP groups, conservation groups, school districts, federal, state or local agencies, parks departments, port districts, watershed councils, and soil and water conservation districts.
- ◆ Projects must meet the definition of either Enhancement or Restoration.
- ◆ Anyone requesting funds complete an application including basic project information, a description of the work, and the estimated of benefit to recreational and commercial fisheries.
- ◆ Complete applications are reviewed by an ODFW Review Team for technical merit and consistency with policies.
- ◆ Proposals are then presented to and reviewed by the Board.
- ◆ Projects recommended by the Board are then presented to the Oregon Fish and Wildlife Commission (Commission) for final funding approval.

## The R&E Board

The R&E Board consists of seven volunteers from around the state that review and recommends proposals to the ODFW Commission for funding approval. Members are appointed by the Oregon Fish and Wildlife Commission and can serve no more than two, four-year terms. The board is made up of:

- ◆ 3 representatives of the commercial fishing industry,
- ◆ 3 representatives of sports fishing interests, and
- ◆ 1 representative of the public.

Specific duties of the R&E Board members include:

- ◆ Hold 3-4 public meetings per year to:
  - ◆ Review applications and make funding recommendations.
  - ◆ Conduct program business
  - ◆ Seek public input concerning projects.
- ◆ Work with ODFW to solicit a variety of proposals that benefits fisheries.
- ◆ Serve as “ambassadors” for ODFW in their communities.
- ◆ Encourage local R&E projects.



## R&E Board Members during 2015-17

### 12/2014-12/2018 –1st term Sport Fishing Representative



Richard Heap is a retired wildlife manager from Brookings. He has been involved with STEP, a 2-term STAC member, an Angler Education Instructor, a representative on PFMC Salmon Advisory Subpanel, and a member of local fishing groups.

### 12/2009-12/2017 – 2nd term Sport Fishing Representative



Eugene resident Bob Bumstead is a retired schoolteacher and university professor. He has been involved with the McKenzie Watershed Council, ODFW advisory committees, Eugene salmon watch, and ODFW volunteer projects.

### 10/2015-10/2019 –1st term Sport Fishing Representative



Yancy Lind is a financial advisor from central Oregon, a passionate angler, and involved in efforts and organizations including STEP. He has been involved with many fisheries issues in the central Oregon area.

### 8/2016-8/2020 – 1st term Seafood Processor Representative



Rod Moore from Portland recently retired as Executive Director of West Coast Seafood Processors Association. He has served on the Pacific Fishery Management Council, Pacific States Marine Fisheries Commission, and ODFW’s EBAC.

### 8/2015-9/2019 –1st term Troll Representative



Ray Monroe, resides in Pacific City and is an Oregon Salmon Commissioner, a Pacific City Doryman’s Association Board Member, and has worked with the Tillamook Soil and Water Conservation District for 19 years.

### 12/2014-12/2018 –1st term Gillnet Representative



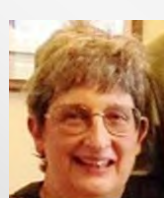
Cary Johnson is a 4th generation commercial fisherman from Astoria. He owns/operates two gillnet boats, is director of the Clatsop SWCD, and serves on the Columbia River commercial fishery advisory board.

### 12/2012-12/2016 –term ended Public-at-Large Representative



Greg Silbernagel is a resident of Pendleton and the Umatilla Basin Watermaster. He has served as executive director of the Umatilla Basin Watershed Council and has served on several advisory committees.

### 1/2017-1/2021—1st term Public-at-Large Representative



Kay Brown, of Columbia City retired in 2003 after 30 years with ODFW and is the former Operations Manager for the Fish Division with extensive experience in budgets and legislative issues.







## Restoration Projects Defined

Per Oregon Revised Statutes it is clear that half of the funds designated for Restoration were intended to address things such as deferred maintenance and to repair or replace existing infrastructure, primarily existing hatcheries, fish passage structures, fish screens, and equipment used for releasing fish. Terms in brackets indicate the term used in summary and data tables.

<b>RESTORATION PROJECTS (ORS 496.289(7)(b))</b> The restoration program focuses on Department projects to replace fish liberation equipment, repair fish hatcheries, and repair fish passage facilities and screens.	
<b>Modification of existing fishways and existing screens</b> (passage restoration)	Rehabilitate, restore, or modify existing fishways and screens to maintain safe and effective passage and screening.
<b>Hatchery restoration</b> (hatchery maintenance)	Rehabilitate, restore, or modify existing hatchery facilities to maintain safe and effective hatchery operation and production levels.
<b>Liberation equipment</b> (liberation)	Rehabilitate, restore, replace, or provide equipment for fish liberation.



New outlet at Clatsop County Fisheries pond (15-046)



New ADA Parking and fishing platform at Pleasant Valley Ramp (15-007)

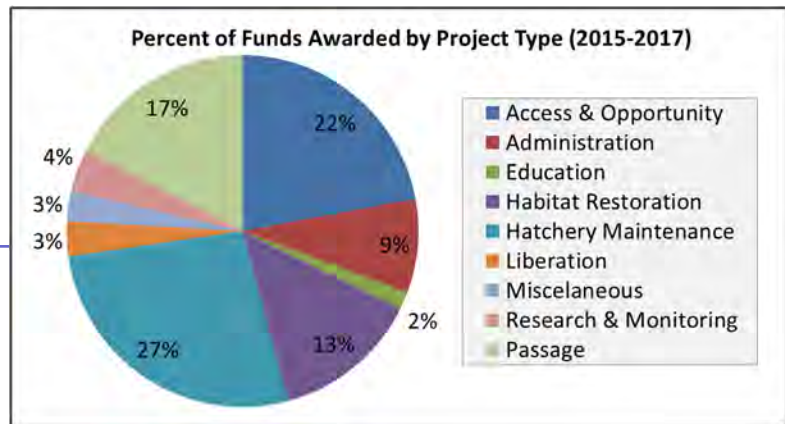
## Enhancement Projects Defined

Per Oregon Revised Statutes, the half of funds designated for Enhancement were intended to address most of the other types of projects that in some way would directly benefit anglers or the fisheries they depend on.

<b>ENHANCEMENT PROJECTS (ORS 496.289(7)(a))</b> The enhancement program focuses on projects to increase fish production (either hatchery or natural production), improving fish management capabilities, and increasing recreational or commercial angling opportunities and access.	
<b>Angler access</b> (Access and Opportunity)	Improvement or creation of sites that allow anglers or commercial fishers access to fisheries (e.g., boat ramps, docks, trails, new ponds).
<b>New fishways and screens</b> (passage enhancement)	Installing new fishways or screens at locations that historically have not had them.
<b>Habitat</b> (Habitat Restoration)	Improvements to fish habitat that directly or rapidly benefit fish by addressing items such as limiting factors, which include fish carcass placement, fish passage, habitat modification, and others.
<b>New hatchery equipment and technology</b> (hatchery enhancement)	Hatchery equipment upgrades to increase the effectiveness and efficiencies of, or reduces the impacts of, hatchery operations.
<b>Aquatic Inventories</b> (research and monitoring)	Studies that characterize populations, habitat, or the effectiveness of other projects in order to create, maintain, or enhance fish populations and therefore fishing opportunities. Includes collecting information on the physical and biological characteristics of stream, lakes, or estuaries or information on recreational or commercial use of fisheries.
<b>Public Education</b> (education)	Literature, demonstrations, or displays for fishermen or landowners regarding fish, fishing, or habitat. The goal should be to increase Oregonian's connection to, and use of, fishery resources of this state.

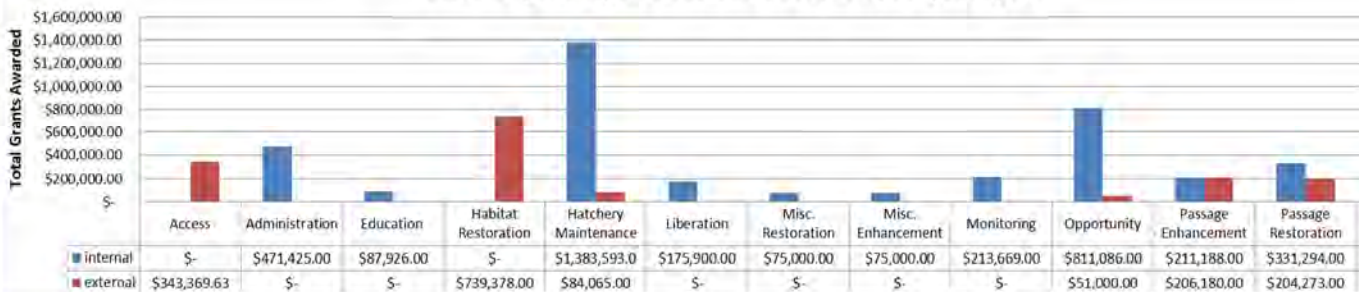
## 2015-17 Program Expenditures

R&E Program revenues are used to fund approved project grants and administrative expenses, including one full-time R&E Program Administrative Assistant, and one full-time coordinator for both the R&E and Salmon and Trout Enhancement Program.



The R&E administrative rules and statutes establish funding eligibility for projects that provide fisheries restoration or enhancement benefits, and that the R&E Board recommend “a mix of projects which provide a balance between restoration and enhancement benefits” to the Oregon Fish and Wildlife Commission for approval. In this biennium, approximately \$2.51 million (44%) was awarded to restoration projects, \$3.14 (56%) million was awarded to enhancement projects. \$140,000 had not been awarded by the time of this report. The Commission approved 65 projects from July 2015 through December 2016. Of the 65 projects approved thus far, 12 were related to hatchery maintenance or propagation efforts, 16 were fishing access and opportunity projects, 11 were monitoring or research projects, 12 were habitat restoration projects, 12 helped improve or restore fish passage, 3 were education projects, 3 contributed to fish liberation activities, and 2 were classified as miscellaneous projects. Of these categories, the greatest proportion of R&E funding was allocated to hatchery maintenance and propagation projects (27%), followed by access projects (22%), passage projects (17%), and habitat restoration projects (13%).

Internal (ODFW) and External Awards by Project Type



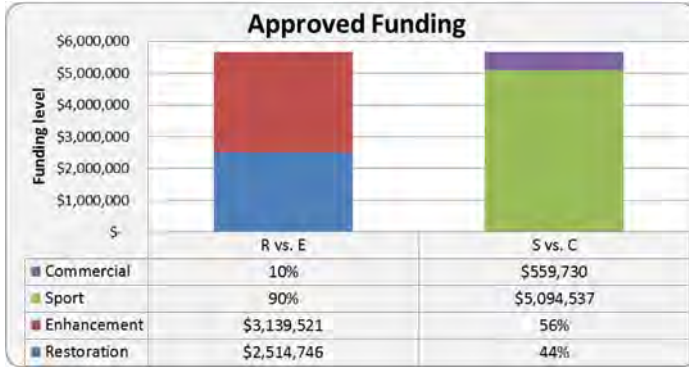
### Summary

The projected revenue for the 2015-17 biennium is approximately \$4.75 million. In addition, approximately \$2.6 million remained in the account at the end of the 2013-2015 biennium and was carried over. Added together, the projected amount of available funding for the current biennium is approximately \$7.25 million. To help spend down this carryover the limitation for 2015-17 was increased by \$1 million to \$5.64 million. Program awards through December 30<sup>th</sup>, 2016 total nearly \$470,000 for administrative activities and \$5 million for project grants.

Developing and maintaining partnerships is a major focus of the R&E program. Partnerships allow ODFW to implement projects that otherwise would not be completed due to lack of funding or staffing. R&E partnerships provide the public with the opportunity to participate in hands-on activities and get a better understanding of resources and recreational fishery management challenges. These partnerships allow R&E to leverage matching funds from other funding sources. The R&E program has leveraged around \$13 million in matching funds and in-kind contributions during the 2015-2017 biennium. This means that for every R&E dollar spent, over \$2 in time, donated materials and money will be contributed toward the completion of approved projects.

**“Every R&E dollar awarded leveraged over 2 dollars in matching contributions”**

### 2015-17 Funded Projects

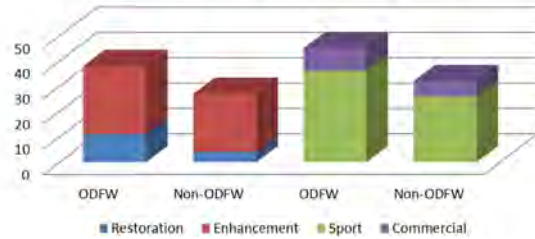


- Up through December 2015, spending is on track to be consistent with the statutory obligations.
- 65 projects have been approved with ODFW projects accounting for 46% of the projects and 71% of the funding.

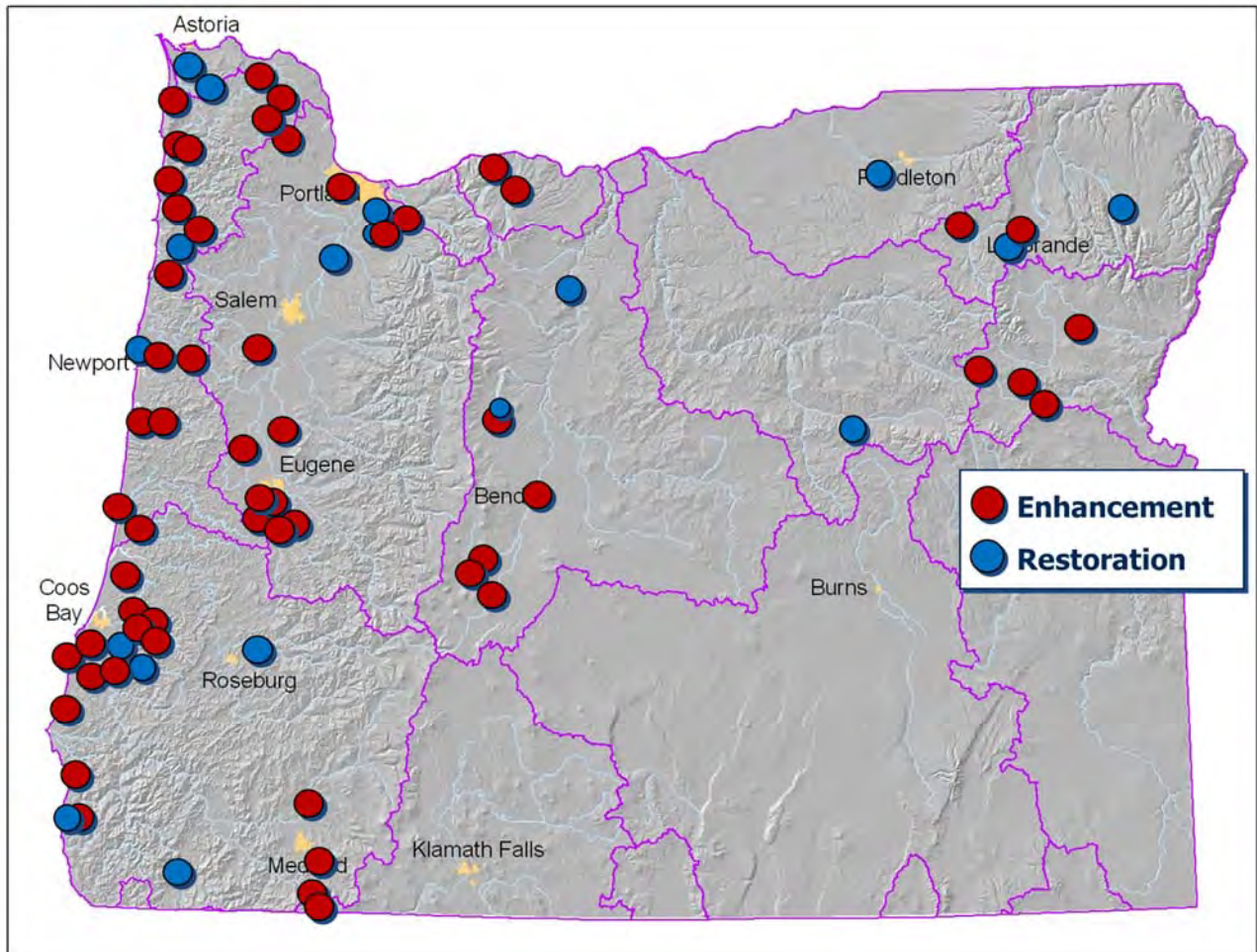
Approved Funds by Category  
Split by ODFW and Non-ODFW Applicants



Approved Projects by Category  
Split by ODFW and Non-ODFW Applicants



### Map of Funded Projects



## 2015-17 Project List

Project	Project Name	R/E	S/C	Type	Awarded
15-001	Sandy River Mainstem Floodplain Reconnection	E	S	Habitat	\$107,719.00
15-002	Turtle Flats Confluence Channel Restoration Phase I	E	S	Habitat	\$30,000.00
15-003	Jim Hunt Bar Restoration 2015	E	S	Passage	\$16,603.00
15-004	Deschutes Fish Passage Project	E	S	Passage	\$200,000.00
15-005	North Twin Rotenone - Brown Bullhead Removal	E	S	Opportunity	\$265,333.00
15-006	Alsea River Missouri Bend Park Boat Slide Repair	E	S	Access	\$6,250.00
15-007	Pleasant Valley Park Boat Ramp Parking Improvement	E	S	Access	\$24,215.63
15-008	West Fork Millicoma River Habitat Restoration	E	S	Habitat Restoration	\$52,820.00
15-009	ODFW Wizard Falls & Clackamas Hatchery Bundle	R	S	Hatchery Maintenance	\$607,630.00
15-010	Coastal Wild Coho Fisheries Monitoring 2015	E	S	Opportunity	\$61,250.00
15-011	2015 NE Oregon Rotenone Treatments	E	S	Opportunity	\$10,675.00
15-013	Alsea River Winter Steelhead Research Project	E	S	Monitoring	\$39,000.00
15-014	Whetstone Pond Access Project	E	S	Access	\$57,300.00
15-015	North Coast Access Site Maintenance	E	S	Access	\$11,000.00
15-016	Cape Meares Lake Outlet Repair	E	S	Opportunity	\$40,000.00
15-017	N. Fk. Nehalem River Winter Steelhead Enhancement Project	E	S	Monitoring	\$23,460.00
15-018	Camp Creek Whole Watershed Restoration Phase 3	E	S	Habitat Restoration	\$82,500.00
15-019	Coquille Fish Station Grant Upgrade	E	S	Access	\$12,904.00
15-020	Rock and Anvil Creeks Salmon Weirs 2015	E	S/C	Monitoring	\$65,500.00
15-021	Auto Fish Dual Sorter Upgrade #2	R	C	Liberation	\$44,900.00
15-022	Forest Lake Restoration	E	S/C	Habitat Restoration	\$16,921.00
15-025	Willamette Falls Fishway Exit Trashrack Repairs	R	S	Passage Restoration	\$186,000.00
15-026	Cedar Creek Hatchery Raceway & Pump Replacement	R	S/C	Hatchery Maintenance	\$549,701.00
15-027	Dock & Net Pens at Depoe Bay	R	S	Hatchery Maintenance	\$18,065.00
15-028	East Fork River Millicoma Oxbow Reconnection	E	S	Habitat Restoration	\$150,000.00
15-029	Elk Creek RM 5.6 High Flow Habitat Enhancement	E	S	Habitat Restoration	\$9,240.00
15-030	East Region Fish Liberation Truck	R	S/C	Liberation	\$120,000.00
15-032	Jetty Creek Fish Passage	E	S	Passage	\$53,937.00
15-034	Thief Valley Reservoir Dock Replacement	E	S	Access	\$20,250.00
15-035	Wallowa Hatchery Trout Pond Restoration	R	S	Hatchery Maintenance	\$50,000.00
15-036	Woodward Creek Instream Restoration	E	S	Habitat Restoration	\$38,121.00
15-037	Spring Creek Acclimation & Youth Angling Pond	E	S	Opportunity	\$208,545.00
15-038	Chum Salmon Spawning Distribution	E	S	Monitoring	\$12,000.00
15-039	Florence STEP Angler Education Trailer	E	S	Education	\$7,926.00
15-040	Mapes Creek Culvert Replacement	E	S	Passage	\$50,000.00
15-042	Stulls Falls Passage Improvement Project	R	S	Passage Improvement	\$28,773.00
15-043	Vernonia Pond Pump Replacement	E	S	Opportunity	\$51,000.00
15-044	Phillips Reservoir Monitoring and Evaluation	E	S	Monitoring	\$6,660.00
15-046	Rearing Pond Outlet Structure Replacement	R	C	Hatchery Maintenance	\$66,000.00
15-047	Dart Creek Fish Passage Correction	E	S	Passage	\$45,000.00
15-048	Cascade Lakes Creel Survey Phase 2	E	S	Monitoring	\$21,170.00
15-049	Turtle Flats Confluence Channel Restoration Phase 2	E	S	Habitat Restoration	\$200,000.00
15-050	Umpqua Steelhead Juveniles Pathogen Free H2O	R	S	Hatchery Maintenance	\$60,000.00
15-052	John Day Watershed Fish Management Equipment	R	S	Liberation	\$11,000.00
15-053	Elk River Hatchery Maintenance	R	C	Hatchery Maintenance	\$116,262.00
15-054	Sherars Falls High Water Ladder Improvement	R	S/C	Passage Restoration	\$27,646.00
15-055	Cedaroak Boat Ramp Reconstruction Project	E	S	Access	\$300,000.00
15-056	Illinois Falls Fishway Restoration	R	S/C	Passage Restoration	\$117,648.00

Project	Project Name	R/E	S/C	Type	Awarded
15-057	Chinook Spawner Distribution & Success: S. Fk. McKenzie	E	S	Monitoring	\$6,729.00
15-058	Database for Forecasting Coastal Chinook Salmon - Phase I	E	S/C	Monitoring	\$20,000.00
15-060	Dillon Dam Irrigation Pipeline Construction	R	S/C	Passage Restoration	\$175,500.00
15-061	Grande Ronde Watershed Monitoring Equipment	E	S	Monitoring	\$9,250.00
15-063	New River - Floras Creek Instream Wood	E	S/C	Habitat	\$42,400.00
15-065	Jessen Pond Angling Enhancement	E	S	Access	\$41,353.00
15-066	Comparison of Trout Stocks in Howard Prairie Phase 2	E	S	Monitoring	\$5,000.00
15-068	Muddy Creek Fish Passage Restoration	E	S	Passage Restoration	\$40,640.00
15-070	Empire Lakes Tag Team Project	E	S	Monitoring	\$4,900.00
15-071	Fourth of July Creek Habitat Restoration	E	S/C	Habitat Restoration	\$4,400.00
15-072	Long Prairie Creek Restoration	E	S/C	Habitat Restoration	\$5,257.00
15-073	Rapp Ditch Fish Passage Project	E	S	Passage Restoration	\$11,188.00
15-074	Fishing Access Facilities Guidelines	E	S	Access	\$37,500.00
A0	RE/STEP Administration	R/E	S/C	Administration	\$436,242.00
A2	Grant Management System	R/E	S/C	Administration	\$35,000.00
A3	RE/STEP Publicist	R/E	S/C	Education	\$50,000.00
A4	Emergency Account	R/E	S/C	Misc.	\$100,000.00
A5	STAC mini-grants	R/E	S	Misc.	\$50,000.00
A6	STEP Education	E	S	Education	\$30,000.00
A7	STEP Fish Food	E	S/C	STEP Propagation	\$225,283.00



15-026 Cedar Creek Hatchery Raceway Replacement Improvement

## 2015-17 Project Summaries

15-001 Removal of 300' of historic levee and construction of formidable log jams at a restored side channel inlet to guide flow into the 2,900-foot side channel and currently isolated 30-acre floodplain.

15-002 Restore off-channel and backwater habitat across 200+ acres at the confluence of the Coast & Middle Forks of the Willamette River by removing or modifying levees and roads that now disconnect the river from multiple ponds formed by gravel extraction.

15-003 The project consists of replacing an existing fish barrier culvert with a concrete bridge on an angler access road to a gravel bar on the Rogue River.

15-004 R&E funds will be used to purchase materials and fabricate a fish ladder that will restore fish passage at 38 foot high North Canal Diversion Dam on the Deschutes River.

15-005 Rotenone will be dispersed in North Twin lake to remove illegally introduced brown bullhead catfish. North Twin lake is a popular fishery 38 miles south of Bend.

15-006 Correct deterioration of the Missouri Bend Park boat slide to make the ramp usable by replacing rotten, creosote, and pressure treated boards with reinforced concrete and cedar slide boards.

15-007 Improve boat ramp pull-up paving, add parking spaces to reduce congestion, install handicapped fishing platform and ADA parking.

15-008 Place large wood and boulders at approximately 30 sites using 102 trees and approximately 720 cubic yards of boulders as ballast for the large wood.

15-009 ODFW bundle proposal to restore Wizard Fall Hatchery electrical system and replace deteriorating oval ponds with new rectangle shaped raceways. The Clackamas Hatchery proposal will replace the hatchery water supply with a gravity feed line from Estacada Lake.

15-010 This project will conduct creel sampling that may be required by NOAA Fisheries or the Oregon F&W Commission in order to implement the wild Coho fisheries in coastal estuaries in fall 2015.

15-011 This project will use chemical treatments (rotenone) to eradicate undesirable fish species from eight water bodies in the La Grande, Umatilla, and Wallowa fish districts. Eradication of these undesirable fish will improve the quality of these rainbow trout fisheries.

15-013 This proposal will complete the third and final year of a R&E funded creel survey and monitoring program designed to 1) assess the Alsea River winter steelhead brood stock programs and 2) collect information for managers to maximize angler benefits and minimize straying from the Alsea River hatchery steelhead programs.

15-014 This project seeks to improve fishing and wildlife viewing access for the general public and disabled public by building two 50 foot long ADA accessible peninsulas and repaving an existing trail system in Whetstone Pond which is located on Denman Wildlife area adjacent to the Central Point ODFW office.

15-015 This project will provide needed maintenance by repairing roadways at two access sites and clearing a drainage ditch and improving the parking lot at the third access site.

15-016 The concrete outlet structure that maintains the lake level at Cape Meares Lake will be repaired/replaced. A scour hole developed during February, 2015, necessitating the repairs.

15-017 To conduct two more years of creel surveys evaluating the relationships between hatchery steelhead juvenile release location (hatchery volitional vs. two in-river sites) and subsequent adult catch by sport anglers on the N. FK. Nehalem R.

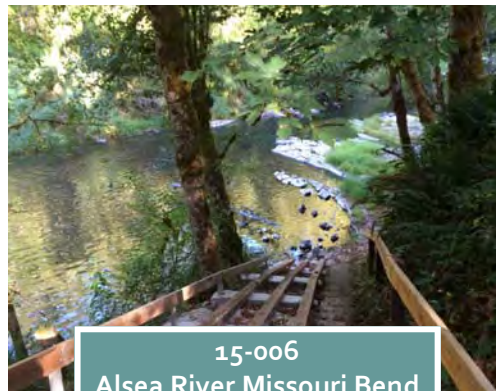
15-018 This project will increase survival and production of fish in the Umpqua River Subbasin. Placement of 3000 boulders throughout 4 miles in mainstem Camp Creek.

15-019 Upgrade existing deteriorated fish cleaning station by adding lights and a fan, as well as making it ADA compliant.

15-020 This project will install weirs on Anvil and Rock Creeks as part of a priority CMP strategy to reduce hatchery risk while maintaining harvest opportunity.

15-021 Improve the efficiency of the tagging and marking trailers to decrease the cost and duration of marking projects and allow more fish to be marked statewide.

15-022 This project will breach a small section of man-made dike to create off-channel/wetland habitat, and eliminate a large historic coho fry kill site. The project will be restored to pre-lake conditions with native plantings.



15-006  
Alsea River Missouri Bend  
Park Boat Slide Repair



15-014  
Whetstone Pond Access Project

## 2015-17 Project Summaries

15-025 The support beams that secure the fishway exit trashracks have corroded to a point they have become structurally compromised and can no longer support the trashracks during heavy debris period of the year.

15-026 Replace 2 deteriorating ponds with 2 80'x 20'x 6' raceways. The ponds are used to rear the increased production of Nestucca Spring Chinook.

15-027 Provide safe access to and around the net pen for local youth to have a hands-on hatchery experience. The facility also provides fin clipped Coho to sport and charter fishing, and community involvement/stewardship.

15-028 Install two bridges at the historic East Fork Millicoma River Oxbow crossings. Excavated material will create a diversion dam in the Bypass Chute that will return river flows back into the river's original course. This will significantly improve fish passage and reclaim 0.6 miles of abandoned river.

15-029 This project will create high flow refuge habitat for coho salmon and steelhead juveniles resulting in higher survival and growth rates by allowing fish to high flows. The project removes a 500 foot long levy to allow reconnection of off channel habitat on the right bank.

15-030 Purchase new liberation truck for the East Region to replace truck No. 100 currently stationed in Bend.

15-032 Jetty creek is the first tributary of Nehalem Bay and has 1.8 miles of high quality salmonid habitat. A previous R&E grant (Project #:09-258) helped to fund designs to restore passage at the city water intake near the mouth. This grant will help to fund the implementation of those designs.

15-034 This project involves replacement of the existing dock at the Thief Valley Reservoir Boat Ramp. The dock system has been damaged by ice and is in need of replacement. The replacement will be a design that is more easily removable to avoid winter ice damage.

15-035 This project will restore the concrete floors of 70 year old deteriorated trout raceways at Wallowa Fish Hatchery. Three trout rearing raceways will have a new four inch layer of concrete poured over the existing floors.

15-036 The project will improve spawning and rearing habitat for Coho Salmon, Steelhead and Cutthroat Trout, and Pacific Lamprey in Woodward Creek.

15-037 The proposed plan for the former, ODFW hatchery site is to reconfigure the parcel for recreation and interpretive uses compatible with conservation. A small fishing pond would provide an easy angling opportunity for youth. Smolt acclimation in the pond and hatchboxes at the inlet would occur during the off season.

15-038 Propose to use eDNA to identify the presence of chum DNA in water samples from Upper Gorge streams above Bonneville Dam. eDNA is an accurate and cost-effective technique for identifying presence/absence of rare species (i.e., chum).

15-039 Florence STEP is in need of an Angler Ed trailer to use for their many education projects in Florence and Reed-sport.

15-040 This project will construct a concrete bridge in place of an existing passage barrier culvert that is also at high risk of catastrophic failure.

15-042 Carve three channels in the bedrock ledge that will direct flow at both low and high winter flows through the upper ledge into the holding pool. The new channels will provide sufficient flow depth for fish passage even during the lowest winter flow years.

15-043 The project will replace the current water pumping system at Vernonia Pond with an easier more efficient system.

15-044 The proposed grant would fund the purchase of fish tags enabling the implementation of the Phillips Reservoir Tiger Muskie Monitoring and Evaluation Plan. The monitoring and evaluation plan is intended to determine the efficacy of attaining fishery management goals and objectives through the introduction of sterile tiger muskie.

15-046 This project will remove the current pond outlet structure and install a new concrete pond outlet structure, screens, and outlet pipe for the salmon rearing pond at our South Fork Klaskanine Hatchery site. The new pond outlet structure will replace the current system that has been in place since 1980.

15-047 Project goal is to open Dart Creek for fish access to 1.8 miles of cool water refugia and rearing habitat. Project will replace culvert barrier at the mouth of Dart Creek (confluence with Milton Creek) with bottomless arch, and 3 additional stream barriers prohibiting passage for juvenile and adult salmonids.

15-048 The proposed preference and creel survey will build upon 2014 creel efforts to collect additional angler preference information and specific catch data on rainbow trout and other game fish to evaluate stocks and release strategies. Results shall provide data for future fish management actions.



13-036  
Woodward Creek Instream

## 2015-17 Project Summaries

- 15-048 The proposed preference and creel survey will build upon 2014 creel efforts to collect additional angler preference information and specific catch data on rainbow trout and other game fish to evaluate stocks and release strategies. Results shall provide data for future fish management actions.
- 15-049 Project enhances fish passage and off-channel/backwater fish habitat across 195 acres at confluence of Coast & Middle Forks of Willamette River. Project will excavate 12 channel segments to reconnect river to its floodplain side channels and improve winter-spring salmonid refugia and rearing habitat.
- 15-050 Purchase and install water filter for summer and winter steelhead juveniles to increase survival during hatchery rearing.
- 15-052 John Day Watershed Fish Management Equipment  
Purchase a new 300 gallon fish liberation tank to facilitate salvage requirements or help with stocking to enhance fishing opportunities.
- 15-053 Repair/maintain infrastructure at Elk River Hatchery to ensure a reliable water supply for rearing salmon/steelhead, conduct chemical treatments as necessary to maintain fish health, and maintain a safe and efficient working environment for hatchery personnel.
- 15-054 The proposal for this site is to repair an existing fish ladder that is located at Sherars Falls on the Deschutes River. This concrete repair work will enhance volitional fish passage through an existing ladder by improving the deteriorating weir walls, and removing exposed re-bar found in the fishway.
- 15-055 Reconstruction of Cedaroak Boat Ramp for the City of West Linn which has ended the normal useful life cycle for the existing boating facility and now has a history of siltation issues creating an unsafe and unusable facility without frequent and significant maintenance dredging efforts.
- 15-056 Provide materials and helicopter time necessary to restore the remote Illinois Falls fishway to a more functional, safe, and sound facility. Fallen cover grates will be removed, missing cover grating will be replaced and better secured, and structural repairs will be made.
- 5-057 The goal of this project is to monitor the spawner distribution and success of Chinook salmon transported by truck above the impassable Cougar Dam to spawning reaches in the South Fork McKenzie, using the results to develop and provide management recommendations to increase spawner survival, abundance, and distribution.
- 15-058 Annually, staff analyze several dozen biological datasets from Chinook Salmon surveys to predict population abundance. These predictions inform management of marine and freshwater fisheries. Storage, distribution, QA/QC, and analyses of the datasets can be greatly improved and made more efficient through the use of a centralized relational database.
- 15-060 This project aims to build a pipeline to convey irrigation water and render the Dillon Dam obsolete for removal. The Dillon dam is a passage barrier for anadromous species including ESA listed Mid-Columbia Steelhead and Pacific Lamprey. Removing the barrier enhances the sport fishery and angler access to the Umatilla.
- 15-061 The purpose of this project is to purchase equipment to support the La Grande and Wallowa fish districts in conducting fish monitoring activities at lakes, reservoirs and streams to guide management decisions to improve recreational fisheries and increase opportunities.
- 15-063 The goal of this project is to install approximately 110 instream log structures in the New River - Floras Creek watershed; to improve rearing habitat in the New River and Floras Creek mainstem channels, and rearing and spawning habitat in Willow Creek and Jim Creek.
- 15-065 Make a currently undeveloped ODFW-owned property more user-friendly and accessible to anglers and other day users by building an on-site parking lot, vault toilet, information kiosk, and walking path down to the edge of Jessen pond, which has the potential as an excellent urban warm-water fishery.
- 15-066 The Rogue District previously completed a project testing the release of fall fingerling to support the trout fishery at Howard Prairie Reservoir. The next step in restoring the fishery will identify ways to improve trout contribution to the fishery. This project funds a fin clip to compare different trout stocks.
- 15-068 Replace a perched (4.5'), undersized culvert with a bridge to allow year-round fish migration through the system.
- 15-070 This project will monitor potential changes to harvest rates of stocked legal size hatchery rainbow trout into Empire Lakes after increasing the size of stocked legal size fish from 3.0 fish per pound to 2.0 fish per pound.
- 15-071 100 large logs and 150 smaller logs will be placed in 1.2 miles stream to create habitat complexity. Wood will be added to existing jams and placed singly and in small complexes.
- 15-072 This project will place 426 logs into 5.26 miles of Long Prairie Creek to improve the stream's production capacity for juvenile salmonids by increasing both the spawning and rearing habitat.
- 15-073 This project will replace a push-up dam and associated unscreened gravity irrigation ditch with a pump station to be located 3/4 of a mile downstream. The push-up dam is a barrier to fish passage when in place during the irrigation season, and otherwise passable only at moderate to higher flows.
- 15-074 In cooperation with the State Marine Board, develop a standard set of designs and design guidelines for common styles of fishing docks and fish cleaning stations to facilitate planning, reduce costs, and improve consistency.



13-066  
Comparison of Trout Stocks in  
Howard Prairie



## 2015-17 Administrative Project Summaries

RE/STEP Administration; Provides two staff, travel, and supplies to oversee and administer the program, including R&E Board meetings.

Grant Management System; Development of a functional on-line grant application and management system.

RE/STEP Publicist; Provides program outreach for STEP and RE, including media outreach, videos, and newsletters.

Emergency Account; Makes \$100,000 available for quickly funding emergency repairs and projects.

STAC mini-grants; Provides funding to STEP Advisory Committee to support grant requests up to \$2,000 for implementation of STEP.

STEP Education; Provides Aquariums and training related to STEP's Egg to Fry Program.

STEP Fish Food; Funds purchasing of feed for all STEP hatchery facilities.

## R&E Projects By County 2015-2017

County	Habitat	Fish Pas- sage	Hatchery Maintenance & Propagation	Education	Research & Monitoring	Access/ Opportunity	Liberation	Miscellaneous	Total
Baker					1				1
Benton	1				1	1			3
Clackamas	1	1	0.5			1			4
Clatsop	1								1
Columbia		1	1			1			3
Coos	3	1			1	1			6
Crook									0
Curry	1	1	1		1				4
Deschutes		1			1	1			3
Douglas	1		1						2
Gilliam									0
Grant							1		1
Harney									0
Hood River					1				1
Jackson	1	1			1	1			4
Jefferson			0.5			1			2
Josephine		1							1
Klamath									0
Lake									0
Lane	2			1	1	1			5
Lincoln	2		1		1				4
Linn						1			1
Malheur									0
Marion									0
Morrow									0
Multnomah									0
Polk									0
Tillamook		2	1		1	2			6
Umatilla		1							1
Union					1	1.5	1		4
Wallowa			1			0.5			2
Wasco		1							1
Washington									0
Wheeler									0
Yamhill									0
Statewide			1	2	1	1	1	4	10
TOTAL	13	11	8	3	12	14	3	4	68

## R&E Projects By County 1990-2017

The 1256 R&E projects approved since 1989 are located throughout the state, reflecting the general distribution of water and fishing opportunities in Oregon.

County	Habitat	Fish Passage	Hatchery Maintenance & Propagation	Education	Research & Monitoring	Access	Liberation	Miscellaneous	Total
Baker	2	1	0	0	5	4	0	4	16
Benton	2	1	0	0	6	4	0	4	17
Clackamas	6	3	9	2	11	6	0	3	40
Clatsop	6	2	12.5	0	9	5	3	1	39
Columbia	5	3	38	3	13	4	0	5	71
Coos	3	6	1	0	1	3	0	0	14
Crook	25	8	22	4	17	11	0	5	92
Curry	16	0	0	0	12	2	0	1	31
Deschutes	15	5	23	4	16	2	1	4	70
Douglas	25	1	9	4	8	6	2	7	62
Gilliam	34	5	26	4	13	4	2	4	92
Grant	1	2	0	0	0	0	0	0	3
Harney	15	1	1	0	0	6	1	2	26
Hood River	5	1	4	1	8	4	0	3	26
Jackson	1	1	0	1	2	0	0	1	6
Jefferson	11	6	5	4	7	4	1	2	40
Josephine	6	0	5.5	2	2	5	1	0	21
Klamath	3	2	1	1	1	3	0	0	11
Lake	16	8	5	1	2	2	0	0	34
Lane	8	8	1	0	1	4	0	0	22
Lincoln	20	4	15	10	17	12	0	5	83
Linn	14	2	18	14	15	2	1	6	72
Malheur	1	1	13	0	3	6	0	2	26
Marion	0	0	0	0	2	2	0	1	5
Morrow	4	1	0	3	3	4	0	1	16
Multnomah	2	0	2	0	0	0	0	0	4
Polk	5	1	7	5	7	4	0	3	32
Tillamook	1	2	0	0	0	1	0	2	6
Umatilla	29	9	38	3	12	16	2	3	112
Union	7	2	1	0	2	12	0	2	26
Wallowa	4	0	0	0	2	12.5	1	0	20
Wasco	8	2	2	0	10	4.5	0	0	27
Washington	6	1	6	0	4	3	0	1	21
Wheeler	0	0	0	0	0	2	0	0	2
Yamhill	1	0	0	0	0	1	0	0	2
Statewide	0	0	0	0	1	0	0	0	1
TOTAL	5	1	7	22	18	7	5	21	86
	310	89	272	88	224	164	20	89	1256

## R&E Awarded Funds By County 2015-2017

Baker	Benton	Clackamas	Clatsop	Columbia	Coos	Crook	Curry	Deschutes
\$6,660	\$46,890	\$800,849	\$16,921	\$162,000	\$307,934	\$0	\$240,765	\$486,503
Douglas	Gilliam	Grant	Harney	Hood River	Jackson	Jefferson	Josephine	Klamath
\$142,500	\$0	\$11,000	\$0	\$12,000	\$82,728	\$616,175	\$117,648	\$0
Lake	Lane	Lincoln	Linn	Malheur	Marion	Morrow	Multnomah	Polk
\$0	\$286,008	\$87,139	\$24,216	\$0	\$0	\$0	\$0	\$0
Tillamook	Umatilla	Union	Wallowa	Wasco	Washington	Wheeler	Yamhill	Statewide
\$748,515	\$175,500	\$150,212	\$59,963	\$27,646	\$0	\$0	\$0	\$1,028,925



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We're on the Web!  
[www.dfw.state.or.us/fish/RE/](http://www.dfw.state.or.us/fish/RE/)

***“ODFW Restoration and Enhancement funding plays a large role in supporting Oregon’s 25-year angling plan through financial support to state and volunteer organizations. This organized growth towards sustainability keeps volunteers engaged in the future of Oregon’s natural resources.”***

***Greg Silbernagel,  
R&E Board Member***



## Your Angler License Fees At Work!

RESTORATION &



ENHANCEMENT  
protecting Oregon's investment  
Oregon Department of Fish and Wildlife

This project paid for in part by the  ODFW Fish Restoration and Enhancement Program.

## R&E Strategies

The R&E Board and ODFW continues to pursue the following strategies:

- Recommend funding for projects that provide and ensure high-quality sport and commercial fishing opportunities around the state of Oregon for present and future generations.
- Support projects which seek to recruit and retain new anglers to the sport of fishing, and promote the diverse array of fishing opportunities in Oregon.
- Focus awards on projects that provide the greatest return to sport and commercial fishing interests.
- Encourage participation in the program by state watershed councils and other coordinated resource planning groups.
- Foster partnerships between fishing organizations, outdoor sporting retailers, ODFW, and local communities for the benefit of the state’s fisheries resources.
- Make improvements to the R&E funding process which help ensure that funds are allocated to the most efficient and beneficial projects, while also maintaining a user-friendly and simplified application process.

As Oregon’s population grows, it will continue to exert an ever-increasing strain on our public lands and resources. The R&E Program can help offset these effects by providing and promoting great fishing opportunities throughout the state, and demonstrating the connection between healthy fisheries and healthy watersheds. By connecting Oregonians to the outdoors through fishing and fish, the R&E Program encourages stewardship for our state’s natural resources, which in turn helps to maintain Oregon’s livability and natural beauty.



# Oregon Department of Fish & Wildlife

## 2016 Volunteer Program Annual Report

The mission of the Oregon Department of Fish & Wildlife Volunteer Program is to actively involve citizens as volunteers in the protection and enhancement of Oregon's fish and wildlife resources for the enjoyment of present and future generations.



# Oregon Department of Fish & Wildlife / 2016 Volunteer Program Annual Report

Oregon Department of Fish & Wildlife (ODFW) has six volunteer programs that provide opportunities for the citizens of Oregon to become actively involved in a broad and diverse spectrum of fish and wildlife activities. This report is designed to showcase the work



and accomplishments of these volunteers and to report the extent of their time and commitment. A summary of the volunteer contribution made to ODFW in 2016 is outlined in the table below.

## At ODFW we recognize that volunteers:

- Bring enthusiasm, energy, and ideas to our agency.
- Donate thousands of hours, which increases the quality and types of projects and services ODFW can offer.
- Are advocates for our agency and for the resource; they support our programs and work to protect and enhance fish and wildlife.
- Make a difference in their communities by actively participating in resource management activities.
- Bring a great range of expertise and skills to our agency.

<b>ODFW Statewide Volunteer Programs</b>	<b>Number of Volunteers</b>	<b>Volunteer Hours Contributed</b>	<b>Dollar Value of Volunteer Time</b>
<b>Volunteer Host Program</b>	120	40,676	\$1,126,318
<b>Region Volunteer Program</b>	798	15,706*	\$434,899
<b>Salmon and Trout Enhancement Program (STEP)</b>	5,020	81,655	\$2,261,027
<b>Aquatic and Angler Education Program</b>	966	8,884	\$275,781
<b>Hunter Education Program</b>	527	31,112	\$1,101,987
<b>Outdoor Skills Education Program</b>	49	910	\$25,198
<b>TOTAL</b>	<b>7,480</b>	<b>178,943</b>	<b>\$5,225,210</b>
*Not all hours captured			



# Oregon Department of Fish & Wildlife

## Oregon Department of Fish & Wildlife 2016 Volunteer Program Annual Report

### Volunteer Host Program

Volunteer Hosts are RV owners who live and work for a month or more at one of our ODFW wildlife areas, hatcheries, or offices. ODFW provides hook-ups and the volunteers donate an average of 20 hours per week per person during their stay. The Volunteer Host Program and Region Program are coordinated by one member of staff at a total of 0.50 FTE.

There are currently 46 locations with Host sites throughout the state. Duties vary widely by location and time of year, but may include grounds maintenance, feeding fish, farming for wildlife, greeting the public, entering data, and assisting with outreach events. Hosts come from all parts of the US to volunteer their time and expertise.



<b>Wildlife Areas Hatcheries Regional Offices</b>	<b>Wildlife Management</b>	<b>Wildlife Diversity</b>	<b>Fisheries Management</b>	<b>Outreach and Education</b>	<b>Support Services</b>
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**Number of Volunteer Hosts: 120**

**Value of Volunteer Time for 2016: \$27.69 X 40,676 = \$1,126,318**

Volunteers are equal to a Fish and Wildlife Technician, Step 4, at \$27.69 per hour. This figure includes OPE costs.



# Oregon Department of Fish & Wildlife 2016 Volunteer Program Annual Report

## Region Volunteer Program

The Region Volunteer Program involves people from local communities in a wide variety of volunteer projects. During this past year projects included constructing bird boxes with kids; assisting at fishing events and youth hunts; building wildlife viewing platforms and trails; replacing guzzlers for wildlife; removing invasive plants and planting native species; improving and maintaining equipment and facilities; assisting with deer census surveys; transporting and collecting biological samples; staffing hunter check stations; recycling steelhead or spawning salmon at hatcheries, and more.

In past years the program was organized by three members of volunteer staff. It has now been reduced to a part time position (0.5 FTE) that also oversees the host program.

This year 798 individuals learned more about ODFW projects and programs through volunteering. Region volunteers come from all walks of life and include college students, retirees, scouts, Master Hunters and sporting club members. Some of these volunteers have been involved with our agency for many years and others may have participated in only one project for just a few hours.



<b>Wildlife Management</b>	<b>Wildlife Diversity</b>	<b>Fisheries Management</b>	<b>Outreach and Education</b>	<b>Support Service</b>
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## Number of Region Volunteers: 798

**Value of Volunteer Time for 2016: \$27.69 X 15,706 = \$434,899** The statistics shown for the Region Volunteer Program include most hours from ODFW's Northwest and High Desert Regions. The donated hours in most of the Southwest and Northeast Regions are not included.

Volunteers are equal to a Fish and Wildlife Technician, Step 4, at \$27.69 per hour. This figure includes OPE costs.



# Oregon Department of Fish & Wildlife 2016 Volunteer Program Annual Report



## Salmon and Trout Enhancement Program (STEP)

STEP seeks to achieve the recovery and sustainability of Oregon’s native salmon and trout through education and volunteer involvement with ODFW fish management efforts. The program has one full-time coordinator and one half-time administrative assistant (1.50 FTE). It is implemented in the field by eleven STEP biologists located around the state (nine at 1.00 FTE and two at .50 FTE= 10 FTE).

Volunteers work with STEP and other ODFW biologists to:

- Inventory and monitor fish populations and their habitats
- Restore and protect stream and riparian habitat
- Collect broodstock for hatchery programs and produce fish to supplement natural production or provide fisheries
- Inform and educate the public about Oregon’s fish resources

The 2016 STEP Annual Progress Report will be available at:  
<http://www.dfw.state.or.us/STEP/>



Type of Volunteer	Number of Volunteers	Hours Donated
Youth	1,062	11,421
Adult	3,958	70,234
<b>Total</b>	<b>5,020</b>	<b>81,655</b>

**Number of Volunteers: 5,020**

**Value of Volunteer Time for 2016: \$27.69 x 81,655 hours = \$2,261,027**

Volunteers are equal to a Fish and Wildlife Technician, Step 4, at \$27.69 per hour. These figures include OPE costs.





# Oregon Department of Fish & Wildlife

## 2016 Volunteer Program Annual Report



### Aquatic and Angler Education Program

The Aquatic and Angler Education Program utilizes the valuable resources of volunteers to deliver Angler Education classes and events at locations throughout Oregon. The program has one full-time coordinator and one part-time administrative assistant (1.50 FTE).

The program introduces beginning anglers to fishing in a safe, fun and responsible manner. Volunteer instructors conduct courses that cover basic angling skills, aquatic resources, angler ethics, responsibilities and water safety. The program also conducts nearly 100 fishing events each year through Free Fishing Weekend and Family Fishing Events. Agency staff, instructors and other volunteers are on hand with the gear, bait and knowledge needed to ensure that beginning anglers have a positive experience at these events.

Classes and events are conducted throughout Oregon in conjunction with a variety of groups including schools, boys and girls clubs, 4-H, scout troops, campfire groups, park and recreation departments, senior centers, the Association of Northwest Steelheaders, the Oregon Bass and Panfish Club, Multnomah Anglers & Hunters, and many others.

Type of Volunteer	Number of Volunteers	Hours Donated
Volunteer Instructor	427	3,853
Volunteer	539	5,031
<b>Total</b>	<b>966</b>	<b>8,884</b>



### Number of Volunteers:

**Number of Instructor Volunteer Hours: 3,853 at a rate of \$35.42 = \$136,473**

**Number of Volunteer Hours: 5,031 at a rate of \$27.69 = \$139,308**

### Value of Volunteer Time for 2016: \$275,781

Value of Volunteer Time for Instructor Volunteers is equal to a NRS2, Step 4, at \$35.42 per hour. Volunteers are equal to a Fish and Wildlife Technician, Step 4, at \$27.69 per hour. These figures include OPE costs.



## Oregon Department of Fish & Wildlife 2016 Volunteer Program Annual Report



### Hunter Education Program

The Hunter Education Program utilizes the valuable resources of volunteers to deliver mandatory hunter education that is required by all of Oregon's youth. The program has one full-time coordinator and one and a half administrative assistants (2.50 FTE).

The program's primary function is the instruction of firearm and hunting safety; however, the program is about more than safety. The program produces responsible, knowledgeable, and involved young hunters who understand the importance of complying with hunting laws and behaving ethically.

Classes and events are conducted throughout Oregon in conjunction with a variety of groups including schools, boys and girls clubs, 4-H, scout troops, campfire groups, park and recreation departments, non-profit shooting ranges, the Oregon Hunters Association, the National Turkey Federation, and many others.



**Number of Volunteers: 527**

**Number of Volunteer Hours: 31,112 hrs**

**Value of Volunteer Time for 2016: \$35.42/hr X 31,112 hours = \$1,101,987**

Value of Volunteer Time for Instructor Volunteers is equal to a NRS2, Step 4, at \$35.42 per hour (this includes OPE costs).



## Oregon Department of Fish & Wildlife 2016 Volunteer Program Annual Report



### Outdoor Skills Education Program

The Outdoor Skills Education Program offers recreational training to people of all ages through specialized outdoor workshops. Specially trained volunteers introduce participants to a wide variety of activities and offer training in specific skills. Without these important volunteers committing their valuable time and resources to our program we would have a limited ability to reach out and offer the depth of programming that we now have.

Workshops are often co-sponsored by: state parks, hatcheries, gun clubs, wildlife areas, private game preserves, hunting and fishing organizations and clubs. The program has one full-time coordinator and one part-time assistant (1.50 FTE).

The program offers: family-friendly workshops open to everyone and adult workshops for those 18 years of age and older.

The goals of the Outdoor Skills Education Program are to offer opportunities:

- to discover new outdoor skills and develop existing skills,
- to experience hands-on learning from friendly, competent instructors,
- to explore new areas of Oregon and find exciting recreational opportunities,
- to understand the role of hunters and anglers in conservation efforts,
- to meet new people with similar interests in the great outdoors.



**Number of Volunteers: 49**

**Number of Non Certified Volunteer Hours: 910 at a rate of \$27.69 = \$25,198**

Non Certified Volunteers are equal to a Fish and Wildlife Technician, Step 4, at \$27.69 per hour. These figures include OPE costs.

**Oregon Department of Fish and Wildlife - 2017-19 Policy Option Packages (GRB)**

Last revised January 23, 2017

POP#	Title: Description	New or Continuation	Theme	FTE	Limited Duration POS	Limited Duration Converted to Permanent POS	Base Budget POS Affected	General Fund	Other Fund	Federal Fund	Lottery Fund	Total Fund	FF/OF Notes
090	Analyst Adjustments			(4.13)			(-5)	(2,990,268)	438,218			(2,552,050)	
091	Statewide Adjustment DAS Charges							(242,407)	(560,339)	(146,311)	(2,225)	(951,282)	
092	Statewide Adjustment AG Fees								(114,677)			(114,677)	
102	Coquille Valley Wildlife Area: This package proposes to restore habitat on the property obtained through land exchange. Habitat restoration work would include reconnecting historic stream channels, removing interior property ditches and berms, planting wetland shrubs and trees, controlling invasive weeds, placing large wood, and engineering, designing, and conducting geotechnical work (evaluation of the potential groundwater flow from the project).	New	Wildlife Management						230,000			230,000	OF Obligated (Proceeds from sale of Eel Lake property)
103	Coquille Tidegate Replacement: ODFW proposes to assist the Beaver Slough Drainage District by providing funding for the replacement of the tidegates. ODFW will expend money obtained through timber sales on Eel Lake property, which was recently exchanged to obtain the Coquille Valley Wildlife Area. These funds will contribute to the replacement of failing tidegates and infrastructure with muted tidal regulators, resulting in controlled tidal influence on the Coquille Valley Wildlife Area.	New	Wildlife Management						950,000			950,000	OF Obligated (Proceeds from sale of Eel Lake property)
104	Klamath Reintro Planner: This policy option package requests limitation to expend non-federal funds from the National Fish and Wildlife Foundation for the funding of a NRS 3 staff biologist to develop an implementation plan for re-introducing anadromous fish (salmon and steelhead) into the Klamath River Basin of Oregon. This package would continue a Limited Duration, full time position in ODFW, currently funded by a grant from the National Fish and Wildlife Foundation, to develop the plan in collaboration with the Klamath Tribes of Oregon and to coordinate with the other fish managers in the Klamath Basin. This position will also guide and execute the public involvement processes necessary to successfully develop an acceptable plan to all resource users.	New	Fish Management	1.00	1				210,000			210,000	OF Obligated (National Fish and Wildlife Foundation)

**Oregon Department of Fish and Wildlife - 2017-19 Policy Option Packages (GRB)**

*Last revised January 23, 2017*

POP#	Title: Description	New or Continuation	Theme	FTE	Limited Duration POS	Limited Duration Converted to Permanent POS	Base Budget POS Affected	General Fund	Other Fund	Federal Fund	Lottery Fund	Total Fund	FF/OF Notes
107	Energy Development and Transmission: . In 2015-17, Idaho Power Company provided an estimated \$280,000 to fund one Natural Resource Specialist 3 position within ODFW to work directly on the proposed electric transmission line to span from Boardman, Oregon, to Hemingway Butte, Idaho. The purpose of the position is to work across district boundaries and within headquarters to integrate ODFW review and direction; work with Idaho Power Company on data needs and reviews; provide an on-the-ground connection between the electric transmission project needs and ODFW policy requirements; coordinate with Bureau of Land Management and U.S. Fish and Wildlife Service biologists; actively participate in the state and federal permitting processes; and coordinate with other state and local agencies as appropriate.	Continuation	Energy Development	1.00	1				280,000			280,000	OF Obligated (Idaho Power)
108	Integrated Water Resources Strategy: This package provide funding, positions and limitation for ODFW to continue to implement Actions 3A and 3B of the Integrated Water Resources Strategy. In the 2013-15 and 2015-17 biennia, funding was provided to initiate the implementation of the Integrated Water Resources Strategy with the establishment of a Limited Duration full time position (Natural Resource Specialist 2) and two Limited Duration part time positions (Experimental Biological Aides). This package will continue two of those positions to assist the existing ODFW In-stream Flow Specialist in conducting in-stream base-flow studies on high priority streams.	Continuation	Water Conservation	1.33	2						211,000	211,000	
112	Voluntary Access & Habitat Initiative Program: This package requests limitation to expend the funds awarded to ODFW by the Voluntary Public Access and Habitat Incentive Program. These grant funds will be administered through ODFW's existing Access and Habitat Program to increase public hunting access on private lands and improve habitat above and beyond the existing available Access and Habitat revenues alone.	Continuation	Wildlife Management							750,000		750,000	FF (USDA Natural Resource Conservation Service)

**Oregon Department of Fish and Wildlife - 2017-19 Policy Option Packages (GRB)**

*Last revised January 23, 2017*

POP#	Title: Description	New or Continuation	Theme	FTE	Limited Duration POS	Limited Duration Converted to Permanent POS	Base Budget POS Affected	General Fund	Other Fund	Federal Fund	Lottery Fund	Total Fund	FF/OF Notes
115	OregonBuys e-Procurement: The anticipated enterprise-wide electronic procurement system will include functionality for catalog ordering, electronic approvals, custom purchase order issuance, and interfacing with the Office of Business Inclusion and Diversity tracking database. It also provides the functionality to automate workflows, matching and payments, as well as, provide for statewide reporting. The new system may be hosted by the supplier and will be easy to use by field staff, reducing the need for ODFW staff to manually enter information into the financial system.	New	Administrative						100,000			100,000	OF (License)
116	Overtime Fund for Winter Range Enforcement: This policy option package requests limitation to expend license revenue in order to increase and enhance enforcement of wildlife laws and regulations by OSP Fish and Wildlife Division through targeted enforcement efforts. Given the limited number of OSP Fish and Wildlife Division troopers, overtime is sometimes necessary to effectively patrol and enforce wildlife laws and rules related to high priority species, locations or issues. Further, in order to increase troopers available for high priority enforcement efforts, it is often necessary for troopers from other areas of the state to assist with the increased effort.	New	Wildlife Management						100,000			100,000	OF (License)
119	Willamette Wildlife Mitigation Program: This package requests additional limitation for the Willamette Wildlife Mitigation Program to support expanded program operations, maintenance, restoration, and management of these habitats. Fully funding the Willamette Wildlife Mitigation Program will ensure continuation of current conservation and acquisition efforts. Funding allows ODFW to meet the expanded acreage objectives by 2025 as stipulated in the Settlement Agreement.	Continuation	Wildlife Management						125,000	1,105,000		1,230,000	FF (BPA) OF (License)

**Oregon Department of Fish and Wildlife - 2017-19 Policy Option Packages (GRB)**

*Last revised January 23, 2017*

POP#	Title: Description	New or Continuation	Theme	FTE	Limited Duration POS	Limited Duration Converted to Permanent POS	Base Budget POS Affected	General Fund	Other Fund	Federal Fund	Lottery Fund	Total Fund	FF/OF Notes
129	<p>Oregon Deer Management and Monitoring: This package requests limitation to expand the Mule Deer Initiative into six additional Wildlife Management Units (Beulah, Malheur River, Fort Rock, Keating, Ochoco, and Silvies). In addition to habitat enhancement and restoration, Mule Deer Initiative activities could include increasing enforcement, predator management, and regulation changes to benefit mule deer populations.</p> <p>This package also requests limitation to enable ODFW to continue and expand the radio collaring projects and fecal DNA projects for mule deer and black-tailed deer. Black-tailed deer population evaluation through analysis of fecal DNA will be expanded to two southwest Oregon Wildlife Management Units. Additionally, black-tailed deer fawn radio-collaring will be added as part of the expansion of the radio-collaring project. Mule deer radio-collaring will be expanded to include portions of southeast Oregon.</p>	New	Wildlife Management						300,000	450,000		750,000	FF (USFW - Pittman-Roberson) OF (License)
136	<p>Deferred Maintenance: This policy option package request is the genesis of the agency's strategy to repair or replace facility infrastructure that is essential for the agency to be successful in the management of Oregon's natural resources. This will be the first phase of a multi-biennial plan to rehabilitate the agency's capital assets. Two strategies will be used to resolve the outstanding maintenance issues as identified in the Secretary of State's January 2016 audit report. For structures that do not require replacement, they will be repaired to meet current standards of construction and maximize their value to the associated facility campus. For all other structures, they will be demolished and replaced with new structures that meet current program needs and building code requirements.</p> <p>When the cost to repair a structure is in the same monetary range as replacement, the asset will be replaced to allow for gains in efficiency and longevity of the asset. In all cases, the strategy will look at increasing facility capacity to allow for future growth of program goals.</p>	New	Capital Construction						10,000,000			10,000,000	

**Oregon Department of Fish and Wildlife - 2017-19 Policy Option Packages (GRB)**

*Last revised January 23, 2017*

POP#	Title: Description	New or Continuation	Theme	FTE	Limited Duration POS	Limited Duration Converted to Permanent POS	Base Budget POS Affected	General Fund	Other Fund	Federal Fund	Lottery Fund	Total Fund	FF/OF Notes
139	Screening Program Fund Shift: This is a net-zero funded policy option package. It proposes to convert a portion of ODFW's existing General Fund Service and Supplies allocation to General Fund Personal Service. No additional General Fund is requested, only a change in the use of General Fund for ODFW staff time to work on screens and passage projects. Other Funds (Pacific Coast Salmon Recovery Fund and License Surcharge) and Federal Funds (Bonneville Power Administration) will be converted from Personal Service to Service and Supplies to balance out this impact.	New	Fish Management						-				
140	Increase Fish Production - Clackamas Hatchery: In order to meet the demand for recreational angling opportunities, this policy option package requests funding to produce trout at Clackamas Fish Hatchery. ODFW proposes produce an additional 50,000 triploid rainbow trout annually (100,000 per biennium) for release in Estacada Lake, Faraday Lake, North Fork Reservoir, and other small waterbodies in the area. The trout produced will be "legal" size, ranging in length between 10 and 16 inches. The funds will be used to purchase fish feed and pay for fuel to transport the fish for release by ODFW staff.	New	Fish Management						92,000			92,000	OF (License)



**Oregon Department of Fish and Wildlife - 2017-19 Policy Option Packages (GRB)**

*Last revised January 23, 2017*

POP#	Title: Description	New or Continuation	Theme	FTE	Limited Duration POS	Limited Duration Converted to Permanent POS	Base Budget POS Affected	General Fund	Other Fund	Federal Fund	Lottery Fund	Total Fund	FF/OF Notes
142	<p>NRCS Conservation Strategy Liaisons: Since 2011, ODFW and NRCS have successfully implemented a cooperative partnership to alleviate threats to sage-grouse on private land and prevented the species from warranting federal listing. After five years of demonstrated success, ODFW and NRCS are proposing to expand this partnership throughout Oregon to reduce the possibility of future listings of other declining species on our working private lands.</p> <p>This package establishes four ODFW field biologist positions to provide additional implementation capacity and biological expertise. These positions will work with private agricultural producers to market NRCS conservation programs that benefit priority species and habitats, develop conservation plans and practices for their properties and apply for and implement the Farm and Ranchland Protection Program, Wetlands Reserve Program, Grassland Reserve Program, Environmental Quality Incentives Program and Wildlife Habitat Incentives Programs funds.</p> <p>In addition to the benefits to Oregon's landowners and working lands, this program will help prioritize how conservation program funding is spent and ensure that project funds are used to deliver the greatest benefit to fish, wildlife and their habitats.</p>	New	Wildlife Conservation	4.00	4					760,000	190,000	950,000	FF (Natural Resources Conservation Service)
146	Headquarters Roof Replacement: This package request is to replace the existing roofing system on ODFW's Headquarters building with a new structure that meets current industry standards and building code requirements.	New	Capital Improvement						520,000			520,000	OF (DEQ Rent)
147	Debt Serv - Deferred Maintenance: This package is to cover the debt service incurred as a result on the issuance of the General Obligation Bond in Policy Option Package 136.	New	Debt Service					1,129,468	215,000			1,344,468	OF (License)
				3.2	8		-5	1,129,468	13,122,000	3,065,000	401,000	17,717,468	

Agency Name:

**Department of Fish and Wildlife**

Policy Option Package Initiative:

**102 – Coquille Valley Wildlife Area**

Policy Option Package Element Addendum:

## **PURPOSE**

### DESCRIPTION OF PROBLEM OR ISSUE:

ODFW exchanged state owned, second-growth timber land near Eel Lake for important wetland habitat in the Coquille Valley. This land has allowed ODFW to return a separate property to private timber production, and provided the opportunity to restore, protect, and enhance wetland habitat in a high priority area for salmonids and birds. Much of the land obtained through this exchange consists of diked, converted wetland in which stream channels have been altered and moved into human-made ditches. The properties are behind tide gates, including one that is near the end of its useful life. Restoration of this habitat will benefit coho salmon, Chinook salmon, steelhead, waterfowl, shorebirds and neotropical song birds, and provide access to hunters, anglers, and wildlife viewers. This package requests limitation to conduct habitat restoration work and develop public access to these lands.

## **HOW ACHIEVED**

### PROPOSED SOLUTION TO THE PROBLEM OR ISSUE:

ODFW requests a permanent increase of \$130,000 in Services and Supplies limitation and a one-time increase of \$100,000 in Capital Outlay limitation. Funding comes from the proceeds on the sale of timber following the previously mentioned land exchange. These funds are expected to last at least through the 23-25 biennium. ODFW will reduce limitation in the 25-27 biennium budget if no further revenues are found.

Wetland restoration has been shown to increase smolt survival for coho salmon and Chinook salmon. This package proposes to restore habitat on the property obtained through land exchange. Habitat restoration work would include reconnecting historic stream channels, removing interior property ditches and berms, planting wetland shrubs and trees, controlling invasive weeds, placing large wood, and engineering, designing, and conducting geotechnical work (evaluation of the potential groundwater flow from the project).

ODFW will manage the restored lands to provide maximum recreational benefits to hunters, anglers, and wildlife viewers. Existing staff will develop and implement a management plan that guides management actions and balances the needs of these various groups. ODFW will promote public use of the area, negotiate and develop access agreements, and develop access sites and parking areas.

HOW THIS FURTHERS THE AGENCY MISSION OR GOALS:

ODFW's mission is "to protect and enhance Oregon's fish and wildlife and their habitats for use and enjoyment by present and future generations." Restoration of lands in the Coquille Valley furthers this mission by restoring habitat for the benefit of multiple species and providing access to a wide variety of user groups.

PERFORMANCE MEASURES TO QUANTIFY THE SUCCESS OF THE PROPOSAL:

The habitat restoration and public access provided in this package will contribute to several Key Performance Measures (KPMs) including KPM 1 (hunting license purchases: percent of the license buying population with hunting licenses and/or tags), KPM 2 (angling license purchases: percent of the license buying population with fishing licenses and/or tags), KPM 4 (percent of fish species of concern [listed as threatened, endangered, or sensitive] being monitored); and KPM 5 (percent of wildlife species of concern [listed as threatened, endangered, or sensitive] being monitored). These funds will help ODFW meet goals and objectives of the Oregon Conservation Strategy for managing and restoring wetland habitats in the Coquille River basin. The success of this package can also be evaluated by the timely completion and implementation of a management plan governing actions on the properties.

STATUTORY REFERENCE:

ODFW is authorized to conduct fish and wildlife management activities under ORS Chapters 496-498 and ORS Chapters 503-513. (See specifically ORS 496.012, 496.138, 496.146, and 496.162)

ALTERNATIVES CONSIDERED AND REASONS FOR REJECTION:

Not funding the habitat restoration and public access work was considered but rejected since this would reduce the benefits to salmonids and birds and to angler, hunters, and wildlife viewers.

IMPACT OF NOT FUNDING:

If this package is not funded, ODFW will have insufficient resources to conduct habitat restoration projects, maintain the property, and develop and manage public access on these lands. Recreational opportunities for hunting, angling, and wildlife viewing will be limited.

EQUIPMENT TO BE PURCHASED (IF APPLICABLE):

None.

**STAFFING IMPACT**

None.

**QUANTIFYING RESULTS**

This package will provide funds for ODFW to collect baseline and post-restoration data on several variables relating to habitat, fish, wildlife, and public use. Baseline and post-restoration data will be compared to measure the success of habitat restoration, protection and enhancement. Specifically, habitat improvement efforts will be quantified by evaluating the changes in habitat after restoration of tidal influence and the establishment of desired vegetation. Existing staff will establish vegetation photo points to document vegetative responses to restoration activities. In addition, periodic surveys will be conducted to monitor seedling establishment and survival of willow, ash and other tree and shrub plantings.

Existing staff will use surveys and passive data loggers to measure parameters of fish habitat quality such as: water temperature, dissolved oxygen, water velocity, riparian shading, pool availability, large wood availability, and fish passage. Water use and distribution will be monitored using monitoring wells, hydrographs and water height gages placed in key locations.

The success of these habitat restoration efforts will be best measured by the response of fish and wildlife populations. Fish use and presence will be monitored through electrofishing, beach seines, fyke traps, hoop traps, and other sampling methods. Wildlife populations will be monitored through visual waterfowl surveys, point counts and transects for beaver and muskrat; and an inventory of invasive species (e.g., nutria).

As habitat improves and wildlife populations respond, ODFW anticipates increased angling, hunting, and wildlife viewing in the area. Public use will be quantified by tracking waterfowl harvest, public involvement in the planning processes, and the number of days the area is visited by hunters, anglers, or wildlife viewers.

**REVENUE SOURCE**

\$230,000 Other Funds Obligated (Timber Revenue from Eel Lake)

Agency Name:

**Department of Fish and Wildlife**

Policy Option Package Initiative:

**103 – Coquille Valley Tidegate Replacement**

Policy Option Package Element Addendum:

## **PURPOSE**

### DESCRIPTION OF PROBLEM OR ISSUE:

ODFW was recently involved in a land exchange to obtain land in the Coquille River Valley in Coos County near the city of Coquille. This land will be managed with emphasis placed on restoration of fish and wildlife habitat. The existing tidegates, operated by the Beaver Slough Drainage District, are at the end of functional life and do not currently provide adequate fish passage or daily tidal influence. If the existing tidegates fail, extensive areas of the valley will be flooded, resulting in substantial impacts to neighboring pasture lands and the local community, including possible loss of agricultural production and potential for increased mosquito production. Addition of muted tidal regulators and associated controlled tidal influence is an important component for the restoration of hundreds of acres of off-channel wetland habitat, which is a key limiting factor in production of salmon in the Coquille River basin.

## **HOW ACHIEVED**

### PROPOSED SOLUTION TO THE PROBLEM OR ISSUE:

The Beaver Slough Drainage District proposes to replace the failing tidegates with seven muted tidal regulators and associated culverts and dike improvements. Four of those seven muted tidal regulators will be dedicated to a specific area that encompasses the ODFW property. Replacement of the tidegates will improve habitat for native fish and wildlife, while also providing more effective water management in the Coquille Valley. ODFW proposes to assist the Beaver Slough Drainage District by providing funding for the replacement of the tidegates. ODFW will expend money obtained through timber sales on Eel Lake property, which was recently exchanged to obtain the Coquille Valley Wildlife Area. These funds will contribute to the replacement of failing tidegates and infrastructure with muted tidal regulators, resulting in controlled tidal influence on the Coquille Valley Wildlife Area. Controlled tidal influence is an important component for the restoration of hundreds of acres of off-channel, wetland habitat in the Coquille Valley Wildlife Area. This type of habitat is a key limiting factor in production of salmon in the Coquille Basin.

### HOW THIS FURTHERS THE AGENCY MISSION OR GOALS:

ODFW's mission is "to protect and enhance Oregon's fish and wildlife and their habitats for the use and enjoyment of present and future generations." The proposed replacement of failing tidegates (that currently do not provide adequate fish passage) with muted tidal regulators will improve fish passage into and out of the wetland, improve habitat for native fish and wildlife, and improve water quality through daily tidal exchange.

Replacement of the failing tidegates with muted tidal regulators also helps fulfill key goals of the Oregon Conservation Strategy, including restoring freshwater and tidal wetlands.

PERFORMANCE MEASURES TO QUANTIFY THE SUCCESS OF THE PROPOSAL:

The replacement of failing tidegates that currently fail fish passage criteria with muted tidal regulators will help ODFW address several key performance measures including Key Performance Measures (KPM) 1 (hunting license purchases-percent of the license buying population with hunting licenses and/or tags) and KPM 2 (Angling License Purchases - Percent of the license buying population with angling licenses and tags). This package will contribute to KPM 2 by increasing salmonid production which will improve fishing opportunities for anglers and increase angling license sales. This package will contribute to KPM 1 by improving habitat for wildlife through tidegate control and tidal flooding will improve which increase hunting opportunities for waterfowl and increase hunting license sales.

STATUTORY REFERENCE:

ODFW is authorized to conduct fish and wildlife management activities under ORS Chapters 496-498 and ORS Chapters 503-513.

ALTERNATIVES CONSIDERED AND REASONS FOR REJECTION:

ODFW considered not providing funds to assist the Beaver Slough Drainage District in replacing tidegates. This alternative was rejected because it would result in inadequate fish passage, significantly reduce effectiveness of ongoing habitat restorations, and provide little control of tidal influence on the Coquille Valley Wildlife Area. Not providing these funds could also result in potential failure of existing tidegates and increase costs to replace failed tidegates.

IMPACT OF NOT FUNDING:

If this package is not funded, ODFW will have insufficient resources to assist the Beaver Slough Drainage District in replacing failing tidegates with muted tidal regulators that improve fish passage, while allowing for controlled tidal influence in the Coquille Valley Wildlife Area. By not replacing the tidegates, there will be reduced habitat improvements for salmon in the Coquille Valley, fewer opportunities for production of coho and Chinook salmon, fewer opportunities for hunters, anglers and wildlife viewers, and potential tidegate failure which could result in loss of agricultural production and potential for increased mosquito production.

EQUIPMENT TO BE PURCHASED (IF APPLICABLE):

None.

**STAFFING IMPACT**

None.

**QUANTIFYING RESULTS**

This package will provide the funds for ODFW to assist the Beaver Slough Drainage District in replacing existing failing tidegates with muted tidal regulators and associated culverts and dike improvements. This will improve habitat for native fish and wildlife, and improve recreational opportunities, while also providing more effective water management in the Coquille Valley. The success of tidegate replacement and associated habitat restoration efforts will be measured through measuring habitat changes such as channel form, vegetation, and water quality, by the response of fish and wildlife habitat and populations, and changes in recreational use. Increased recreational use could occur on-site, as well as through increased angling opportunity off-site. Habitat and fish and wildlife populations will be monitored by ODFW staff in coordination with other agencies and volunteers. Recreational user response will be monitored through periodic site visits and interviews.

**REVENUE SOURCE**

\$950,000 Other Funds Obligated (Timber Revenue from Eel Lake)

Agency Name:

**Department of Fish and Wildlife**

Policy Option Package Initiative:

**104 – Klamath Anadromous Fish Reintroduction Plan**

Policy Option Package Element Addendum:

## **PURPOSE**

### DESCRIPTION OF PROBLEM OR ISSUE:

Salmon and steelhead have been blocked from their historic habitats in Oregon's upper Klamath River basin since construction of the Copco Dam in California in 1916. Today there are four dams on the main-stem Klamath River, owned by PacifiCorp, that block fish passage into the upper Klamath River basin. Reintroduction of anadromous fish into the upper Klamath basin is a principal goal of the Klamath Basin Restoration Agreement, signed by 26 parties including Oregon, California, three tribes, and numerous non-governmental organizations in 2010. This restoration agreement is the outcome of the Klamath Hydroelectric Settlement Agreement which brought Klamath basin stakeholders together to resolve fish and water issues in the basin, including removal of PacifiCorp's four mainstream dams. A monumental agreement, the Klamath Hydroelectric Settlement Agreement was amended and signed by the states of California and Oregon, PacifiCorp, and the U.S. Departments of the Interior and Commerce and others on April 6, 2016.

The Klamath Basin Restoration Agreement requires the development of a Klamath basin anadromous reintroduction implementation plan to guide the actions necessary to reintroduce and reestablish salmon and steelhead populations in the Oregon reaches of the Klamath River and tributaries where they have been absent since the early 1900s. The reintroduction of these runs will partially address treaty rights of the Klamath Tribes of Oregon and will aid in alleviating constraints on sport and commercial fishing in the Klamath Management Zone.

## **HOW ACHIEVED**

### PROPOSED SOLUTION TO THE PROBLEM OR ISSUE:

This policy option package requests limitation to expend funds from the National Fish and Wildlife Foundation for a staff biologist to develop an implementation plan for reintroducing anadromous fish (salmon and steelhead) into the Klamath River basin of Oregon. This package will continue a Limited Duration, full time position, to develop the plan in collaboration with the Klamath Tribes of Oregon and to coordinate with the other fish managers in the Klamath basin. This position will also guide and execute the public involvement processes necessary to successfully develop an acceptable plan to all resource users.

### HOW THIS FURTHERS THE AGENCY MISSION OR GOALS:



ODFW's mission is "to protect and enhance Oregon's fish and wildlife and their habitats for use and enjoyment by present and future generations." This proposal supports the agency mission by facilitating a successful reintroduction of salmon and steelhead into their historic habitats of the Klamath River basin.

PERFORMANCE MEASURES TO QUANTIFY THE SUCCESS OF THE PROPOSAL:

This package addresses Key Performance Measure (KPM) 2, percent of the license buying population with angling licenses and/or tags, and KPM 4, percent of fish species of concern (listed as threatened, endangered, or sensitive) being monitored. ODFW anticipates that the reintroduction and reestablishment of populations of salmon and steelhead into the Klamath basin will provide fishing opportunities on those populations once they are established. The expansion of the Southern Oregon Coastal coho salmon into the upper Klamath River will be a step toward removing this stock from listing under the Endangered Species Act. Establishment of naturally-producing Chinook salmon will help alleviate constraints on commercial fisheries in the Klamath Management Zone.

STATUTORY REFERENCE:

ODFW is authorized to conduct fish and wildlife management activities under ORS Chapters 496-498 and ORS 503-513.

ALTERNATIVES CONSIDERED AND REASONS FOR REJECTION:

ODFW considered not developing a plan for the reintroduction of salmon and steelhead into the Klamath River basin of Oregon. However, this alternative was rejected since it would likely result in inefficiencies and failed attempts to successfully reintroduce and reestablish of these populations. More importantly, the opportunity for public engagement and participation would be compromised. ODFW also considered deferring to federal agencies or the tribes to develop the plan. This alternative was rejected since ODFW has the technical expertise and statutory authority for managing fish and wildlife for the State.

IMPACT OF NOT FUNDING:

Because the Klamath Basin Restoration Agreement calls for the reintroduction of anadromous fish (salmon and steelhead) into Oregon, failure to not fund the planning will relegate the planning and implementation activities to either the tribes or federal government agencies. Under this scenario of abdicating our responsibilities, Oregon will lose its ability to determine the strategies for reintroduction, and will likely lose the ability to manage issues that may arise between fishery managers and other interests in the local community of Klamath County.

EQUIPMENT TO BE PURCHASED (IF APPLICABLE):

Office supplies and computer.

**STAFFING IMPACT**

1 Position / 1 FTE

Continue one Limited Duration, full time (1517127/1719040) Natural Resource Specialist 3 position (1.0 FTE).

### **QUANTIFYING RESULTS**

The first quantifiable result will be the completion of an implementation plan that identifies strategies and actions to insure the successful reestablishment of salmon and steelhead into the Klamath basin of Oregon. The second quantifiable result will be the acceptance of the plan and actions by parties to the settlement agreements and the general populace of Klamath County, Oregon. Implementation of the reintroduction plan will be quantified by the reestablishment of self-sustaining populations of anadromous fish (salmon and steelhead) in the Klamath River Basin of Oregon. Ultimately, increases in fish and angling opportunities in the sport, tribal, and commercial fisheries will be quantifiable successes.

### **REVENUE SOURCE**

\$210,000 Other Funds (National Fish and Wildlife Foundation)

Agency Name:

**Department of Fish and Wildlife**

Policy Option Package Initiative:

**107 – Energy Development and Transmission**

Policy Option Package Element Addendum:

## **PURPOSE**

### DESCRIPTION OF PROBLEM OR ISSUE:

Since Congress passed the 2005 Energy Policy Act, the workload associated with energy projects has increased dramatically (e.g., wind, solar, liquefied natural gas terminals and pipelines, coal bed and sandstone methane wells, geothermal wells, biodiesel plants, an integrated coal gasification plant, electric transmission lines, and hydroelectric projects including river impoundments, wave, tidal and other ocean-based projects). The State of Oregon's 10-year Energy Plan identifies energy as one of the top issues of our time with no single issue having a greater impact on Oregon's economy, environment, and quality of life in the coming decade. Coupled with the Governor's strong desire to develop renewable energy sources to stimulate rural economies in Oregon, potential impacts to fish and wildlife will need to be clearly identified. Many of these alternative forms of energy are in their infancy and little is known about the potential effects of these projects on fish and wildlife and their habitats.

Currently, ODFW has limited resources to identify impacts to fish and wildlife and their habitats from renewable energy projects. To continue to meet the mission of ODFW, additional resources will be needed as the number and types of energy projects will likely increase significantly in coming years. For example, Idaho Power Company has proposed a 500 kilovolt electrical transmission line from Boardman, Oregon to Hemingway Butte, Idaho. Due to the size and geographical length of large projects such as this, significant staff resources are required to coordinate ODFW's input among fish and wildlife districts; provide consistent policy direction and statewide coordination for reviews and to guide permitting processes; evaluate and negotiate licensing of energy projects; and review studies involving impacts on fish and wildlife, with the ultimate goal of minimizing impacts to Oregon's fish, wildlife, and their habitats.

## **HOW ACHIEVED**

### PROPOSED SOLUTION TO THE PROBLEM OR ISSUE:

This package includes a position and limitation to allow the agency to provide input on energy development and transmission projects. This package provides staffing resources to address energy issues and provide coordination and oversight by ODFW staff to minimize impacts to Oregon's fish, wildlife, and their habitats.

ODFW worked closely with Oregon Department of Energy and Idaho Power Company to develop agreements that provide funding for an electric transmission line project. In 2015-17, Idaho Power Company provided an estimated \$277,374 to fund one Natural Resource Specialist 3 position

within ODFW to work directly on the proposed electric transmission line to span from Boardman, Oregon, to Hemingway Butte, Idaho. The purpose of the position is to work across district boundaries and within headquarters to integrate ODFW review and direction; work with Idaho Power Company on data needs and reviews; provide an on-the-ground connection between the electric transmission project needs and ODFW policy requirements; coordinate with Bureau of Land Management and U.S. Fish and Wildlife Service biologists; actively participate in the state and federal permitting processes; and coordinate with other state and local agencies as appropriate. Idaho Power Company anticipates the permitting processes for the Boardman-to-Hemingway Butte project to be completed by 2020.

#### HOW THIS FURTHERS THE AGENCY MISSION OR GOALS:

ODFW's mission is "to protect and enhance Oregon's fish and wildlife and their habitats for use and enjoyment by present and future generations." This policy option package furthers this mission by enabling ODFW to provide recommendations for the appropriate development, transmission, and use of energy facilities in across Oregon in accordance with the Renewable Energy Portfolio and the 10-year Energy Plan. The energy coordinator position outlined in this policy option package will allow ODFW to represent and protect Oregon's fish and wildlife resources and the stakeholders who rely on those resources in the licensing and implementation process. Specifically, this policy option package will support ODFW's efforts to work collaboratively with the Energy Facility Siting Council, Oregon Department of Energy and other permitting agencies; Idaho Power Company and other project developers; land managers, landowners, and local governments. The collaborations between ODFW and various entities and individuals will support development, transmission, and use of energy in Oregon in a manner that protects and enhances Oregon's fish, wildlife, and their habitats.

#### PERFORMANCE MEASURES TO QUANTIFY THE SUCCESS OF THE PROPOSAL:

This package will contribute to several Key Performance Measures (KPM) including 1 and 2 (percent of the license buying population with hunting and angling, respectively, licenses and/or tags), 4 and 5 (Percent of fish and wildlife, respectively, species of concern (listed as threatened, endangered, or sensitive) being monitored) and 7 (Percent of customers rating their overall satisfaction with the agency above average or excellent). The siting of transmission corridors and other energy projects is a time-intensive process that demands collaboration with multiple entities and individuals. By funding staff dedicated to work on energy projects, ODFW will be able to respond in an efficient and coordinated manner to requests from permitting agencies, state and federal agencies, proponents of energy projects, local governments, other stakeholders and the general public. Timely responses to requests will contribute to efforts to increase the number of customers who rate their overall satisfaction with ODFW as above average or excellent (KPM 7).

ODFW's main focus when evaluating energy projects is to protect the ability of Oregon habitats to produce and sustain wildlife and conserve at-risk species. Wildlife populations that are supported by functioning habitats contribute to additional hunting and angling opportunities for Oregonians, which can be measured by an increase in the percent of the population buying licenses and tags (KPMs 1 and 2). ODFW typically requests that energy companies conduct pre- and post-project monitoring for sensitive fish and wildlife species which increases the percentage of fish and wildlife species of concern that are monitored (KPMs 4 and 5). Mitigation by energy projects for impacts to fish and wildlife habitats may contribute to efforts to monitor fish and wildlife species of concern. Mitigating for impacts to important habitats by energy projects will contribute to state-wide efforts to reduce the number of at-risk

terrestrial and freshwater species (Oregon Benchmarks 86 and 88). Appropriate mitigation is also expected to slow the rate of decline in the percent of land that is in a natural habitat condition (Oregon Benchmark 89).

STATUTORY REFERENCE:

ODFW is authorized to conduct fish and wildlife management activities under ORS chapters 496-498 and 503-513.

ALTERNATIVES CONSIDERED AND REASONS FOR REJECTION:

Not continuing the current position and delegating the workload to other staff was considered. This alternative was rejected because placing additional tasks and workloads on limited staff resources would decrease the effectiveness and reduce the value of ODFW's role in these processes. ODFW would need to reprioritize staff away from other obligations to adequately address project requirements. Obligated funding sources already exist for these activities so other funding sources were not considered.

IMPACT OF NOT FUNDING:

If this package is not funded, ODFW will not be able to complete the work that Energy Facility Siting Council, Oregon Department of Energy, Idaho Power Company, and local, state, and federal partners are requesting without funding. Lack of funding will result in Energy Facility Siting permitting delays and potential negative impacts from development to Oregon's fish, wildlife, and their habitats.

EQUIPMENT TO BE PURCHASED (IF APPLICABLE):

None.

**STAFFING IMPACT**

1 Positions / 1.00 FTE

Continue one (1517120/1719014) Limited Duration full-time Natural Resource Specialist 3 position (1.00 FTE).

**QUANTIFYING RESULTS**

The primary result of this staff position will be the completion of the Energy Facility Siting Council siting process and the permitting process for the National Environmental Policy Act in a coordinated manner that conserves habitat, and hence the fish and wildlife that use that habitat. ODFW can quantify increased coordination by evaluating whether the liaison position reduced the amount of time district and headquarters staff spent on the project (i.e. travel time, meetings, document reviews). ODFW can quantify the effectiveness of coordination, by periodically contacting cooperating agencies to determine if having a single point of contact for ODFW, compared to contacting each district and headquarters staff directly, saved time and increased productivity (KPM 7, customer service). Another quantifiable result will be the percentage increase in the number of at-risk fish and wildlife species and the acres of strategy habitats that are monitored (KPMs 4 and 5) as a result of requested mitigation.

**REVENUE SOURCE**

\$280,000 Total Funds

\$280,000 Other Funds Obligated (Idaho Power Company)

Agency Name:

**Department of Fish and Wildlife**

Policy Option Package Initiative:

**108 – Implementing the Integrated Water Resources Strategy through Healthy Fisheries and Ecosystems**

Policy Option Package Element Addendum:

## **PURPOSE**

### DESCRIPTION OF PROBLEM OR ISSUE:

The Integrated Water Resources Strategy was developed at the direction of the legislature through House Bill 3369 and was adopted by the Water Resources Commission on August 2, 2012. The strategy is designed to help Oregon meet its future water needs for water quantity, water quality, and ecosystem functions by coordinating efforts between agencies at the state level, providing the tools and coordination needed by local governments and working constructively with federal agencies. The Integrated Water Resources Strategy identifies several objectives including:

- Understanding Oregon's water resources today;
- Understanding out-of-stream and in-stream needs;
- Understanding the coming pressures that affect our needs and supplies;
- Meeting Oregon's out-of-stream and in-stream needs;

Each objective includes several Recommended Actions. The second objective of the Integrated Water Resources Strategy (Understanding Out-of-Stream and In-stream Needs) includes Actions 3A and 3B which direct ODFW to conduct base-flow needs studies to identify flows necessary to maintain fish habitat. Base-flows are the in-stream flows needed to sustain basic life-stage functions and are important for maintaining habitat conditions, scenic and aesthetic values, and protecting water quality. During the development of the Integrated Water Resource Strategy, ODFW committed to conducting flow studies on at least 300 high priority streams that did not already have in-stream water rights established. After completing the in-stream flow studies ODFW will apply for in-stream water rights as authorized through ORS 537.336 to identify the flows needed for conservation, maintenance and enhancement of aquatic and fish life, and fish and wildlife habitat. There are also several hundred streams where in-stream flow studies were conducted in the 1960s and 1970s that have not yet had in-stream water right applications submitted. Additionally, a number of streams need to have supplemental in-stream water right applications submitted to bring them up to in-stream flow levels originally requested by ODFW. These actions fit within the ODFW and Oregon Fish and Wildlife Commission policy "to apply for in-stream water rights on waterways of the state to conserve, maintain and enhance aquatic and fish life, wildlife, and wildlife habitat to provide optimum recreational and aesthetic benefits for present and future generations of the citizens of this state. The long-term goal of this policy shall be to obtain an in-stream water right on every waterway exhibiting fish and wildlife values." (OAR 635-400-0005).

## **HOW ACHIEVED**

### PROPOSED SOLUTION TO THE PROBLEM OR ISSUE:

The purpose of this policy option package is to provide funding, positions and limitation for ODFW to continue to implement Actions 3A and 3B of the Integrated Water Resources Strategy. In the 2013-15 and 2015-17 biennia, funding was provided to initiate the implementation of the Integrated Water Resources Strategy with the establishment of a Limited Duration full time position (Natural Resource Specialist 2) and two Limited Duration part time positions (Experimental Biological Aides). This package will continue those positions to assist the existing ODFW In-stream Flow Specialist in conducting in-stream base-flow studies on high priority streams. To accomplish Actions 3A and 3B in the Integrated Water Resources Strategy these positions will work as a team to conduct between 30 and 40 in-stream flow studies on a yearly basis and submit the appropriate in-stream water right applications.

### HOW THIS FURTHERS THE AGENCY MISSION OR GOALS:

ODFW's mission is "to protect and enhance Oregon's fish and wildlife and their habitats for use and enjoyment by present and future generations." This policy option package will allow ODFW to protect aquatic habitats for Oregon's fish and wildlife based on sound science. The package will promote agency principles through providing solution-based recommendations for water use in the face of increasing and competing demands. In addition, this package relates directly to the five-year objectives of the Integrated Water Resources Strategy. In particular, this package will enhance the ability for Oregon to meet the objectives to further define in-stream needs and demands; to understand the coming pressures that will affect needs and supplies, such as climate change, and water management and development; and to meet Oregon's in-stream needs by promoting healthy ecosystems.

### PERFORMANCE MEASURES TO QUANTIFY THE SUCCESS OF THE PROPOSAL:

This policy option package will contribute to Key Performance Measures (KPMs) 4 (Percent of fish species of concern (listed as threatened, endangered, or sensitive) being monitored), 5 (Percent of wildlife species of concern being monitored) and 7 (Percent of customers rating their satisfaction with the agency's customer service as "good" or "excellent" for timeliness, accuracy, helpfulness, expertise and availability of information). The in-stream flow studies conducted under this package will contribute to the protection of fish and wildlife habitat by facilitating the application of in-stream water rights. This will contribute to KPMs 4 and 5 by protecting or improving habitat conditions for fish and wildlife species of concern in the long-term which will improve the populations and status of these species, and will ultimately reduce the number of species in need of protection. This package will contribute to KPM 7 by allowing ODFW to work with others to identify in-stream and out of stream needs and uses. The information gained through the implementation of this package will increase the agency's expertise, the availability of information, accuracy of the information and timeliness with which the agency is able to make it available to our customers.

### STATUTORY REFERENCE:

ODFW is authorized to conduct fish and wildlife management activities under ORS Chapters 496-498 and ORS Chapters 503-513. ORS 536.220(3) instructs the Oregon Water Resources Department to develop an Integrated State Water Resources Strategy in cooperation with ODFW and Oregon Department of Environmental Quality and instructs the development of data to forecast Oregon's in-stream and out-of-stream water needs.



ALTERNATIVES CONSIDERED AND REASONS FOR REJECTION:

ODFW considered using existing staff resources to meet the requirements of the Integrated Water Resources Strategy. This would require additional workload for existing staff. This alternative was rejected because it would result in the reduction of other agency programs and priorities by the already limited staff resources and further spreading the use of the limited available funding. The result would be that the Integrated Water Resources Strategy would not be effectively implemented and other existing programs would decline due to the redirection of staff resources and funding.

IMPACT OF NOT FUNDING:

Funding was provided in the 2013-15 and 2015-17 biennia to establish positions to implement the Integrated Water Resources Strategy. If funding were not continued, ODFW staff would no longer be able to implement in-stream flow studies as required in the Integrated Water Resources Strategy. ODFW would have less knowledge and understanding of in-stream flow needs of fish and be less responsive to agencies or the public seeking information on water quality and quantity needs for fish and wildlife. ODFW would be unable to provide useful and informed recommendations to other agencies, local entities and the public.

EQUIPMENT TO BE PURCHASED (IF APPLICABLE):

None.

**STAFFING IMPACT**

2 Positions / 1.667 FTE

Continue one (1517205/1719003) Limited Duration full-time Natural Resource Specialist 2 position (1.00 FTE).

Continue one (1517206/1719004) Limited Duration (eight-month) Experimental Biologist Aid (0.667 FTE).

**QUANTIFYING RESULTS**

The overall effectiveness of this policy option package will be determined by protection and improvement of Oregon's fish and wildlife populations and habitat conditions. In the near-term, the effectiveness of this package will be quantified by the number of in-stream flow studies conducted per year (goal is 30) and the number of in-stream water right applications submitted to the Water Resources Department. In the long term, the success of this package can be monitored through the number of fish and wildlife species considered at-risk, number of species on sensitive, threatened, and endangered species lists.

**REVENUE SOURCE**

\$211,000 Lottery Funds

Agency Name:

**Department of Fish and Wildlife**

Policy Option Package Initiative:

**112 – Voluntary Access & Habitat Incentive Program**

Policy Option Package Element Addendum:

## **PURPOSE**

### DESCRIPTION OF PROBLEM OR ISSUE:

The Access and Habitat program was created by the Oregon Legislative Assembly to administrate grants that improve wildlife habitat, increase public hunting access to private lands and foster landowner/hunter relationships in Oregon. Current program funding is primarily derived from a \$4 surcharge on hunting/combo licenses, auction and raffle of special deer and elk tags and other license revenue (D.E.A.R and Green Forage). The Access and Habitat Program is very popular and receives more interest from landowners for habitat and access projects than funding can support. In order to provide more benefits for Oregonians Access and Habitat Program submitted a grant application to the US Department of Agriculture's Voluntary Public Access and Habitat Incentive Program authorized by the Food Security Act of 1985 requesting funds to expand the Access and Habitat Program.

The 2014 Farm Bill authorized \$40 million dollars through the Voluntary Public Access and Habitat Incentive Program to be allocated to state and tribal private lands access programs. In early 2015 the Oregon Department of Fish and Wildlife (ODFW) applied for and was awarded a second Voluntary Public Access and Habitat Incentive Program grant of 1.56 million. The additional funding provided by this grant is expected to enroll and reenroll as many as 40 to 50 new landowners, create 50,000 acres of additional recreational access, and improve 3,000 acres of habitat on private lands.

## **HOW ACHIEVED**

### PROPOSED SOLUTION TO THE PROBLEM OR ISSUE:

This policy option package requests limitation to expend the funds awarded to ODFW by the Voluntary Public Access and Habitat Incentive Program. These grant funds will be administered through ODFW's existing Access and Habitat Program to increase public hunting access on private lands and improve habitat above and beyond the existing available Access and Habitat revenues alone. Project proposals will be prepared by private landowners, corporations, organizations, or government agencies and will be initially reviewed by the local Regional Advisory Council, which will provide local insight and make recommendations to the Access and Habitat Board. The Access and Habitat Board reviews and forwards project recommendations to the Oregon Fish and Wildlife Commission for final approval.

### HOW THIS FURTHERS THE AGENCY MISSION OR GOALS:

The mission of ODFW is "to protect and enhance Oregon's fish and wildlife and their habitats for the use and enjoyment by present and future generations." Additional funding for the Access and Habitat Program from this federal grant will support ODFW's initiative to increase public access to private land, a lack of which is widely considered to be a barrier to hunter recruitment and retention. Funding would also improve wildlife habitat on private lands, particularly for mule deer. Wildlife habitat improvements and hunting access are central to ODFW's mission.

PERFORMANCE MEASURES TO QUANTIFY THE SUCCESS OF THE PROPOSAL:

This package will contribute to several Key Performance Measures (KPM) including KPM 1 (Percent of the license buying population with hunting licenses and/or tags) and KPM 7 (Percent of customers rating their satisfaction with the agency's customer service as "good" or "excellent" for timeliness, accuracy, helpfulness, expertise and availability of information). This package will contribute to KPM 1 by increasing access to land on which to hunt. This will improve opportunity for hunters which will encourage more hunters to purchase licenses and/or tags (KPM 1) and improve hunter satisfaction (KPM 7).

Performance of the Access and Habitat Program is summarized in a biennial Legislative Report. The report contains information on the number of landowners enrolled in the program, total acres of private land hunting access and habitat enhancement, and the additional lands that were enrolled using outside funding sources such as Voluntary Public Access and Habitat Incentive Program. In addition, ODFW staff will closely monitor hunter use and satisfaction regarding individual properties through voluntary access permits.

STATUTORY REFERENCE:

ODFW is authorized to conduct wildlife management under ORS 496.012 (Wildlife Policy).

ALTERNATIVES CONSIDERED AND REASONS FOR REJECTION:

ODFW considered not applying for funding through the Voluntary Public Access and Habitat Incentive Program funding. This alternative was rejected because the Access and Habitat Program met the Voluntary Public Access and Habitat Incentive Program funding criteria, and Oregon landowners and hunters benefit significantly from increased funding for the Access and Habitat Program. Currently there is more landowner interest in Access and Habitat Program projects than the program can support and this funding is an opportunity to continue to expansion of public hunting access and wildlife habitat in Oregon.

IMPACT OF NOT FUNDING:

Not utilizing these grant funds would result in 40 to 50 fewer landowners enrolled in the A&H Program, approximately 50,000 acres of private land hunting access that would not be available to public hunters, and approximately 3,000 acres of wildlife habitat that would not be improved.

EQUIPMENT TO BE PURCHASED (IF APPLICABLE):

None.

**QUANTIFYING RESULTS**

The results of this package will be quantified by the number of increased landowners enrolled in the program, increased total acres of private land hunting access and habitat enhancement, and hunter use on participating properties.

**STAFFING IMPACT**

None.

**REVENUE SOURCE**

\$750,000 Federal Funds (USDA's Natural Resource Conservation Service)

Agency Name:

**Department of Fish and Wildlife**

Policy Option Package Initiative:

**115 – OregonBuys e-Procurement System**

Policy Option Package Element Addendum:

## **PURPOSE**

### DESCRIPTION OF PROBLEM OR ISSUE:

The Oregon Department of Fish and Wildlife (ODFW) utilizes a paper-intensive purchasing process including the exchange of manual purchase orders. Improvements have been made to the accounts payable portion of the purchasing process, however the ability to track purchases from inception through invoice matching isn't available. The current purchasing process is cumbersome for ODFW staff, requiring navigation through multiple spreadsheets, and use of separate systems for internal approvals by procurement and information systems staff, and managers. ODFW also lacks the ability to integrate its purchasing with the Oregon Procurement Information Network (ORPIN), which staff use to manage and report contracts.

To maintain controls, assure the purchase process meets statutory and rule requirements, and improve the present process, ODFW is participating in a statewide effort to develop an enterprise procurement system that will interface with the state's financial system. The specifications for this new system will fully automate the purchasing process saving valuable staff time and resources. This policy option package provides for implementation of the awarded enterprise solution at ODFW.

## **HOW ACHIEVED**

### PROPOSED SOLUTION TO THE PROBLEM OR ISSUE:

The anticipated enterprise-wide electronic procurement system will include functionality for catalog ordering, electronic approvals, custom purchase order issuance, and interfacing with the Office of Business Inclusion and Diversity tracking database. It also provides the functionality to automate workflows, matching and payments, as well as, provide for statewide reporting. The new system may be hosted by the supplier and will be easy to use by field staff, reducing the need for ODFW staff to manually enter information into the financial system. While a majority of the funding for the system will be generated through savings, a portion of the funding for implementation will be used to contract with a project manager and for quality assurance oversight to ensure proper contract administration and successful implementation. Quality assurance services are required by the Oregon Chief Information Officer to ensure the success of larger projects throughout their implementation process.

### HOW THIS FURTHERS THE AGENCY MISSION OR GOALS:

The mission of ODFW is "to protect and enhance Oregon's fish and wildlife and their habitats for use and enjoyment by present and future generations." This system will specifically support the acquisition of services and supplies necessary to execute the agency's mission of protecting and

enhancing Oregon's fish and wildlife and their habitats. By improving the function of the agency's administrative needs, this package will help ensure the sustainability of ODFW and the protection of fish and wildlife. The system will also provide for the transparency of purchasing activities and support other statewide needs, such as business inclusion and diversity programs.

PERFORMANCE MEASURES TO QUANTIFY THE SUCCESS OF THE PROPOSAL:

This package will contribute to several Key Performance Measures (KPMs), including ODFW's KPM #7 (Percentage of customers rating their overall satisfaction with the agency) and KPM #8 (Percent of total best practices met by the Department of Fish and Wildlife, State Fish and Wildlife Commission). The system will provide statistical data to quantify purchases and increase the accuracy of entry through the elimination of the large portions of manual data currently being entered today, facilitate faster ordering and payment processes, improve vendor satisfaction, minimize staff work and facilitate good maintenance of the systems in a timely fashion. All of these features are expected to result in better customer support and contribute to a higher customer satisfaction rating. The system data will be used to track administrative work, with a goal toward process improvement and simplification. This package will contribute to KPM #8 by improving the agency's ability to track purchasing activity, retrieving detail for analysis of spending, facilitating savings through negotiations based upon data, and improving the speed of purchasing and payment activity.

STATUTORY REFERENCE:

ODFW is authorized to purchase under ORS Chapter 496. ORS Chapter 279A, B and C govern the state and local government purchase of goods and services in Oregon.

ALTERNATIVES CONSIDERED AND REASONS FOR REJECTION:

ODFW participated in a statewide attempt to contract for a catalog-based procurement system that was canceled in 2013. Since that time, the agency has recognized the benefits of moving to a catalog system, resulting in its participation in the present multi-agency effort to facilitate a broad-based implementation. Developing and utilizing an internal system would not facilitate the collection of statewide information and would require additional time to duplicate functionality that may be more equitably provided through a shared purchase with other state agencies.

IMPACT OF NOT FUNDING:

If this package is not funded, the agency's purchasing practices will remain the same, including the costs to conduct them. While the agency will attempt to make incremental improvement in the purchasing process as resources are available, ODFW will be unable to be part of the larger state agency effort to improve practices in a uniform manner. This will mean that current staffing levels will remain and there will be less ability to efficiently use resources to make additional improvements in other related areas. In addition, purchase costs may be higher due to the lack of data to facilitate better negotiation, field staff will continue to struggle to determine which items are available for purchase on state contract, purchase lead times will not be reduced and statewide data will not be available to further leverage price agreement negotiations and provide credible information to other governmental interests, such as business inclusion and diversity and the legislature.

EQUIPMENT TO BE PURCHASED (IF APPLICABLE):

None.

**STAFFING IMPACT**

None.

**QUANTIFYING RESULTS**

Overall effectiveness of this policy option package will be determined through increased satisfaction from field personnel utilizing the system, through a reduction in processing time required by procurement and accounts payable and an increase in automated payment processes with key suppliers. These will contribute to best practices. Increased efficiency for field personnel using the new system will improve ODFW's ability to better serve the public, which is expected to result in higher customer service satisfaction.

**REVENUE SOURCE**

\$100,000 Other Funds (License)

Agency Name:

**Department of Fish and Wildlife**

Policy Option Package Initiative:

**116 – Overtime Fund for Winter Range Enforcement**

Policy Option Package Element Addendum:

## **PURPOSE**

### DESCRIPTION OF PROBLEM OR ISSUE:

Illegal harvest of wildlife, or poaching, has a significant impact on fish and wildlife resources in Oregon. Recent studies on some big game populations, such as elk and deer, have shown that poaching can be greater than legal hunter harvest. Poaching directly effects elk and deer populations and reduces hunting opportunity. Illegal harvest of male deer and elk (bucks and bulls) reduces sex ratios resulting in fewer tags available to the public for controlled hunts and potentially shorter general hunting seasons. Illegal harvest of female deer and elk (does and cows) results in the birth of fewer fawns and calves, which contributes to population decline. Additionally, big game can be more sensitive to poaching at certain times of year and therefore, their removal can have a greater impact on the overall population. Elk and deer can be illegally targeted outside of hunting seasons or at night when the animals are concentrated in herds, therefore, more vulnerable. Large, trophy-sized elk are often illegally wasted for the purpose of obtaining the animal's large set of antlers, which can be sold for thousands of dollars on the black market. When females are targeted by poachers, which is more common for deer, fewer fawns are born or young fawns have difficulty surviving due to the death of the mother. Illegal harvest may be one cause of the long-term decline in Oregon's mule deer populations. Declining big game populations could be mitigated by increasing enforcement efforts in order to reduce illegal harvest.

Oregon State Police (OSP) Fish and Wildlife Division ensures compliance with the laws and regulations that protect and enhance the long-term health and equitable utilization of Oregon's fish and wildlife resources and the habitats upon which they depend. OSP Fish and Wildlife Division enforcement complements ODFW fish and wildlife management with a force of 96 troopers and 17 sergeants across the state. OSP Fish and Wildlife Division schedules their work based on priorities identified through coordination and cooperation with ODFW. Working with ODFW local biologists, OSP troopers develop tactical plans to address priority issues and gain voluntary compliance from the public. While this can sometimes be achieved through allocation of available resources, it may require an increase in trooper effort and time in order to saturate an area at a particularly sensitive location or time period, such as elk and deer winter range.

## **HOW ACHIEVED**

### PROPOSED SOLUTION TO THE PROBLEM OR ISSUE:

This policy option package will provide limitation to expend license revenue in order to increase and enhance enforcement of wildlife laws and regulations by OSP Fish and Wildlife Division for targeted enforcement efforts to reduce illegal harvest of wildlife. Given the limited number of OSP Fish



and Wildlife Division troopers, overtime is sometimes necessary to effectively patrol and enforce wildlife laws and rules related to high priority species, locations or issues. Further, in order to increase troopers available for high priority enforcement efforts, it is often necessary for troopers from other areas of the state to assist with the increased effort. Therefore, ODFW will provide funding to OSP Fish and Wildlife Division to pay troopers overtime and travel per diem for high priority enforcement efforts as cooperatively identified by ODFW and OSP Fish and Wildlife Division.

#### HOW THIS FURTHERS THE AGENCY MISSION OR GOALS:

The mission of ODFW is “to protect and enhance Oregon’s fish and wildlife and their habitats for use and enjoyment by present and future generations.” This package supports the agency’s mission by facilitating enforcement of Oregon laws and regulations which are designed to protect wildlife and their habitats.

#### PERFORMANCE MEASURES TO QUANTIFY THE SUCCESS OF THE PROPOSAL:

This package will contribute to a wide variety of ODFW specific and statewide measures of success. As game populations respond to increased efforts to reduce illegal harvest, ODFW expects to increase tag allocations. ODFW anticipates that increasing game populations will expand hunting opportunities and may increase the percent of the license buying population purchasing hunting licenses or tags (KPM 1) and increase the number of customers rating their satisfaction with the agency as excellent (KPM 7).

#### STATUTORY REFERENCE:

Oregon Revised Statutes (ORS) Chapters 496, 497, 498, and 501-513 establish ODFW and the appointed Oregon Fish and Wildlife Commission (OFWC) that determines policy, and defines the duties of the agency to regulate and administer Oregon’s fish and wildlife laws. The duties are mandated by law and governed by the Wildlife Policy described in ORS 496.012. ORS 496.162 enables ODFW, through the OFWC to establish seasons; harvest levels and manner for taking wildlife. ORS 496.610 establishes that the Department of State Police shall enforce wildlife laws and be paid with ODFW funds.

#### ALTERNATIVES CONSIDERED AND REASONS FOR REJECTION:

OSP Fish and Wildlife Division work at normal levels of patrol and enforcement could be maintained with current limitation, however current level of effort will not be able to address the illegal harvest of big game during periods of high vulnerability, such as when deer and elk are concentrated on winter range. During winter months deer and elk are usually concentrated in larger groups which can make them more visible and susceptible to poaching. Additionally during late fall and early winter mule deer are breeding. At this time they display little wariness towards humans and are more likely to be poached.

#### IMPACT OF NOT FUNDING:

Patrol and enforcement by OSP Fish and Wildlife Division would remain at normal levels. Poaching and illegal harvest would continue to impact deer and elk populations and individuals committing these crimes would be undeterred.

EQUIPMENT TO BE PURCHASED (IF APPLICABLE):

None.

**STAFFING IMPACT**

None.

**QUANTIFYING RESULTS**

High priority OSP Fish and Wildlife Division enforcement efforts will be quantified by recording and tracking of the number of hours spent by troopers on such efforts and the number of hours of overtime expended. The success of such efforts will be quantified by the number of vehicles and persons contacted, the amount of illegal harvest documented, and the number of citations issued.

**REVENUE SOURCE**

\$100,000 Other Fund (License)

Agency Name:

**Department of Fish and Wildlife**

Policy Option Package Initiative:

**119 – Willamette Wildlife Mitigation Program**

Policy Option Package Element Addendum:

## **PURPOSE**

### DESCRIPTION OF PROBLEM OR ISSUE:

The Willamette Wildlife Mitigation Program (WWMP) was established to mitigate for habitat losses due to inundation of habitat by flood control and hydropower reservoirs in the Willamette River Sub-basin as required by the Northwest Power Act of 1980. In 2010, the Settlement Agreement that requires the Bonneville Power Administration (BPA) to provide mitigation was ratified to increase acquisition funding from \$2.5 million to \$8 million annually, from 2014 — 2025 and support program funding to ODFW of approximately \$26 million over the course of the Agreement. To support the funding increase and establishment of the WWMP, ODFW briefed the Legislative Emergency Board in November 2010 about the Settlement Agreement and to establish several new positions in the 2013-15 biennium. These positions were made permanent in the 2015-17 biennium. ODFW does not currently have adequate limitation to fully utilize the funding provided by BPA under the Settlement Agreement. Program operation funds will cover ODFW staffing costs, will be used to fund to contractors to implement the restoration work, and will be used to pay for the expanded program outlined in the Settlement Agreement. Funding includes an overhead assessment to cover indirect expenses.

Under the Agreement, ODFW will work with landowners, local governments, Native American tribes, and other interested parties to identify at least 16,880 acres of habitat for protection and restoration over the course of the Agreement. ODFW's primary role is to review, assess, and recommend potential properties to the Bonneville Power Administration for acquisition, as well as monitor Willamette Wildlife Mitigation Program acquisitions for compliance and ecological condition. Acquisition funds are a separate funding source managed by the Bonneville Power Administration and will be paid directly to willing sellers of property interests. Habitat restoration will be accomplished by providing "seed money" through a separate operation and maintenance fund to sponsors who perform habitat restoration. The Bonneville Power Administration will obtain a conservation easement on each property, and ODFW will ensure that these lands are managed and maintained for habitat conservation to ensure the resource impacts from the Willamette hydroelectric power system are mitigated and the state's interests are protected.

Although the intent of the Willamette Wildlife Mitigation Program is to mitigate for environmental damage, the associated Federal Funds provide substantial benefit to local economies. The program currently provides operation and maintenance monies to several project proponents. All of these small entities are private, and employ from two to 10 people. Other small subcontractors with needed technical skills may be employed on an as-needed basis throughout the course of the Agreement. The program purchases habitat construction supplies and equipment from local dealers.

## **HOW ACHIEVED**

### PROPOSED SOLUTION TO THE PROBLEM OR ISSUE:

This package requests additional limitation for the Willamette Wildlife Mitigation Program to support expanded program operations, maintenance, restoration, and management of these habitats. Fully funding the WWMP will ensure continuation of current conservation and acquisition efforts and allow ODFW to meet the expanded acreage objectives by 2025 as stipulated in the Settlement Agreement. In many cases, the project proponents (i.e. local governments, land trusts, soil and water conservation districts, etc.) use the monies provided through their stewardship funds from the WWMP to match outside funding sources that generally require a 50/50 match.

Funding will support on-the-ground implementation of the Willamette Wildlife Mitigation Program monitoring plan, as well as assistance with restoration and management of newly-acquired conservation properties in the program. Efforts will include habitat management assistance; on-the-ground habitat restoration; compliance monitoring and reporting; cultural resources protection; and capital equipment.

### HOW THIS FURTHERS THE AGENCY MISSION OR GOALS:

This proposal specifically supports ODFW's mission "to protect and enhance Oregon's fish and wildlife and their habitats for use and enjoyment by present and future generations" by ensuring mitigation for lost wildlife habitats through acquisition and restoration of property for the impacts of flood control and hydroelectric projects in the Willamette River basin. The program will also assist in the design, review and implementation of habitat management activities to implement the Willamette Project Biological Opinion and recover listed fish species.

### PERFORMANCE MEASURES TO QUANTIFY THE SUCCESS OF THE PROPOSAL:

Successful acquisition of 16,880 acres by 2025 will contribute in a meaningful way to ODFW's efforts to reduce the number of Oregon species listed under the state or federal Endangered Species Act. Implementation of Willamette Wildlife Mitigation Program actions will also contribute to recovery of listed freshwater and terrestrial species. Regular surveys of acquired properties will increase the number of fish and wildlife species of concern that ODFW is monitoring, which will contribute to KPM 4 (Oregon species of concern: percent of fish species of concern [listed as threatened, endangered, or sensitive] being monitored) and KPM 5 (Oregon species of concern: percent of wildlife species of concern [listed as threatened, endangered, or sensitive] being monitored). The WWMP provides hunting and fishing access on some properties which increase opportunities for Oregon hunters and anglers and contributes to KPM 1 (hunting license purchases: percent of the license buying population with hunting licenses and/or tags) and KPM 2 (angling license purchases: percent of the license buying population with fishing licenses and/or tags). Restoration efforts on these lands will also lead to improved fish and wildlife populations which will also contribute to KPM 1 and 2. Additionally the Willamette Wildlife Mitigation Program contributes to KPM 7 (customer service: Percent of customers rating their satisfaction with the agency's customer service as "good" or "excellent" for timeliness, accuracy, helpfulness, expertise and availability of information) by providing wildlife viewing opportunities, providing technical assistance to landowners and other agencies, and providing coordination with other agencies to address land and water use issues associated with fish and wildlife habitats.

### STATUTORY REFERENCE:

ODFW is authorized to conduct fish and wildlife management activities under ORS Chapters 496-498 and ORS Chapters 503-513.

ALTERNATIVES CONSIDERED AND REASONS FOR REJECTION:

Not accepting the additional funds was considered. However, this option was rejected because current funding will not allow staff to perform necessary stewardship activities of fish and wildlife and their habitats. ODFW will not be able to meet the increased annual acquisition and restoration targets to which it has committed in the Settlement Agreement. The absence of additional funding may lead to failure of ODFW's obligation to ensure successful mitigation as required by federal law and impact other ODFW operations, thereby reducing overall agency efficiency.

IMPACT OF NOT FUNDING:

Without the proposed funding, efforts will be insufficient to maintain and expand the complexity of work and responsibility as the annual acquisition funding rose to \$8 million in 2014, and operational funding from the Bonneville Power Administration to ODFW doubled between 2012 and 2014. This may lead to a failure by ODFW to meet its obligations under the Settlement Agreement, permanent damage to Oregon wildlife resources, and reduced funding to private landowners in the Willamette Valley.

EQUIPMENT TO BE PURCHASED (IF APPLICABLE):

Farm implements, such as mowers, spray booms, etc., as needed to create and manage habitat for fish and wildlife in the Willamette Valley.

**STAFFING IMPACT**

None.

**QUANTIFYING RESULTS**

The success of this policy option package can be quantified by tracking the number of acres acquired or restored. The goal of the Willamette Wildlife Mitigation Program is the steady acquisition of approximately 1,100 acres of land each year to meet the final obligation of 16,880 acres by the year 2025. This package will contribute to obtaining that goal. The program will also establish a compliance monitoring process to quantify and track the achievement of restoration goals on acquired properties through the expenditure of program dollars, which will include the number of landowners assisted. To determine success, program staff and contractors will monitor a range of variables including species diversity, the number of acres restored, and changes in habitat values. The number of properties that provide public access and the level and type of access provided are also monitored.

**REVENUE SOURCE**

Total \$1,230,000  
 \$1,105,000 Federal Funds (Bonneville Power Administration)  
 \$125,000 Other Funds – License (Base Budget)

Agency Name:

**Department of Fish and Wildlife**

Policy Option Package Initiative:

**129 – Oregon Deer Management and Monitoring**

Policy Option Package Element Addendum:

## **PURPOSE**

### DESCRIPTION OF PROBLEM OR ISSUE:

Deer hunting and wildlife-related activities are an important part of Oregon's culture and economy. Oregon is home to four varieties of deer, although ranges overlap, generally mule deer are east of the crest of the Cascade Mountains, and black-tailed deer (a sub-species of mule deer) occur primarily west of the crest of the Cascades. Two sub-species of white-tailed deer are also found in Oregon, northwestern white-tailed deer in northeast Oregon, and Columbian white-tailed deer in a limited area along the Columbia River from Portland to Astoria. Deer are important to Oregonians, not only to the 200,000 deer hunters, including attracting out-of-state hunters, but also to the wildlife viewing public. Increased funding to improve the information used to manage deer, and enhanced deer habitat to increase populations will benefit all citizens and visitors of Oregon who value wildlife resources.

### Mule Deer Initiative Expansion

Mule deer are one of the premier big game species in Oregon and provide significant recreation for both consumptive and non-consumptive users of Oregon's wildlife. Since the 1960's mule deer populations have declined throughout their range and Oregon populations are no exception.

In 2009 ODFW developed the Oregon Mule Deer Initiative to address the problems that are affecting mule deer populations and their decline with an emphasis on habitat improvement. The Mule Deer Initiative was initially implemented in five Wildlife Management Units (Heppner, Maury, Murderers Creek, Steens Mountain, and Warner). Since 2010, ODFW has partnered with numerous cooperators who have implemented habitat enhancement projects on 385,000 acres to benefit mule deer. In the Mule Deer Initiative units, buck ratios have stabilized or increased. Fawn ratios are more variable, but with time, population increases from the habitat improvements are anticipated.

### Mule Deer and Black-tailed Deer Population Monitoring and Evaluation

Knowing critical population parameters and being able to monitor changes in those parameters (or at least in the resulting population) is paramount to deer management. ODFW needs to expand its capabilities to utilize new technologies in order to more effectively manage mule deer and black-tailed deer across the state. Radio-telemetry and fecal DNA are two emerging methods that ODFW has been exploring to enhance deer management capabilities. These enhanced methods will improve the accuracy and precision of information to manage deer populations. These methods are being employed to fully assess the results of Mule Deer Initiative actions, such as habitat improvements. Further, research on

black-tailed deer population dynamics is required to better manage this important state resource. ODFW has seen a decline in black-tailed deer populations and hunter harvest trends since 1994. In response, the Black-tailed Deer Management Plan was developed in 2006. Radio-telemetry allows ODFW wildlife researchers and managers to obtain data on several critical population parameters including habitat use patterns, survival rates, causes of mortality, and herd health. ODFW began collaring black-tailed deer in 2010. Early information indicates the average home range size varies by Wildlife Management Unit, with larger home ranges in the Cascades where some deer are migratory. Preliminary data also shows predation and legal harvest to be the main causes of mortality, for animals for which the cause could be determined.

The other new method of wildlife population assessment is the extraction of DNA from fecal samples. This method allows individual deer to be identified without having to directly interact with the animals. From 2012-2015, more than 20,000 black-tailed deer fecal samples were collected. Based on these samples the density of deer in each Wildlife Management Unit can be estimated. The density estimates can then be used to develop population estimates for a Wildlife Management Unit. This survey method, once validated, may replace or supplement the spotlight surveys that ODFW currently employs for black-tailed deer management.

## **HOW ACHIEVED**

### PROPOSED SOLUTION TO THE PROBLEM OR ISSUE:

#### Mule Deer Initiative Expansion

To build upon the success biologists and the public have noted in the existing Mule Deer Initiative units, this package requests limitation to expand the Mule Deer Initiative into six additional Wildlife Management Units (Beulah, Malheur River, Fort Rock, Keating, Ochoco, and Silvies). In addition to habitat enhancement and restoration, Mule Deer Initiative activities could include increasing enforcement, predator management, and regulation changes to benefit mule deer populations. In order to continue the work intended by the Mule Deer Initiative, the program needs to be expanded to additional areas.

#### Mule Deer and Black-tailed Deer Population Monitoring and Evaluation

This policy option package requests limitation to enable ODFW to continue and expand the radio collaring projects and fecal DNA project for mule deer and black-tailed deer. Black-tailed deer population evaluation through analysis of fecal DNA will be expanded to two southwest Oregon Wildlife Management Units. Additionally, black-tailed deer fawn radio-collaring will be added as part of the expansion of the radio-collaring project. Mule deer radio-collaring will be expanded to include portions of southeast Oregon.

### HOW THIS FURTHERS THE AGENCY MISSION OR GOALS:

The mission of ODFW is "to protect and enhance Oregon's fish and wildlife and their habitats for use and enjoyment by present and future generations." This package will further the agency's mission by improving habitat and providing additional information on deer populations ensuring that mule deer and black-tailed deer populations are managed for the use and enjoyment of current and future Oregonians. The expansion of the Mule Deer Initiative into six additional Wildlife Management Units will increase the benefits of this already successful program by improving habitat

for mule deer and other species that use the same habitats, and increasing deer numbers which benefits hunters, wildlife viewers, and the economic benefits associated with wildlife. Expansion of black-tailed deer population monitoring through analysis of fecal DNA into southwest Oregon Wildlife Management Units, and radio-telemetry, will lead toward improved abilities to track black-tailed deer populations. Black-tailed deer fawn radio-collaring will improve black-tailed deer population data resulting in improved information for population modeling and population estimation. Expansion of mule deer radio-collaring to southeast Oregon desert areas will provide more resolution in information used to direct population management. All of these actions will improve the agency's ability to meet statutory obligations of preventing serious depletion of the species and optimizing benefits of the species. This package will also benefit hunters, wildlife viewers, and the businesses that provided the services and supplies to everyone associated with wildlife oriented activities.

#### PERFORMANCE MEASURES TO QUANTIFY THE SUCCESS OF THE PROPOSAL:

This package will contribute to several Key Performance Measures (KPMs) including KPM 1 (Percent of license buying populations with hunting licenses), KPM 3 (Number of wildlife damage complaints) and KPM 7 (Percent of customers rating their satisfaction with the agency's customer service as "good" or "excellent" for timeliness, accuracy, helpfulness, expertise and availability of information). This package will contribute to KPM 1 by improving the agency's ability to manage the mule deer and black-tailed deer populations which will improve hunting opportunities and is expected to lead to the sale of more hunting licenses. The collaring of mule deer and black-tailed deer will allow the agency to track the location of animals and manage populations consistent with the primary uses of the land. This package will improve the agency's knowledge and expertise regarding mule deer and black-tailed deer populations and distribution, which will allow the agency to better serve the public and improve the opinions of the agency's customers.

#### STATUTORY REFERENCE:

ODFW is authorized to conduct fish and wildlife management activities under ORS 496.012 (Wildlife Policy) and ORS 496.124 (Fish Division; Wildlife Division Authority). Specifically, ORS 496.012 dictates that wildlife shall be managed to prevent serious depletion of any indigenous species and to provide the optimum recreational and aesthetic benefits for present and future generations of the citizens of this state.

#### ALTERNATIVES CONSIDERED AND REASONS FOR REJECTION:

Implementation of management actions without additional funding was considered. This alternative was rejected because current funding levels are insufficient to fund the new six Mule Deer Initiative Wildlife Management Units, which is additional program. Not expanding the Mule Deer Initiative to additional Wildlife Management Units was considered. This alternative was rejected because in order to prevent serious depletion of mule deer and optimizing recreational benefits of mule deer, additional directed effort is necessary. Expansion of the fecal DNA sampling program into additional southwest Oregon Wildlife Management Units without additional funding was considered. This alternative was rejected because current funding levels allow the agency to process a limited number of samples. Additional samples from additional Wildlife Management Units could not be processed given current funding levels. Expansion of mule deer radio-collaring program into southeast Oregon without additional funding was also considered. This alternative was rejected because current funding levels are insufficient to fund purchase, deployment, monitoring, and collection of data from additional radio-collars. Allowing the fecal DNA collection and radio-collaring efforts to remain at current levels was considered. This alternative was rejected because current funding levels are insufficient to fund purchase, deployment, monitoring, and collection of data from additional radio-collars or collect and analyze DNA samples from additional areas. This would reduce the ability of the agency to prevent the serious depletion of wildlife populations. Further, the



lack of information regarding the status of mule deer and black-tailed deer populations will limit the agency's ability to optimize recreational benefits for Oregonians.

IMPACT OF NOT FUNDING:

Without the additional limitation requested by this policy option package, the agency will not be able to expand the Mule Deer Initiative or the black-tailed deer and mule deer monitoring. Not expanding the Mule Deer Initiative will limit its implementation to the current area and the number and size of habitat improvement projects and management activities will remain the same. The agency will not be able to work with additional private landowners and public land managers on mule deer habitat enhancement projects. Without additional limitation to improve population monitoring the information available to the agency for managing mule deer and black-tailed deer populations will remain the same. Management of the populations would not be expected to improve. The agency would be not be able to improve its ability to prevent depletion of mule and black-tailed deer populations and optimize recreational benefits of mule deer.

EQUIPMENT TO BE PURCHASED (IF APPLICABLE):

Miscellaneous field equipment (i.e. fencing pliers, field books, sample containers, lab equipment etc.), Lifecycle GPS Radio-collars and receivers.

**STAFFING IMPACT**

None.

**QUANTIFYING RESULTS**

The results of this package will be quantified using acres of habitat treated in additional Mule Deer Initiative Wildlife Management Units. Number of fecal DNA samples collected and successfully analyzed will be used to quantify results of expanded black-tailed deer population monitoring. For expanded radio-collaring, number of collars successfully deployed will be used as a metric to quantify results. For all expanded actions, information on population trend, distribution, and structure will be used to infer effects of the actions implemented. Success of programs directly related to the Mule Deer Initiative will be quantified by increases in the mule deer population, achievement of population and buck ratio (number of bucks per 100 does) management objectives, with potential increases in hunting and viewing opportunities for mule deer. Success of black-tailed deer fecal DNA and radio-collaring of mule deer and black-tailed deer projects will be quantified by the agency's ability to manage mule and black-tailed deer and potentially provide more recreational and aesthetic benefits from the species.

**REVENUE SOURCE**

\$300,000 Other Funds (License)

\$450,000 Federal Funds

Mule Deer Initiative Expansion

\$150,000 Other Funds (License)

Mule Deer and Black-tailed Deer Population Monitoring and Evaluation

\$150,000 Other Funds (License)

\$450,000 Federal Funds (USFWS - PR)

Agency Name:

**Department of Fish and Wildlife**

Policy Option Package Initiative:

**136 – Deferred Maintenance**

Policy Option Package Element Addendum:

## **PURPOSE**

### DESCRIPTION OF PROBLEM OR ISSUE:

The Oregon Department of Fish and Wildlife capital assets require repair and replacement of critical elements that are essential for maintaining and enhancing the natural resources throughout Oregon. Many of the state's facilities are in need of large investments to ensure those facilities are able to maintain current operation goals. Over the years many of the agencies offices, storage buildings, maintenance shops, public facilities, and road systems have fallen into varying states of disrepair. The Secretary of State recognized in its audit that in 2005 ODFW reported an estimated \$94 million backlog of maintenance needs at facilities across the agency, including hatcheries, offices and Wildlife Areas. At the time of the audit less than \$1 million had been spent on maintenance annually in the ensuing 10 years due to lack of sufficient funding. Continuing to defer maintenance due to lack of funding will be more expensive for the agency in the long-term and costly for Oregonians in lost benefits and opportunities.

## **HOW ACHIEVED**

### PROPOSED SOLUTION TO THE PROBLEM OR ISSUE:

This policy option package request is the genesis of the agency's strategy to repair or replace facility infrastructure that is essential for the agency to be successful in the management of Oregon's natural resources. This will be the first phase of a multi-biennial plan to rehabilitate the agency's capital assets. Two strategies will be used to resolve the outstanding maintenance issues as identified in the Secretary of State's January 2016 audit report. For structures that do not require replacement, they will be repaired to meet current standards of construction and maximize their value to the associated facility campus. For all other structures, they will be demolished and replaced with new structures that meet current program needs and building code requirements. When the cost to repair a structure is in the same monetary range as replacement, the asset will be replaced to allow for gains in efficiency and longevity of the asset. In all cases, the strategy will look at increasing facility capacity to allow for future growth of program goals.

### HOW THIS FURTHERS THE AGENCY MISSION OR GOALS:

ODFW's mission is "to protect and enhance Oregon's fish and wildlife and their habitats for use and enjoyment by present and future generations." Restoring the facility integrity of these assets is key to the agency's responsibility to manage natural resources for use and enjoyment of the general public of Oregon. These projects all help accomplish the agency's primary mission.

PERFORMANCE MEASURES TO QUANTIFY THE SUCCESS OF THE PROPOSAL:

This package supports several key performance measures (KPMs) for the agency. This package will contribute to KPM 2 (Percent of the license buying population with angling licenses and/or tags) by restoring the agency's facility infrastructure which will contribute to the continued production of wild and hatchery salmon, steelhead, and trout for harvest by sport and commercial fisheries across the Oregon landscape. These angling opportunities may attract additional anglers and help ODFW increase the percentage of license buying population with angling licenses or tags. This package will also contribute to KPM 4 (Percent of fish species of concern (listed as threatened, endangered, or sensitive) being monitored) by enabling monitoring of species listed on the Endangered Species Act through the execution of monitoring efforts at ODFW facilities.

STATUTORY REFERENCE:

The agency is authorized to conduct fish and wildlife management activities under ORS Chapters 496-498 and ORS Chapters 503-513.

ALTERNATIVES CONSIDERED AND REASONS FOR REJECTION:

For the repair projects identified in this package, alternatives were not considered other than performing the necessary repairs to maintain facility function and employee and public safety. The lowest cost solution has been identified at each location. For projects identified for replacement, a repair alternative was qualitatively evaluated to see if it was feasible to repair the asset. In these cases, the alternative to replacement was rejected because the repair was determined to be either equal to or more expensive than replacing the asset.

IMPACT OF NOT FUNDING:

If this package is not funded, the agency's capital assets will continue to deteriorate and will severely hamper the ability of the agency to meet resource goals and will hinder production of wild and hatchery fish. Additionally, critical monitoring activities of natural resources will be impeded if facilities continue to degrade and business operations will become interrupted.

EQUIPMENT TO BE PURCHASED (IF APPLICABLE):

None.

**STAFFING IMPACT**

None.

**QUANTIFYING RESULTS**

Each project will be monitored by ODFW Engineering Section staff during construction to ensure full execution of the work to repair or replace the capital asset. The successful execution of this package is expected to improve the agency's ability to protect Oregon's fish and wildlife resources, including the production of hatchery salmon, steelhead, and trout for harvest by sport and commercial fisheries. The improved capability and capacity to produce fish is expected to improve fishing opportunities for Oregon anglers which will increase the proportion of the population purchasing an angling license (KPM 2).

**REVENUE SOURCE**

\$10,000,000 Other Funds – General Obligation Bonds

Agency Name:

**Department of Fish and Wildlife**

Policy Option Package Initiative:

**139 – Fish Screens Fund Conversion**

Policy Option Package Element Addendum:

## **PURPOSE**

### DESCRIPTION OF PROBLEM OR ISSUE:

The Oregon Department of Fish and Wildlife (ODFW) Fish Screening and Passage Program works with the public to install fish screens and passage projects. This is an effective program as it benefits both the water user and fish resources in Oregon. Financial and technical assistance is available to assist water users protect fish and simultaneously reduce the water user's risk of responsibility for the loss of fish at their diversions and other barriers. ODFW staff are uniquely experienced in the installation and maintenance of fish screens and passage projects and typically provide the design and construction services for projects cost-shared through ODFW.

In recent years this program has been predominantly funded through the Pacific Coast Salmon Recovery Fund. Pacific Coast Salmon Recovery Fund was established by Congress to reverse the declines of Pacific salmon and steelhead, resulting in funds that are only eligible for use on projects that benefit fish that migrate to and from the Pacific Ocean (i.e. anadromous fish). A large portion of Oregon is not inhabited by anadromous fish and thus ineligible for Pacific Coast Salmon Recovery Fund assistance. In order to provide some assistance to water users outside the anadromous areas of Oregon, an allocation of General Fund was provided to the Fish Screening and Passage Program. While General Fund should be available for projects statewide, the allocation of General Fund for the Screens and Passage Program is classified as Service and Supplies. ODFW is not able to effectively implement the Fish Screening and Passage Program statewide and remain consistent with the intent of the General Fund allocation and the requirements of Pacific Coast Salmon Recovery Funds. The agency needs to align Fish Screening and Passage Program funding sources and categorization of those funds with the work that is accomplished on the ground.

## **HOW ACHIEVED**

### PROPOSED SOLUTION TO THE PROBLEM OR ISSUE:

This policy option package proposes to convert a portion of ODFW's existing General Fund Service and Supplies allocation to General Fund Personal Service. No additional General Fund is requested, only a change in the use of General Fund for ODFW staff time to work on screens and passage projects. Other Funds (Pacific Coast Salmon Recovery Fund and License Surcharge) and Federal Funds (Bonneville Power Administration) will be converted from Personal Service to Service and Supplies to balance out this impact.

HOW THIS FURTHERS THE AGENCY MISSION OR GOALS:

ODFW's mission is "to protect and enhance Oregon's fish and wildlife and their habitats for use and enjoyment by present and future generations." Fish screening prevents the loss of fish associated with the diversion of water. Fish passage is critical in allowing fish access to valuable spawning and rearing habitats. This program supports the agency principle to provide proactive and solution-based fish and wildlife management based on sound science. ODFW works with water users to implement projects that meet both the fish and landowners needs.

Converting a portion of the Service and Supplies allocation to Personal Services supports the agency principle to ensure fiscal integrity. General Fund is allocated to ODFW to provide a benefit statewide. Not having an allocation of Personal Service General Fund dollars prevents ODFW from implementing the Screens and Passage Program consistent with our budget and still have the staff time necessary to assist landowners throughout Oregon.

PERFORMANCE MEASURES TO QUANTIFY THE SUCCESS OF THE PROPOSAL:

This package will contribute to Key Performance Measure (KPM) 2 (Percent of the license buying population with angling licenses and/or tags), KPM 6 (Decrease the number of unscreened water diversions), and KPM 7 (Percent of customers rating their satisfaction with the agency's customer service as "good" or "excellent" for timeliness, accuracy, helpfulness, expertise and availability of information). By improving fish screening and passage at existing diversions, this package will contribute to improved fish populations, including salmon and steelhead, which are important species targeted by anglers. Increases in fish populations may improve angling opportunities and, ultimately, increase the number of people that purchase angling licenses and tags (KPM 2). This package will directly contribute to decreasing the number of unscreened or poorly screened water diversions (KPM 6). By assisting landowners with fish screening and passage needs statewide, ODFW will be able to improve its ability to provide cost share and technical assistance support to its customers (KPM 7).

STATUTORY REFERENCE:

ODFW is authorized to conduct fish and wildlife management activities under ORS Chapters 496-498 and ORS Chapters 503-513. ORS 498.306(2)(a) establishes the fish screening cost share program implemented by ODFW. ORS 509.585(1) states that the policy of the state of Oregon is to provide upstream and downstream passage for native migratory fish and that the Legislative Assembly finds that cooperation and collaboration between public and private entities is necessary to accomplish this policy. ORS 509.585(5) directs ODFW to seek cooperative partnerships to remedy fish passage problems as soon as possible.

ALTERNATIVES CONSIDERED AND REASONS FOR REJECTION:

ODFW considered using Pacific Coast Salmon Recovery Funds for Personal Service and General Funds for Service and Supplies. This alternative was rejected because it would prevent ODFW staff from working in areas without anadromous fish in order to comply with the requirements of the Pacific Coast Salmon Recovery Fund. This includes a large portion of central and eastern Oregon where anadromous fish are blocked by existing fish passage barriers (i.e. large mainstem dams) or were not present historically. Additionally, this alternative would not meet the intent of the General Fund allocation in restoring the ability to provide fish passage and screening assistance statewide.

IMPACT OF NOT FUNDING:

This package does not request additional funding. Approval of this policy option package is necessary for ODFW to assist water users and provide fish protection in non-anadromous waterbodies while also being consistent with budget sideboards.

EQUIPMENT TO BE PURCHASED (IF APPLICABLE):

None.

**STAFFING IMPACT**

Net Zero Change

-0.13 FTE in Inland Fisheries (010-05-00-00000)

+0.13 FTE in Wildlife Management (020-01-00-00000)

**QUANTIFYING RESULTS**

Effectiveness of this policy option package will be determined by ODFW's ability to implement the Fish Screening and Passage Program statewide consistent with the fund types allocated to this program. ODFW expects to maximize the benefits to fish and water users by being able to evaluate projects in all Oregon basins. The increase in fish protection is expected to improve fish abundance and distribution across the landscape, which may result in more angling opportunities and increase angling license sales.

**REVENUE SOURCE**

\$ 0 – budget neutral



Agency Name:

**Department of Fish and Wildlife**

Policy Option Package Initiative:

**140 – Clackamas Hatchery Trout Enhancement**

Policy Option Package Element Addendum:

## **PURPOSE**

### DESCRIPTION OF PROBLEM OR ISSUE:

Trout anglers have long accounted for the single largest category of angler use in Oregon. In 2008, licensed Oregon anglers spent an estimated 7.3 million angler-days fishing and about 25 percent those days were for trout. Portland is the largest population center in Oregon and home to the highest number of licensed anglers of any metropolitan area in the state. ODFW has been focusing on population centers to target efforts to increase angling opportunities and boost license sales.

Providing fishing opportunities near the Portland metro area is an increasing challenge. Several bodies of water are in the vicinity of Portland and provide ideal recreational angling opportunities due to proximity and ease of access. In particular, a series of dams on the Clackamas River creates several reservoirs that provide excellent angling opportunity. ODFW currently releases trout in these reservoirs regularly throughout the summer. Currently, ODFW either purchases the trout to be released in these reservoirs or raises the trout at an ODFW hatchery 165 miles away. The agency, however, is unable to purchase or produce enough trout to meet the demand. The expense of the purchased trout or of transporting trout raised by ODFW limits the number of fish that ODFW can release and the frequency that fish are released to support this popular fishery.

ODFW has an existing fish hatchery located on the Clackamas River. This hatchery has not historically raised trout due to limited availability of water and space to raise the fish. A new water supply system will allow ODFW to increase fish production at the Clackamas Fish Hatchery, but our ability to do so is currently limited by available funds.

## **HOW ACHIEVED**

### PROPOSED SOLUTION TO THE PROBLEM OR ISSUE:

In order to meet the demand for recreational angling opportunities, this policy option package requests funding to produce trout at Clackamas Fish Hatchery. ODFW proposes produce an additional 50,000 triploid rainbow trout annually (100,000 per biennium) for release in Estacada Lake, Faraday Lake, and North Fork reservoirs, and other small waterbodies in the area. The trout produced will range in length between 10 and 16 inches. Approximately 10 percent of the trout produced will be of trophy size (15 inches or larger). The funds will be used to purchase fish feed and pay for fuel and other supplies to transport the fish for release.

HOW THIS FURTHERS THE AGENCY MISSION OR GOALS:

The mission of ODFW is “to protect and enhance Oregon’s fish and wildlife and their habitats for use and enjoyment by present and future generations.” This proposal specifically supports agency priorities to promote participation in fishing and development of outdoor skills and to implement strategies to increase angling opportunities. This project also supports fishing opportunity in close proximity to the Portland metro where the majority of anglers reside.

PERFORMANCE MEASURES TO QUANTIFY THE SUCCESS OF THE PROPOSAL:

This policy option package is expected to improve the agency’s Key Performance Measure (KPM) 2, percent of population that purchases an angling license. Production of hatchery rainbow trout will increase angling opportunity. Increased fish production will contribute to economically important fisheries, increasing the diversity of Oregon’s economy by providing jobs in rural communities (Oregon Benchmark 1).

STATUTORY REFERENCE:

ODFW is authorized to conduct fish and wildlife management activities under ORS Chapters 496-498 and ORS Chapters 503-513.

ALTERNATIVES CONSIDERED AND REASONS FOR REJECTION:

Purchasing trout from private growers was considered; however, this alternative was rejected because it is not cost effective. In 2016, the current contract cost to purchase trout for release into the Clackamas River reservoirs is \$4.95 per pound or \$1.98 per fish. This package proposes to utilize existing space at Clackamas Fish Hatchery for the proposed production of trout and ODFW staff to release to the specified waterbodies. The cost of the proposed trout production at ODFW’s Clackamas Fish Hatchery will be \$2.30 per pound or \$0.92 per fish, on average.

IMPACT OF NOT FUNDING:

If this package is not approved, ODFW will not have the financial resources to increase triploid rainbow trout production at Clackamas Hatchery by 50,000 fish per year (100,000 per biennium). If production remains at current levels, ODFW will not be able to provide additional angling opportunities for the growing population in the Portland metro area. Angling license sales would not be expected to increase and angler satisfaction may decline if the agency is unable to keep up with demand.

EQUIPMENT TO BE PURCHASED (IF APPLICABLE):

None

**STAFFING IMPACT**

None

**QUANTIFYING RESULTS**

The success of this package can be quantified by percent of population that purchases an angling license (KPM 2). ODFW will also measure fish production at Clackamas Fish Hatchery. Success can also be evaluated based on the continued availability of local angling opportunities in the Clackamas River reservoirs.

**REVENUE SOURCE**

\$92,000 Other Funds - License

<u>Agency Name:</u>	<b>Department of Fish and Wildlife</b>
<u>Policy Option Package Initiative:</u>	<b>142a - Sage Grouse NRCS Species Recovery Partnership</b>
<u>Policy Option Package Element Addendum:</u>	122

## **PURPOSE**

### DESCRIPTION OF PROBLEM OR ISSUE:

Federal listing of species under the Endangered Species Act can have significant impacts to Oregon's working lands causing economic hardship for farmers, ranchers and forest landowners. The Oregon Conservation Strategy (Conservation Strategy) lays out a proactive approach to conserve declining species and habitats to reduce the possibility of future federal listing. While the Conservation Strategy prioritizes species and habitats in greatest need of conservation attention, there is minimal funding for the Department of Fish and Wildlife (ODFW) to implement the actions outlined.

The U.S. Department of Agriculture – Natural Resources Conservation Service (NRCS) works with farmers, ranchers, foresters, and other private landowners throughout Oregon to implement conservation practices outlined in the Farm Bill. Farm Bill Programs such as the Environmental Quality Incentive Program and Agricultural Lands Easement Program are investing millions of dollars in conservation practices each year throughout Oregon. One of the major challenges has been the NRCS' lack of capacity, and in some cases biological expertise, to develop and deliver effective projects. Prioritization of these conservation investments and additional biological expertise, would take significant steps to implementing the Conservation Strategy and reduce the possibility of future federal listings of species as endangered.

Since 2011, ODFW and NRCS have successfully implemented a cooperative partnership to alleviate threats to sage-grouse on private land and prevented the species from warranting federal listing. This partnership included two ODFW field biologist positions that provide the expertise to ensure NRCS projects deliver the greatest benefit for sage-grouse and other wildlife. After five years of demonstrated success, ODFW and NRCS are proposing to expand this partnership throughout Oregon to reduce the possibility of future listings of other declining species on our working private lands.

## **HOW ACHIEVED**

### PROPOSED SOLUTION TO THE PROBLEM OR ISSUE:

This package establishes three ODFW field biologist positions to be housed in NRCS offices throughout Oregon to provide additional implementation capacity and biological expertise for development of Farm Bill Programs. These positions will work with private agricultural producers to:

1. Market NRCS conservation programs that benefit priority species and habitats.

2. Develop conservation plans and practices for their properties.
3. Apply for and implement the Farm and Ranchland Protection Program, Wetlands Reserve Program, Grassland Reserve Program, Environmental Quality Incentives Program and Wildlife Habitat Incentives Programs funds.

In addition to the benefits to Oregon's landowners and working lands, this program will help prioritize how conservation program funding is spent and ensure that project funds are used to implement actions identified in the Conservation Strategy.

HOW THIS FURTHERS THE AGENCY MISSION OR GOALS:

The mission of ODFW is "to protect and enhance Oregon's fish and wildlife and their habitats for use and enjoyment by present and future generations." ODFW will collaborate with NRCS and private landowners to restore, protect and enhance priority habitats and the species that depend on them. ODFW has a long history of working with private landowners to implement the Wildlife Policy. Committing time and resources to work with private landowners remains a priority for ODFW.

The Conservation Strategy lays out a proactive approach to conserve declining species and habitats which reduces the possibility of future federal or state listing. The ultimate goal of ODFW is to avoid having any new species listed as threatened or endangered under federal Endangered Species Act. Avoiding listings will greatly benefit many Oregonians, in particular the farmers, ranchers, and forest landowners that depend on working lands to support their livelihood and Oregon's economy.

PERFORMANCE MEASURES TO QUANTIFY THE SUCCESS OF THE PROPOSAL:

This package will contribute to several Key Performance Measures (KPM) including 7 (Percent of customers rating their satisfaction with the agency's customer service as "good" or "excellent" for timeliness, accuracy, helpfulness, expertise and availability of information) and 4 and 5 (Percent of fish and wildlife, respectively, species of concern (listed as threatened, endangered, or sensitive) being monitored). The ODFW Conservation Strategy Habitat Biologist positions will work to enhance priority habitats through technical assistance to agencies and project proponents. This package will contribute to KPM 7 by facilitating the agency's role in partnerships with landowners on conservation projects, which will improve customer satisfaction with the agency. This package will contribute to KPMs 4 and 5 by improving habitat conditions for fish and wildlife species of concern which will lead to fewer species being listed and reduce the number of species that need to be monitored. Further, an increase in populations of declining species may help forestall federal listing of the species in Oregon, which would contribute to efforts to increase the number of terrestrial species that are not at risk (Oregon Benchmark 88).

STATUTORY REFERENCE:

ODFW is authorized to conduct fish and wildlife management activities under ORS 496.012 (Wildlife Policy).

ALTERNATIVES CONSIDERED AND REASONS FOR REJECTION: ODFW considered not cooperating with NRCS in their implementation of Farm Bill programs. The alternative was rejected because NRCS does not have the capacity to fully implement these programs and in some cases lacks the biological expertise to put projects on the ground with the greatest benefits to wildlife and their habitat. If ODFW does not cooperate with NRCS to implement Farm Bill Programs then the potential benefits to Conservation Strategy species will not be realized. ODFW also considered using existing field staff to cooperate in the implementation of NRCS funded habitat restoration projects. This alternative was rejected because ODFW would need to reprioritize staff away from other high priority obligations.

IMPACT OF NOT FUNDING:

If Conservation Strategy species and their habitat continue to decline and are listed under the federal ESA, private landowners will be subjected to new federal regulations that could impact their livelihood and Oregon's economy. Without these positions, NRCS may not have the capacity to fully utilize Farm Bill program funding that is available for habitat projects on Oregon's working lands. Less habitat project work on private lands can also lead to decreased economic impact from the jobs and materials needed to conduct these projects.

EQUIPMENT TO BE PURCHASED (IF APPLICABLE):

None.

### **STAFFING IMPACT**

3 Positions / 3 FTE

**Wildlife Management** (020-01-00-00000)

Establish three (1719007, 1719008, 1719009) Limited Duration full-time Natural Resource Specialist 2 (C8502) positions (3 FTE).

### **QUANTIFYING RESULTS**

The success of this package will be quantified by the number of NRCS funded habitat conservation projects implemented by ODFW staff. This program will increase the extent and effectiveness of habitat improvement projects for priority species on private land. An increase in populations of declining species may help avert federal listing of additional species in Oregon, which would contribute to efforts to increase the number of terrestrial species that are not at risk (Oregon Benchmark 88).

### **REVENUE SOURCE**

\$570,000 Federal Fund (NRCS)

\$142,500 Lottery Fund

<u>Agency Name:</u>	<b>Department of Fish and Wildlife</b>
<u>Policy Option Package Initiative:</u>	<b>142b - Sage Grouse NRCS Species Recovery Partnership</b>
<u>Policy Option Package Element Addendum:</u>	122

## **PURPOSE**

### DESCRIPTION OF PROBLEM OR ISSUE:

Federal listing of species under the Endangered Species Act can have significant impacts to Oregon's working lands causing economic hardship for private landowners. The Oregon Conservation Strategy (Conservation Strategy) lays out a proactive approach to conserve declining species and habitats to reduce the possibility of future federal listings. While the Conservation Strategy prioritizes species and habitats in greatest need of conservation attention, there is minimal funding for the Department of Fish and Wildlife (ODFW) to implement the actions outlined.

The U.S. Department of Agriculture – Natural Resources Conservation Service (NRCS) works with farmers, ranchers, foresters, and other private landowners throughout Oregon to implement conservation practices outlined in the Farm Bill. Farm Bill Programs such as the Environmental Quality Incentive Program and Agricultural Lands Easement Program are investing millions of dollars in conservation practices each year throughout Oregon. One of the major challenges has been the NRCS' lack of capacity, and in some cases biological expertise, to develop and deliver effective projects. Prioritization of these conservation investments and additional biological expertise, would take significant steps to implementing the Conservation Strategy and reduce the possibility of future federal listings of species as endangered.

Since 2011, ODFW and NRCS have successfully implemented a cooperative partnership to alleviate threats to sage-grouse on private land and prevented the species from warranting federal listing. This partnership included two ODFW field biologist positions that provide the expertise to ensure NRCS projects deliver the greatest benefit for sage-grouse and other wildlife. After five years of demonstrated success, ODFW and NRCS are proposing to expand this partnership throughout Oregon to reduce the possibility of future listings of other declining species and address the recovery needs of listed species on our working private lands.

## **HOW ACHIEVED**

### PROPOSED SOLUTION TO THE PROBLEM OR ISSUE:

This package establishes one ODFW field biologist position to be housed in the NRCS office in Tillamook to provide additional implementation capacity and biological expertise for development of Farm Bill Programs. This position will work with private landowners to:

1. Market NRCS conservation programs that benefit priority species and habitats,
2. Develop conservation plans and practices for their properties, and

3. Apply for and implement the Farm and Ranchland Protection Program, Wetlands Reserve Program, Grassland Reserve Program, Environmental Quality Incentives Program and Wildlife Habitat Incentives Programs funds.

In addition to the benefits to working lands and associated aquatic habitats, this program will help prioritize how conservation program funding is spent and ensure that project funds are used to implement actions identified in the Conservation Strategy along with state and federal conservation and recovery plans.

#### HOW THIS FURTHERS THE AGENCY MISSION OR GOALS:

The mission of ODFW is "to protect and enhance Oregon's fish and wildlife and their habitats for use and enjoyment by present and future generations." ODFW will collaborate with NRCS and private landowners to restore, protect and enhance priority habitats and the species that depend on them. ODFW has a long history of working with private landowners to implement the Wildlife Policy. Committing time and resources to work with private landowners remains a priority for ODFW.

The Conservation Strategy lays out a proactive approach to conserve declining species and habitats which reduces the possibility of future federal or state listing. The ultimate goal of ODFW is to avoid having any new species listed as threatened or endangered under federal Endangered Species Act. Avoiding listings will greatly benefit many Oregonians, in particular the farmers, ranchers, and forest landowners that depend on working lands to support their livelihood and Oregon's economy.

#### PERFORMANCE MEASURES TO QUANTIFY THE SUCCESS OF THE PROPOSAL:

This package will contribute to several Key Performance Measures (KPM) including 7 (Percent of customers rating their satisfaction with the agency's customer service as "good" or "excellent" for timeliness, accuracy, helpfulness, expertise and availability of information) and 4 and 5 (Percent of fish and wildlife, respectively, species of concern (listed as threatened, endangered, or sensitive) being monitored). The ODFW Conservation Strategy Habitat Biologist positions will work to enhance priority habitats through technical assistance to agencies and project proponents. This package will contribute to KPM 7 by facilitating the agency's role in partnerships with landowners on conservation projects, which will improve customer satisfaction with the agency. This package will contribute to KPMs 4 and 5 by improving habitat conditions for fish species of concern, such as Oregon Coast Coho, which will lead to fewer species being listed and reduce the number of species that need to be monitored. Further, an increase in populations of declining species may help forestall federal listing of the species in Oregon, which would contribute to efforts to increase the number of terrestrial species that are not at risk (Oregon Benchmark 88).

#### STATUTORY REFERENCE:

ODFW is authorized to conduct fish and wildlife management activities under ORS 496.012 (Wildlife Policy).

#### ALTERNATIVES CONSIDERED AND REASONS FOR REJECTION:

ODFW considered not cooperating with NRCS in their implementation of Farm Bill programs. The alternative was rejected because NRCS does not have the capacity to fully implement these programs and in some cases lacks the biological expertise to put projects on the ground with the greatest benefits



to fish and their habitat. If ODFW does not cooperate with NRCS to implement Farm Bill Programs then the potential benefits to Conservation Strategy species will not be realized. ODFW also considered using existing field staff to cooperate in the implementation of NRCS funded habitat restoration projects. This alternative was rejected because ODFW would need to reprioritize staff away from other high priority obligations.

IMPACT OF NOT FUNDING:

If Conservation Strategy species and their habitat continue to decline and are listed under the federal ESA, private landowners will be subjected to new federal regulations that could impact their livelihood and Oregon's economy. Without this position, NRCS may not have the capacity to fully utilize Farm Bill program funding that is available for habitat projects on Oregon's working lands and associated aquatic habitats. Less habitat project work on riparian lands can also lead to decreased economic impact from the jobs and materials needed to conduct these projects.

EQUIPMENT TO BE PURCHASED (IF APPLICABLE):

None.

**STAFFING IMPACT**

1 Position / 1 FTE

**Inland Fisheries** (010-01-00-00000)

Establish one (1719010) Limited Duration full-time Natural Resource Specialist 2 (C8502) positions (1 FTE).

**QUANTIFYING RESULTS**

The success of this package will be quantified by the number of NRCS funded riparian habitat projects implemented by ODFW staff. This program will increase the extent and effectiveness of habitat improvement projects for priority species on working lands and associated aquatic habitats. An increase in populations of declining species may help avert federal listing of additional species in Oregon, which would contribute to efforts to increase the number of terrestrial species that are not at risk (Oregon Benchmark 88).

**REVENUE SOURCE**

\$190,000 Federal Fund (NRCS)

\$47,500 Lottery Fund

Agency Name:

**Department of Fish and Wildlife**

Policy Option Package Initiative:

**146 – Headquarters Roof Replacement**

Policy Option Package Element Addendum:

## **PURPOSE**

### DESCRIPTION OF PROBLEM OR ISSUE:

The Oregon Department of Fish and Wildlife's (ODFW) Headquarters roof requires a complete replacement. The roof was installed when the building was originally constructed in 1999. Although greater longevity was expected when ODFW purchased the building in 2012, tests of the condition of the current roofing materials have revealed that the layers of the roof were not properly adhered together when it was built. Because of this and the type of roof installed, the roof has reached the end of its useful life. Regular maintenance and some larger remediation projects have been performed, most recently roof patching and sealing in early 2016, to attempt to prolong the roof's life. In February 2016 ODFW hired a roofing consultant to perform a full assessment of the condition of the roof. Due to the age of the roof and level of deterioration of its materials, the consultant confirmed that the roof is at a failure point. The consultant's findings stated that continuing to defer the replacement of the roof is not a viable option. Consequences of deferring the work would result in more rotted wood, thereby increasing the need for replacement of the existing roof deck boards. This would make it more expensive for ODFW in the long-term due to the need for a larger volume of materials. Other deferred replacement costs include anticipated leak clean-up costs, lost productivity of the employees affected by the leaks, and staff time to coordinate and manage the clean-up and repair efforts. Due to the severity of leaks over the past year, ODFW also has safety concerns. A sizeable leak in the Department's Wildlife Division in December 2015 forced the relocation of two individuals and resulted in a damaged facility and the need to devote several thousands of dollars to clean-up and construction costs. The ODFW Headquarters building needs a new roof to ensure that the staff located within its Headquarters facility has a place to work to continue to be successful in the management of Oregon's natural resources.

## **HOW ACHIEVED**

### PROPOSED SOLUTION TO THE PROBLEM OR ISSUE:

This policy option package request is to replace the existing roofing system on ODFW's Headquarters building with a new structure that meets current industry standards and building code requirements. Due to the severity of need for this roof replacement, this maintenance project is being forwarded in this Other Fund policy option package proposal. However, if the Deferred Maintenance Policy Option Package 136 is approved, this project would be prioritized in the list of projects to be accomplished through that mechanism and Policy Option Package 146 would not be needed.

HOW THIS FURTHERS THE AGENCY MISSION OR GOALS:

ODFW's mission is "to protect and enhance Oregon's fish and wildlife and their habitats for use and enjoyment by present and future generations." Restoring the facility integrity of this asset and allowing staff a consistent and stable place to work is key to ODFW's responsibility to manage natural resources for use and enjoyment of the general public of Oregon.

PERFORMANCE MEASURES TO QUANTIFY THE SUCCESS OF THE PROPOSAL:

This package supports several Key Performance Measures (KPMs) for the agency. Many of the key program staff-members devoted directly to activities addressed in KPMs are located within ODFW's Headquarters facility and implementation of this package will allow staff to continue to perform these activities. This package will contribute to KPM 1 (Percent of the license buying population with hunting licenses and/or tags) and KPM 2 (Percent of the license buying population with angling licenses and/or tags) because licenses are sold out of the Headquarters building and the Licensing Division is housed in the Headquarters building. This package will contribute to KPM 3 (Number of wildlife damage complaints addressed annually) and KPM 5 (Percent of wildlife species of concern being monitored) because the Wildlife Division is housed in the Headquarters Building, which includes the Wildlife Management Section, which monitors the number of wildlife damage complaints that are reported across the state, and the Wildlife Conservation Program, which manages the monitoring activities of wildlife species of concern across the state. This package will also contribute to KPM 4 (Percent of fish species of concern being monitored) and KPM 6 (Decreasing the Number of Unscreened Water Diversions) because the Fish Division is housed in the Headquarters building, which includes the Conservation and Recovery Program, which manages the monitoring of fish species of concern across the state, and the Fish Passage and Screening Program, which facilitates the screening of water diversions across the state.

STATUTORY REFERENCE:

The agency is authorized to conduct fish and wildlife management activities under ORS Chapters 496-498 and ORS Chapters 503-513.

ALTERNATIVES CONSIDERED AND REASONS FOR REJECTION:

Repair alternatives were considered before ODFW decided on the need for a roof replacement. They were qualitatively and quantitatively evaluated to see if it was feasible to repair the roof, without investing in a complete replacement. Repairing the roof was rejected because it was determined to be an ineffective alternative for addressing the major water infiltration issues. The roof has deteriorated beyond a point where patching would be expected to prevent all of the leaks for a similar roof of this age.

IMPACT OF NOT FUNDING:

If this package is not funded, the roof will continue to deteriorate and the ability of the agency to meet resource goals will be severely hampered. ODFW will also incur increased costs in responding to leaks. Additionally, business operations will become interrupted if the roof continues to degrade and water enters the interior of the building.

EQUIPMENT TO BE PURCHASED (IF APPLICABLE):

None.

**STAFFING IMPACT**

None.

**QUANTIFYING RESULTS**

The project will be monitored by staff from ODFW's Administrative Services Division and Engineering Section during construction to ensure full execution of the work to replace the roof. The successful execution of this package is expected to improve the agency's ability to protect Oregon's fish and wildlife resources.

**REVENUE SOURCE**

\$520,000 Other Funds – Obligated (DEQ Rent)

Agency Name:

**Department of Fish and Wildlife**

Policy Option Package Initiative:

**147 – Debt Services on Deferred Maintenance G.O. Bonds**

Policy Option Package Element Addendum:

**PURPOSE**

DESCRIPTION OF PROBLEM OR ISSUE:

This package is to cover the debt service incurred as a result on the issuance of the General Obligation Bond in Policy Option Package 136. The purpose of Policy Option Package 136 is to complete deferred maintenance projects at many Oregon Department of Fish and Wildlife (ODFW) hatcheries, wildlife areas, and operational or administrative facility space. Policy Option Package 147 would only be needed upon approval of Policy Option Package 136. This debt would continue through the 2025-27 biennium.

**STAFFING IMPACT**

None.

**REVENUE SOURCE**

\$1,129,468 General Funds

\$215,000 Other Funds

# **Oregon Residents' Opinions on and Values Related to the Oregon Department of Fish and Wildlife**



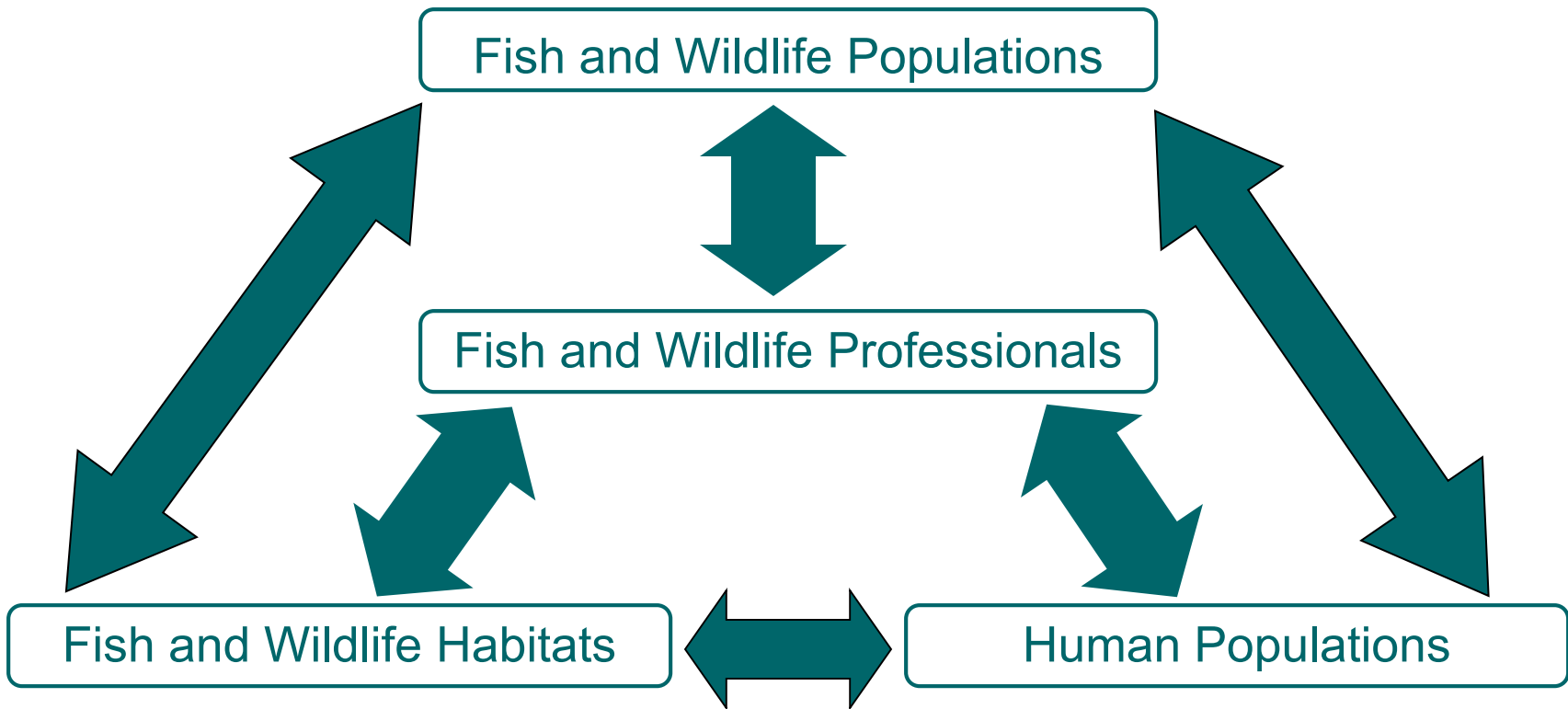
**Study conducted by Responsive Management for the Oregon  
Legislative Task Force on Funding for Fish, Wildlife, and  
Related Outdoor Recreation and Education**

**Presented to the ODFW Commission  
January 20, 2017**

**Mark Damian Duda, Responsive Management**



# Focus of Fish and Wildlife Management





# Reach of Responsive Management

- More than 1,000 human dimensions projects
- Almost \$60 million in research
- 50 states and 15 countries
- Every state fish and wildlife agency and most federal resource agencies; most DNRs and NGOs
- Industry leaders such as Yamaha, Winchester, Vista Outdoor (including Bushnell, Primos, Federal Premium, etc.), Trijicon, and many others
- Data collection for the nation's top universities:  
Auburn University, Colorado State University, Duke University, George Mason University, Michigan State University, Mississippi State University, North Carolina State University, Oregon State University, Penn State University, Rutgers University, Stanford University, Texas Tech, University of California-Davis, University of Florida, University of Montana, University of New Hampshire, University of Southern California, Virginia Tech, and West Virginia University

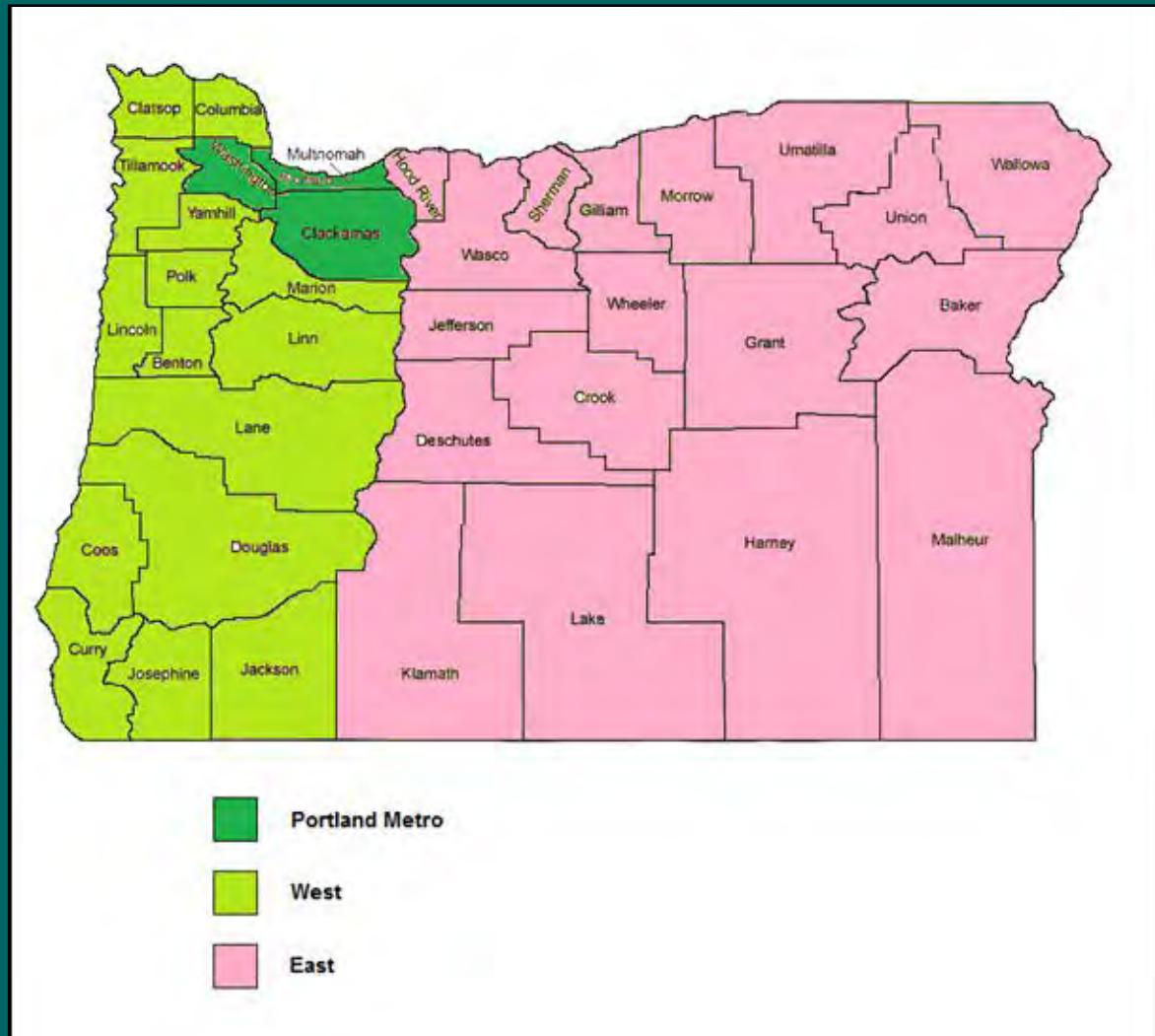


# Methodology

- **Scientific telephone survey of Oregon residents to determine attitudes toward wildlife and wildlife-related funding**
- **Conducted May 2016**
- **Statewide n = 939**
- **Statewide sampling error = +/- 3.20 percentage points**
- **Sample stratified to achieve at least 300 completes in each of three regions:**
  - **East Region (n = 305)**
  - **West Region (n = 332)**
  - **Portland Metro (n = 302)**
- **Surveys conducted in English and Spanish (when necessary/preferred)**
- **Results weighted by demographic characteristics based on U.S. Census data.**



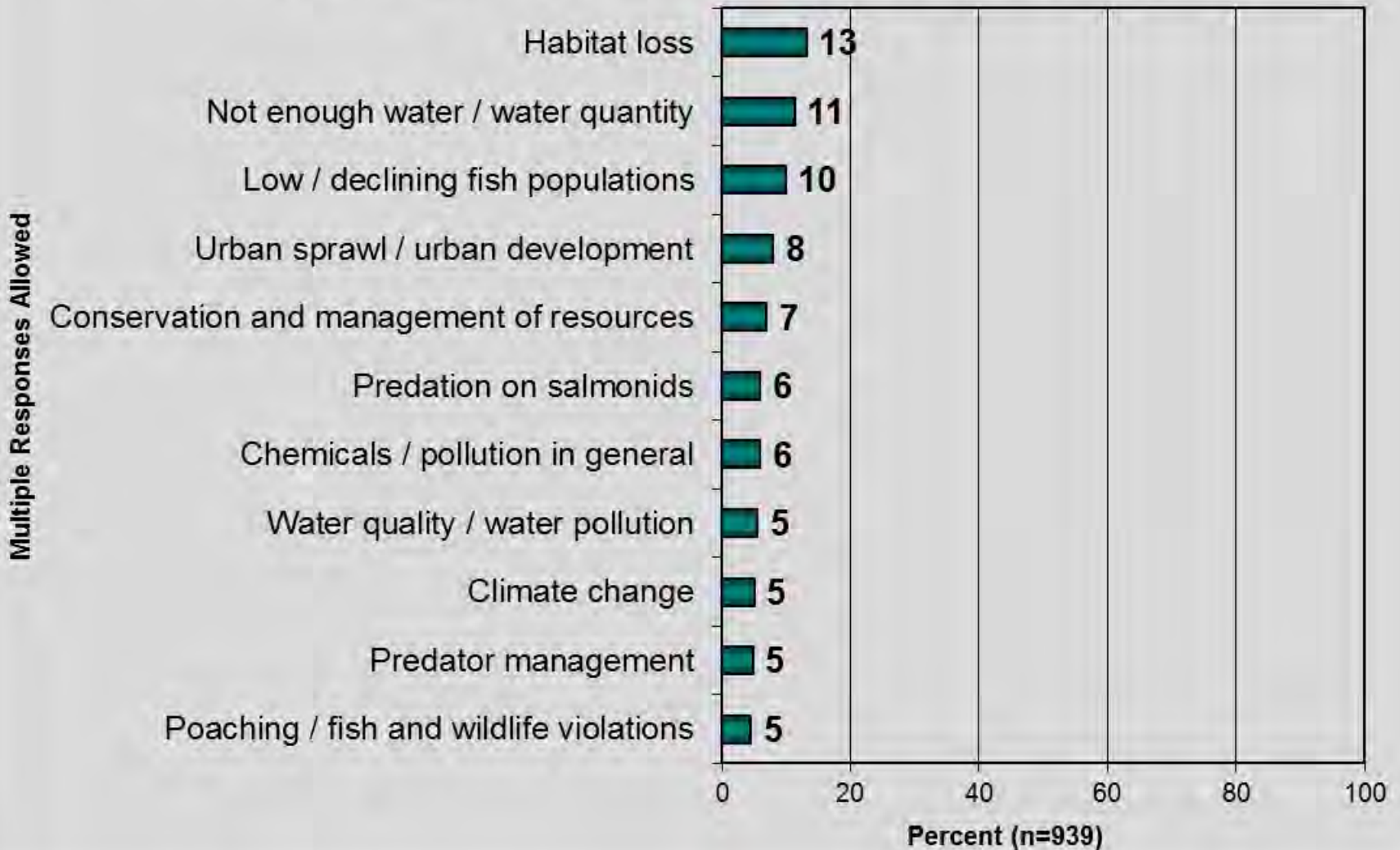
# Oregon Survey Regions



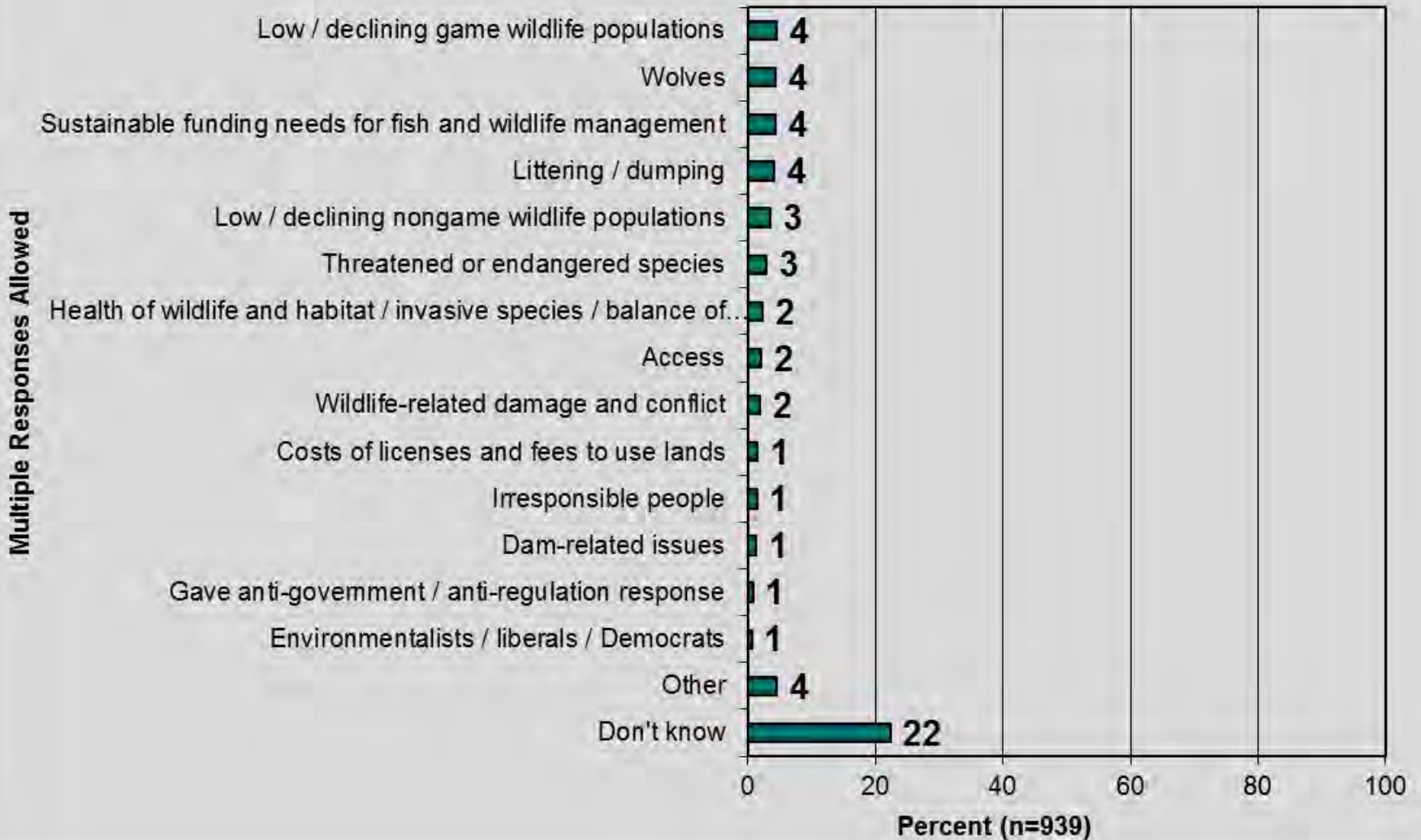
# Attitudes Toward Wildlife and Wildlife-Associated Recreation



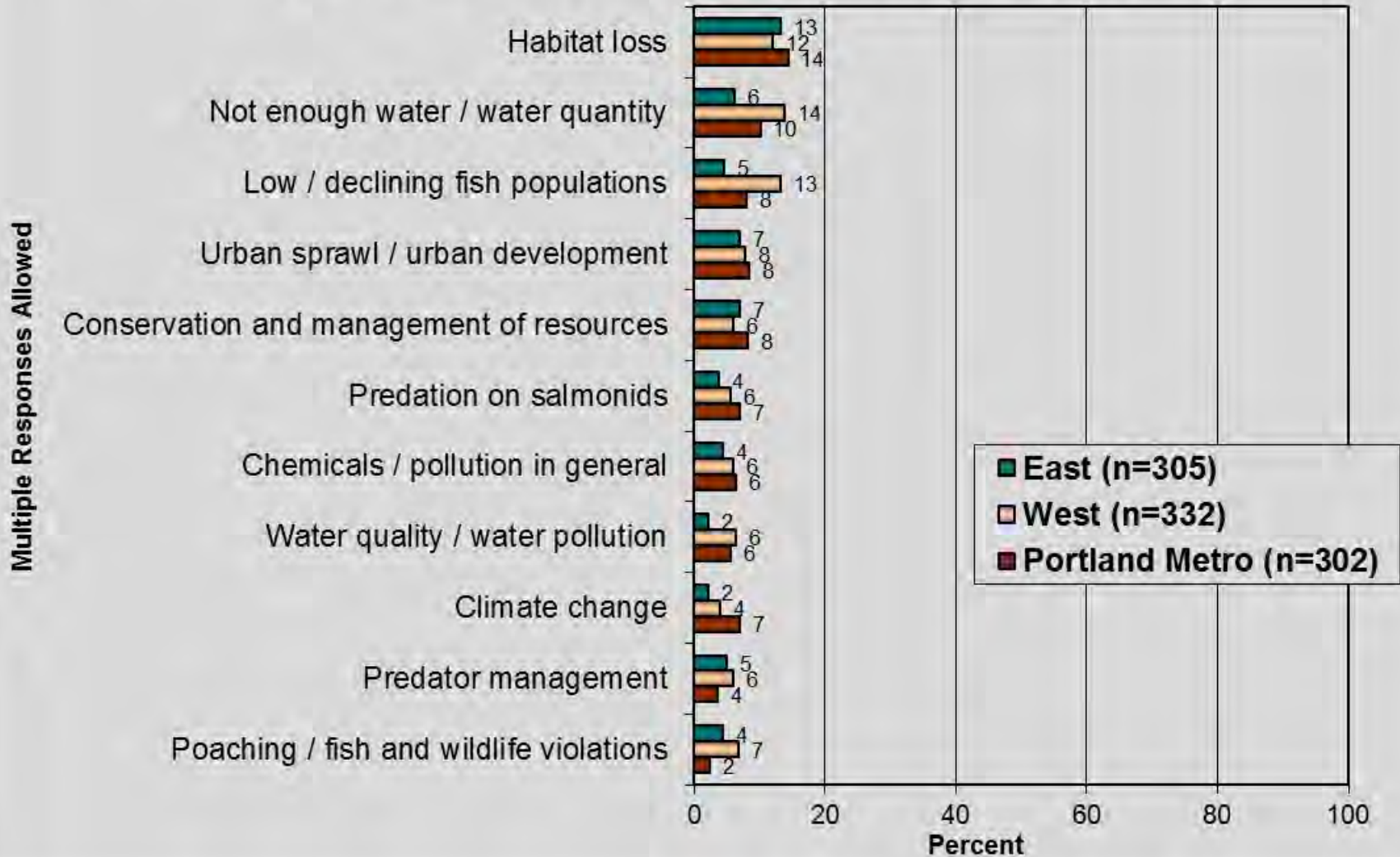
## Q18. What would you say are the most important fish, wildlife, or habitat issues facing Oregon today? (Part 1)



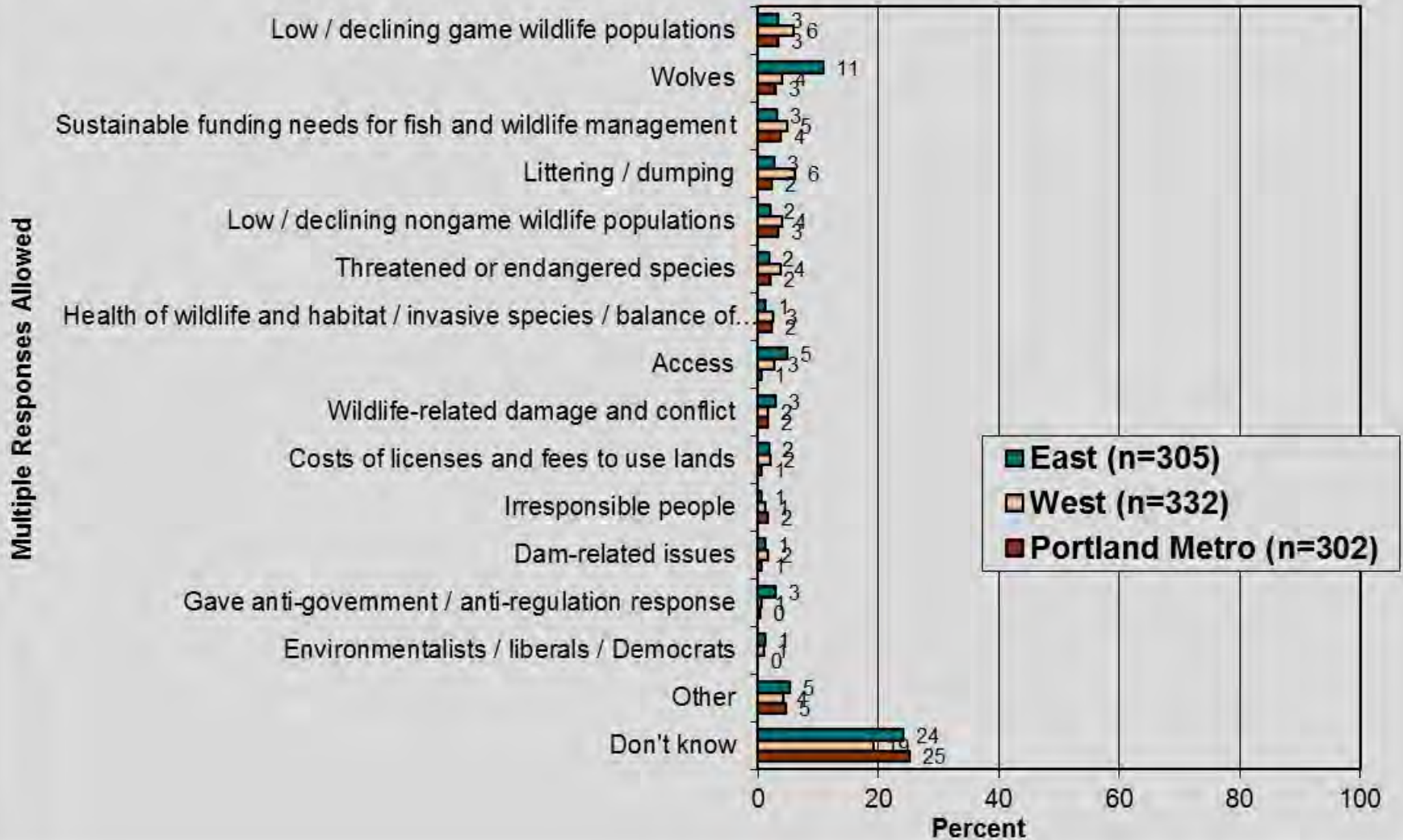
## Q18. What would you say are the most important fish, wildlife, or habitat issues facing Oregon today? (Part 2)



## Q18. What would you say are the most important fish, wildlife, or habitat issues facing Oregon today? (Part 1)

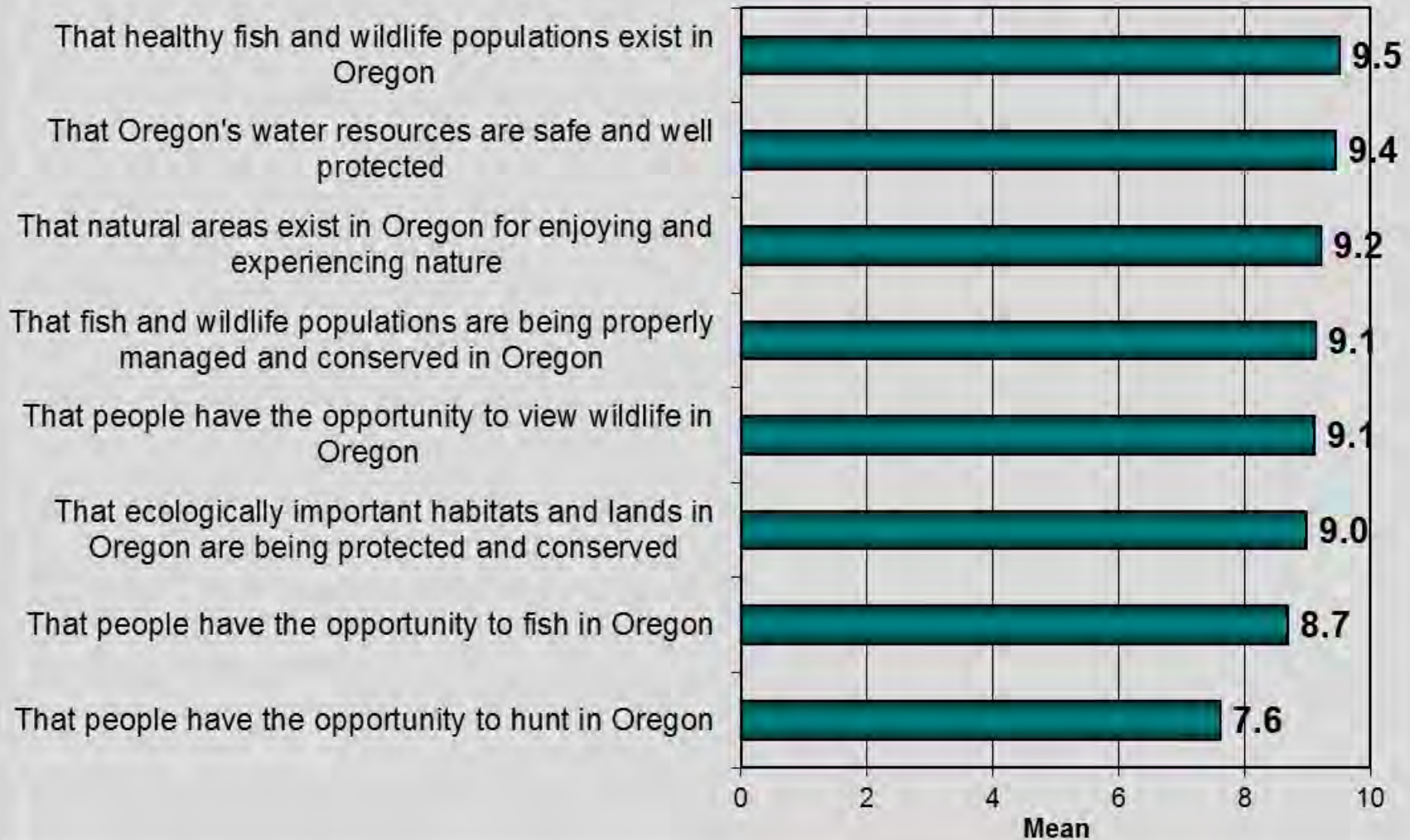


## Q18. What would you say are the most important fish, wildlife, or habitat issues facing Oregon today? (Part 2)





**Q37-Q51. Mean ratings of the importance that each of the following is to residents (on a scale of 0 to 10, where 0 is not at all important and 10 is extremely important).**



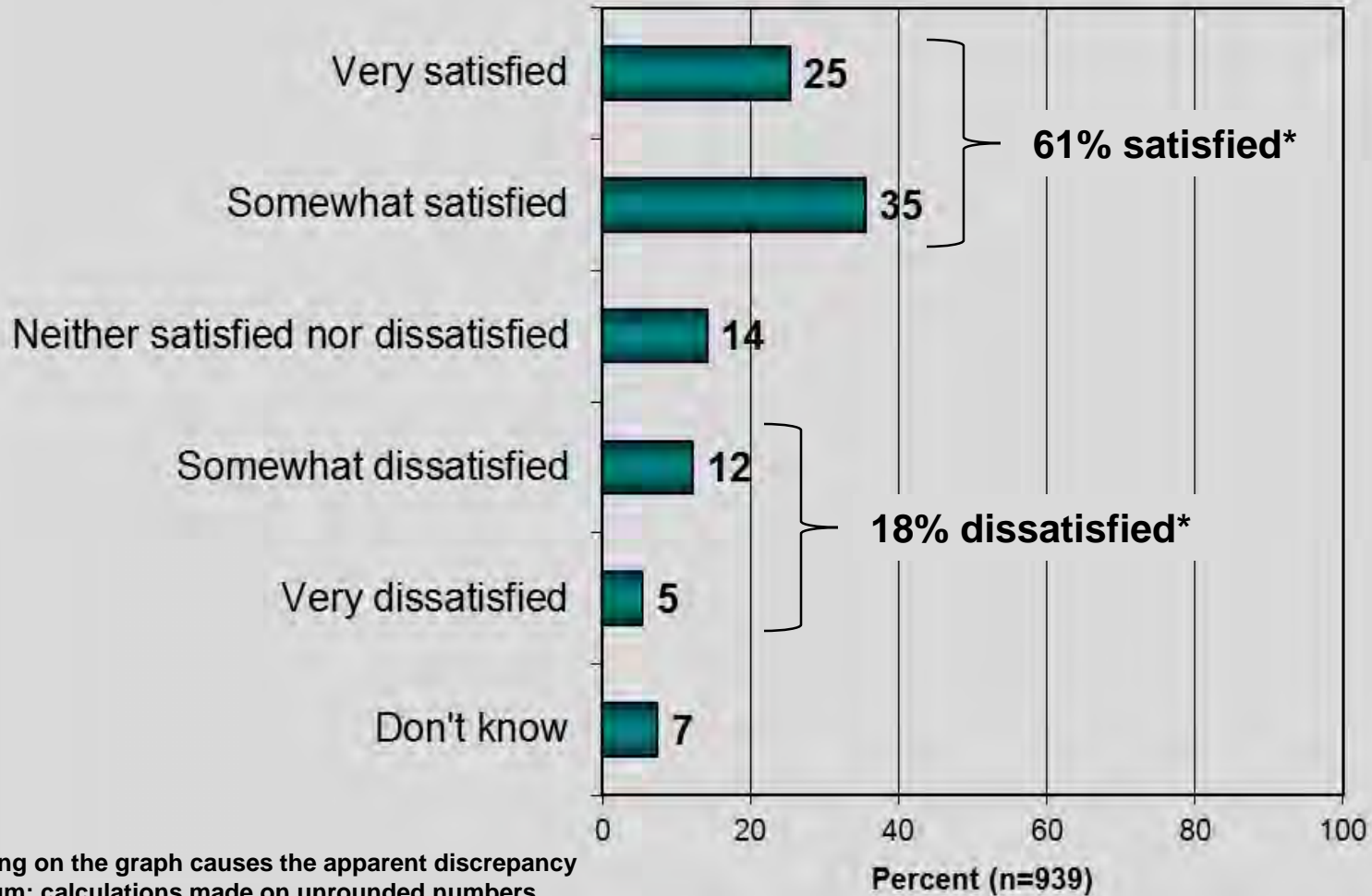
# Knowledge of and Opinions on the Oregon Department of Fish and Wildlife



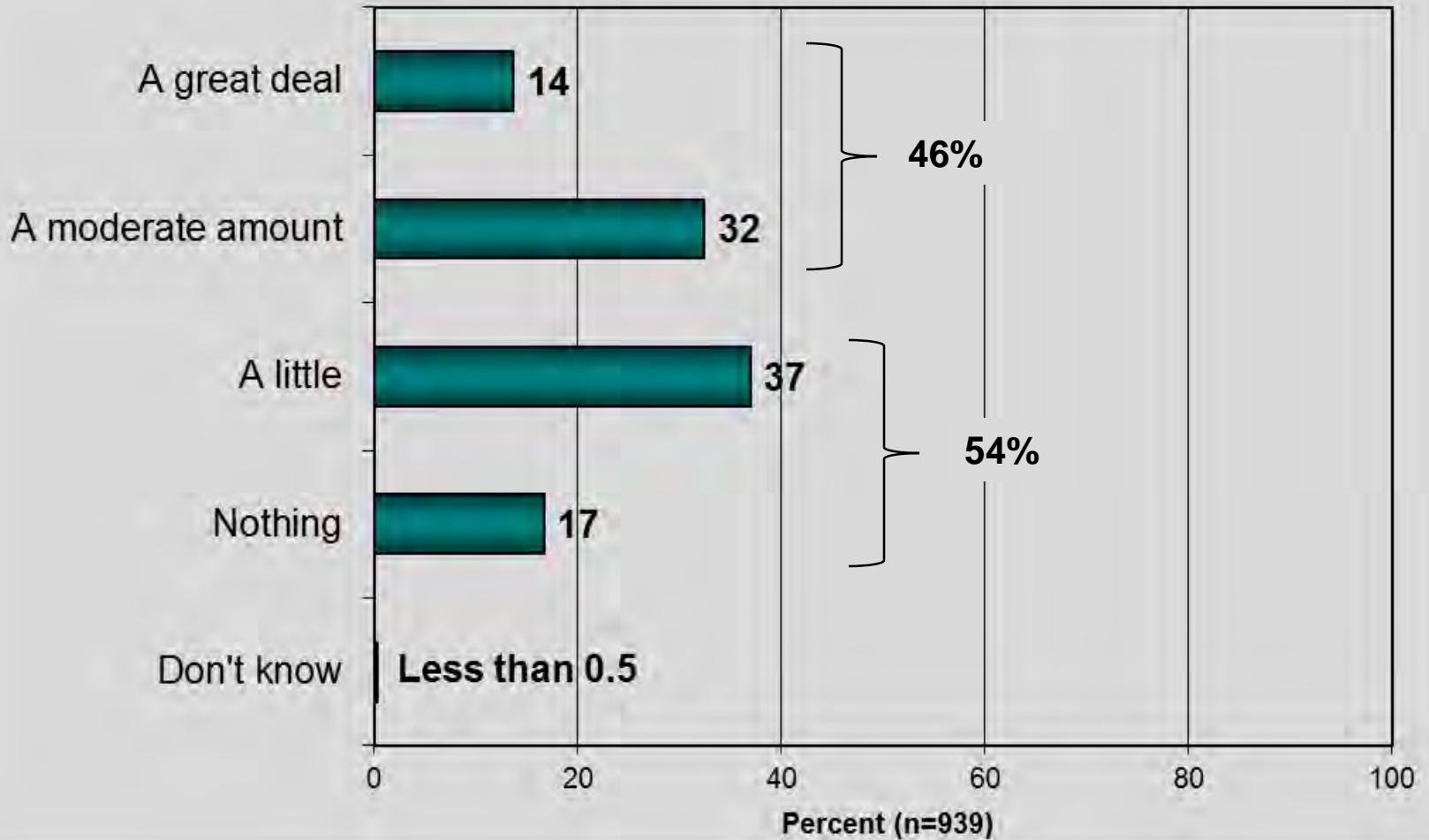
# *Protection of fish, wildlife, and habitat.*



## Q20. In general, how satisfied or dissatisfied are you with the protection and management of fish, wildlife, and habitat in Oregon?



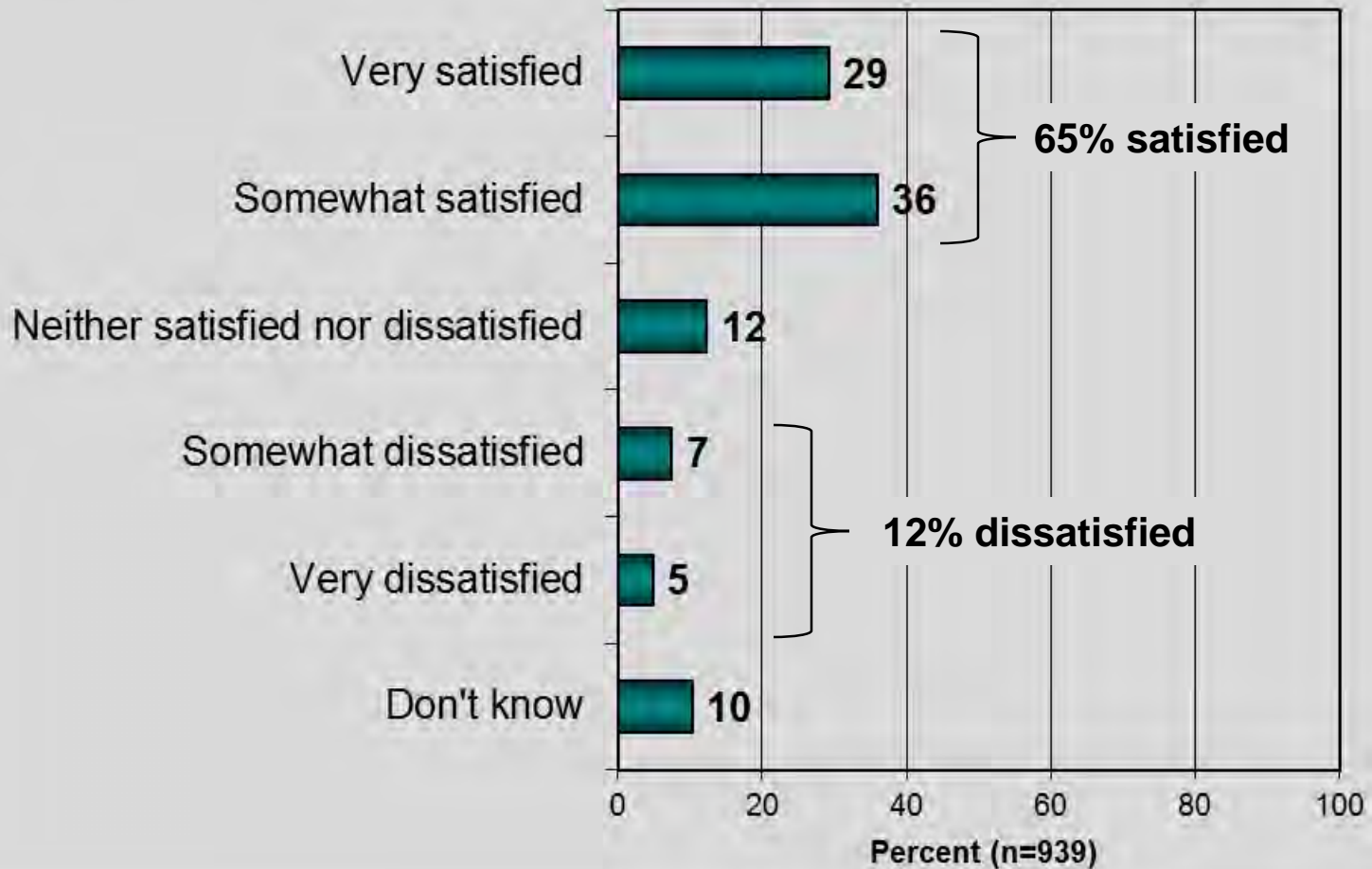
**Q23. The Oregon Department of Fish and Wildlife is responsible for protecting and managing fish, wildlife, and habitat in Oregon. Before this survey, would you say you knew a great deal, a moderate amount, a little, or nothing about the Oregon Department of Fish and Wildlife?**



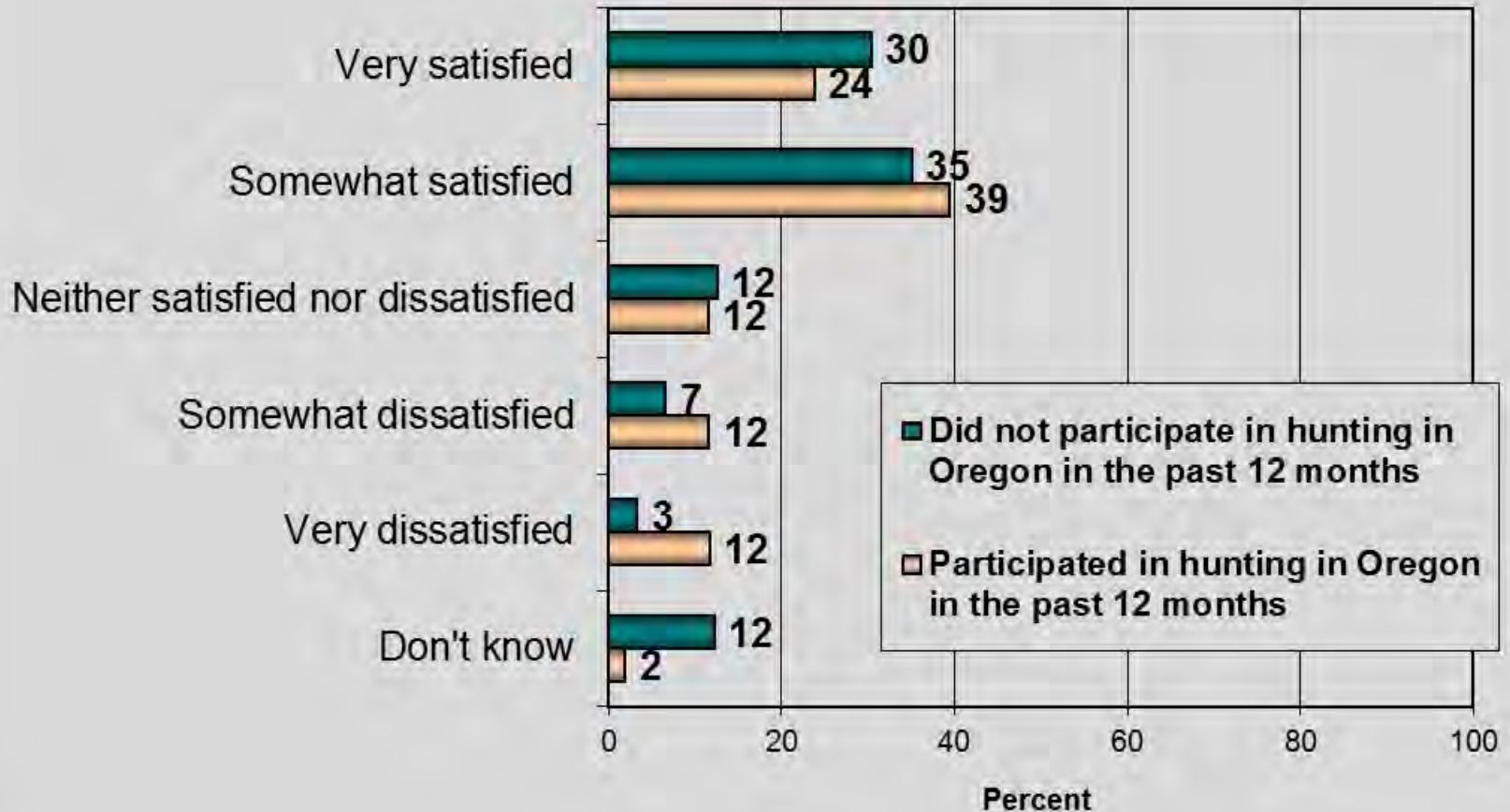
# *Satisfaction with the Department overall.*



**Q24. Overall, how satisfied or dissatisfied are you with the Oregon Department of Fish and Wildlife as the state agency responsible for protecting and managing fish, wildlife, and habitat in Oregon?**

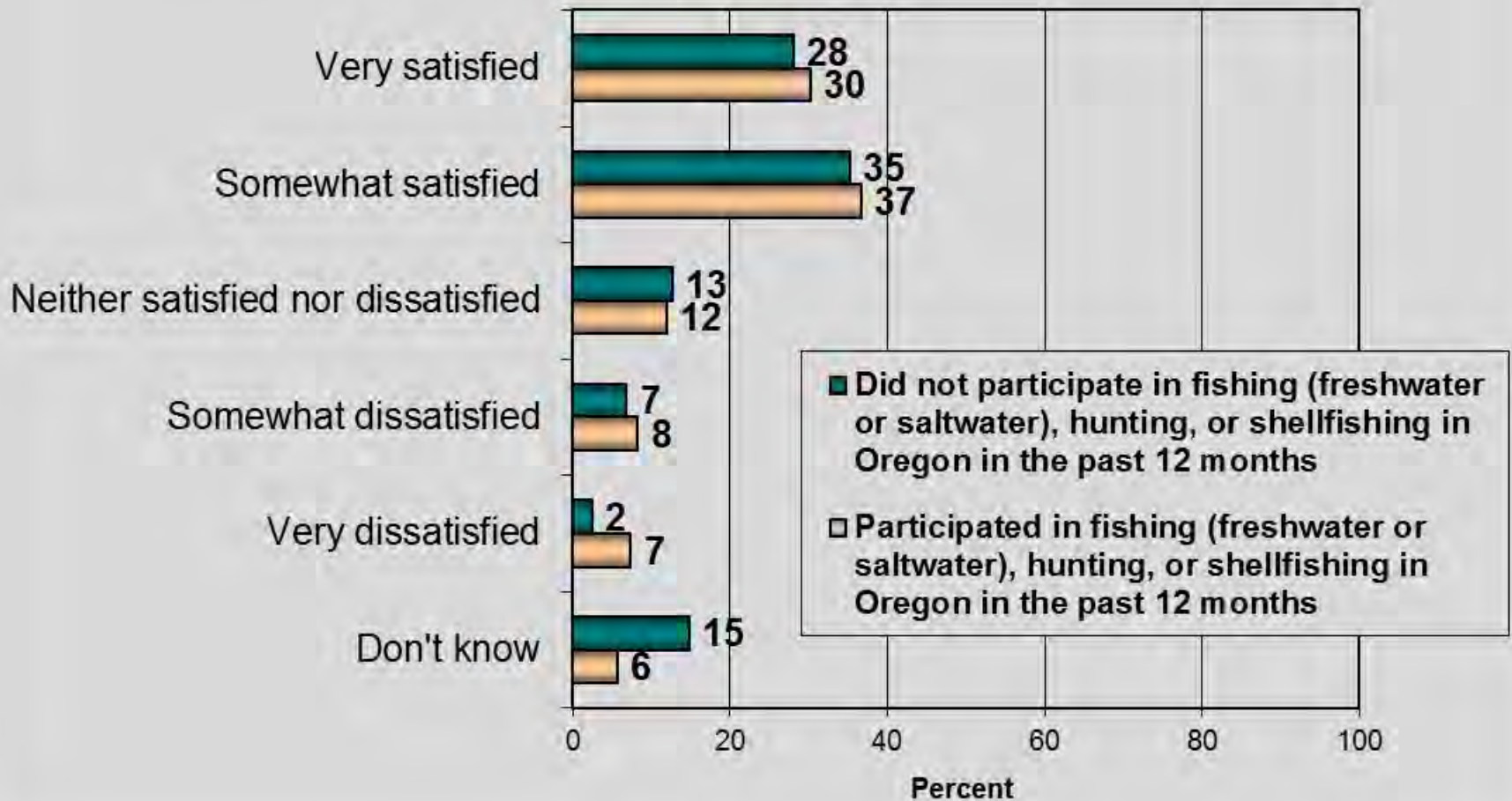


**Q24. Overall, how satisfied or dissatisfied are you with the Oregon Department of Fish and Wildlife as the state agency responsible for protecting and managing fish, wildlife, and habitat in Oregon?**

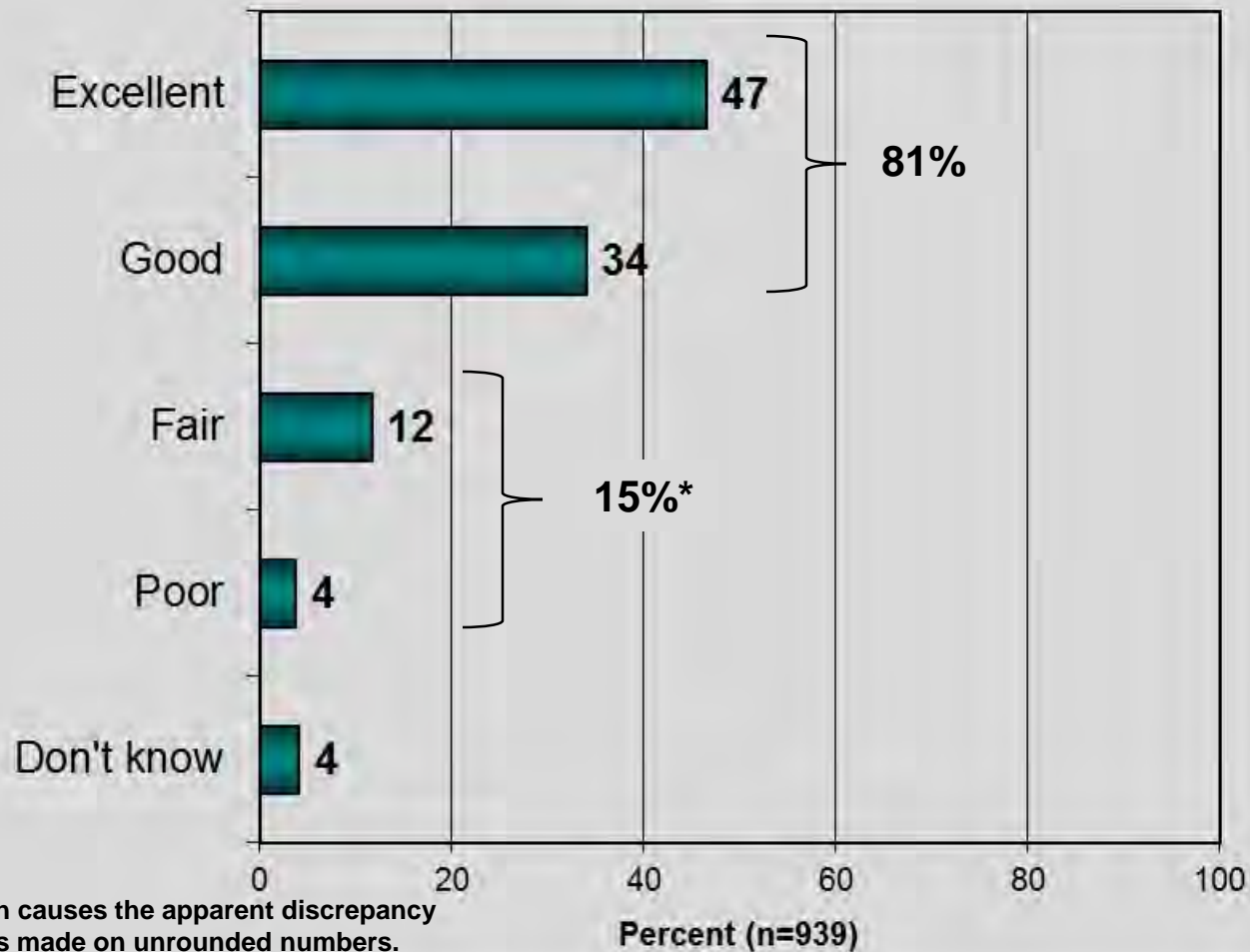




**Q24. Overall, how satisfied or dissatisfied are you with the Oregon Department of Fish and Wildlife as the state agency responsible for protecting and managing fish, wildlife, and habitat in Oregon?**



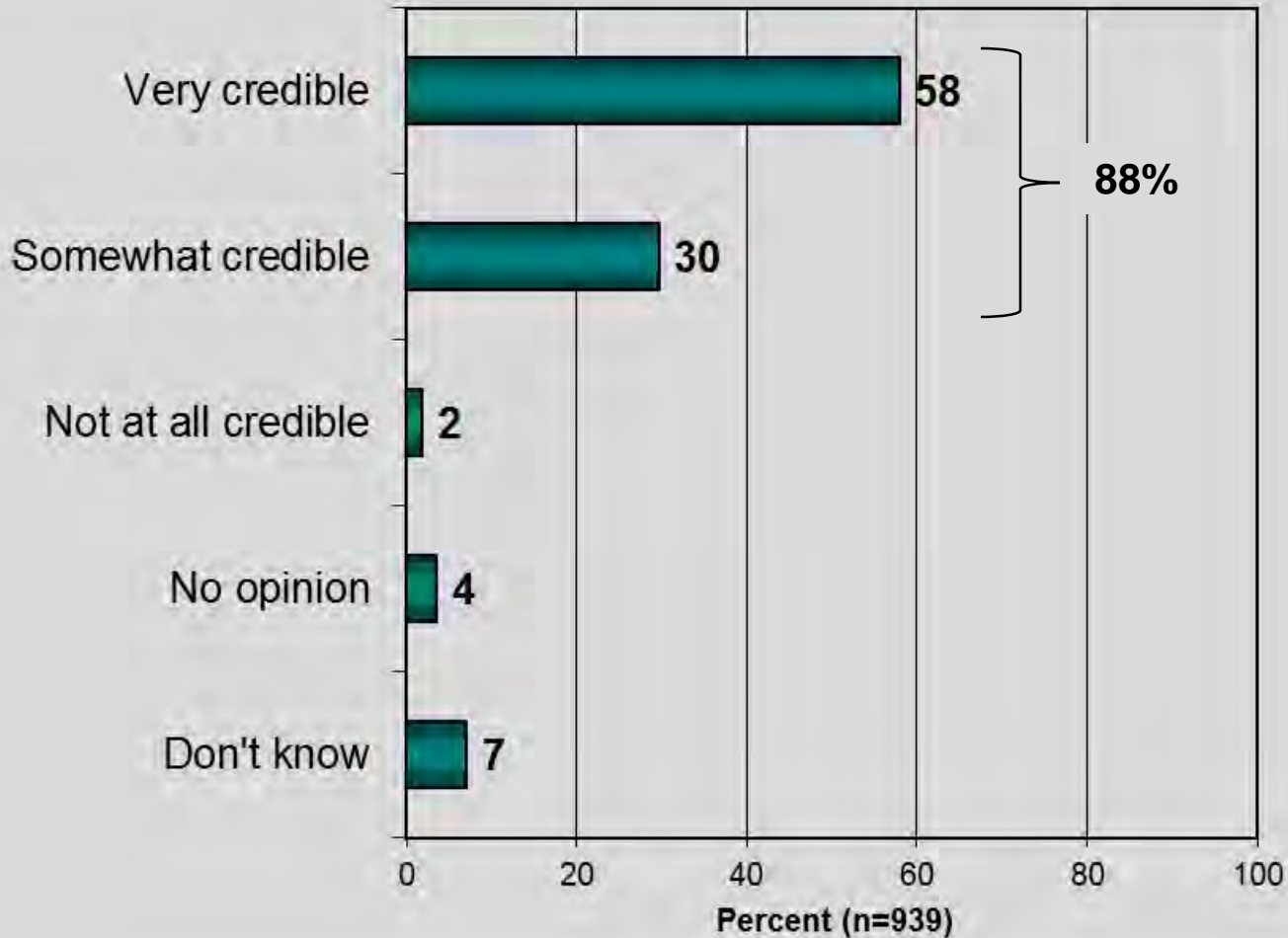
# Q29. How would you rate the availability of fish- and wildlife-related recreation opportunities, such as fishing, hunting, and wildlife viewing, in Oregon?



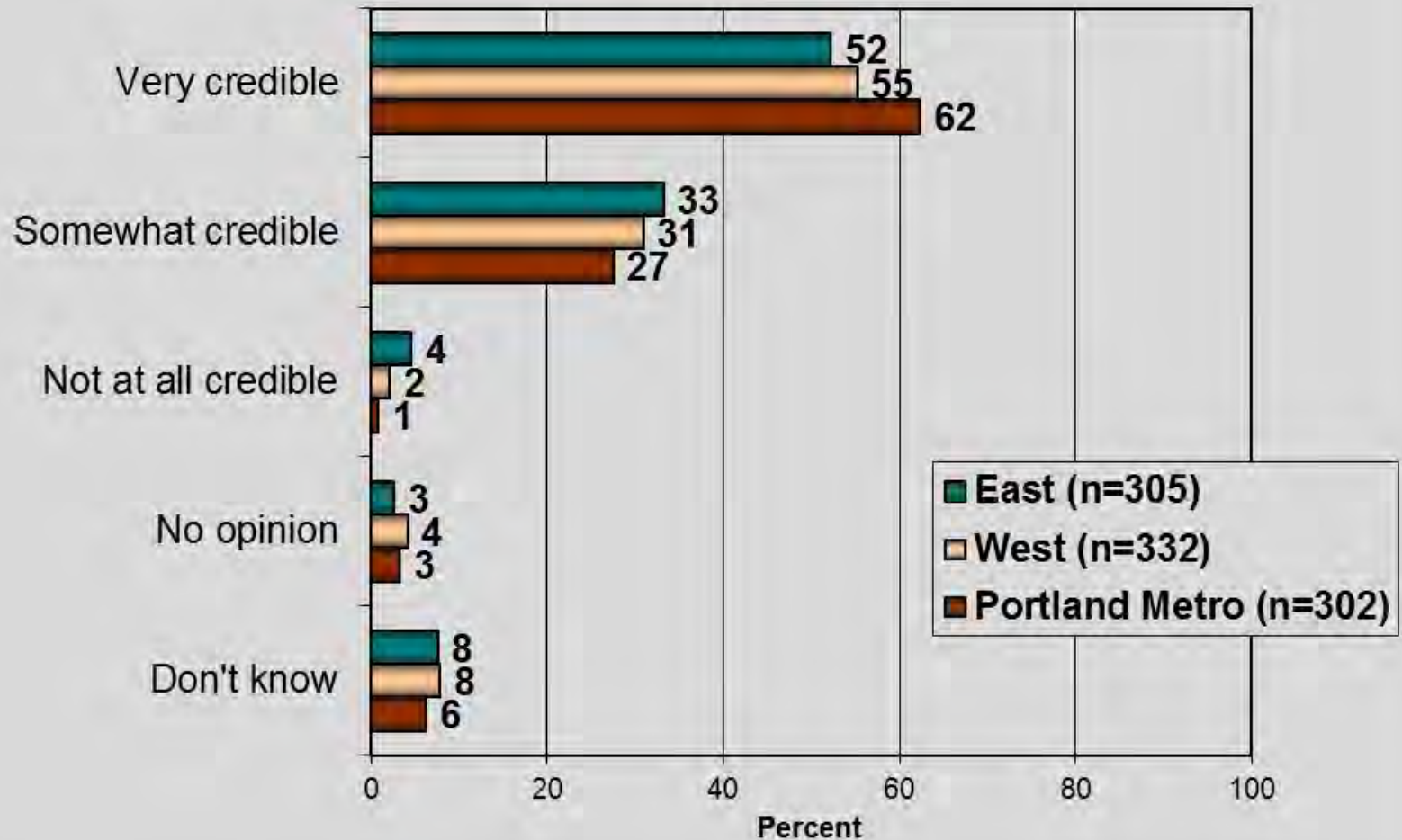
\*Rounding on the graph causes the apparent discrepancy in the sum; calculations made on unrounded numbers.



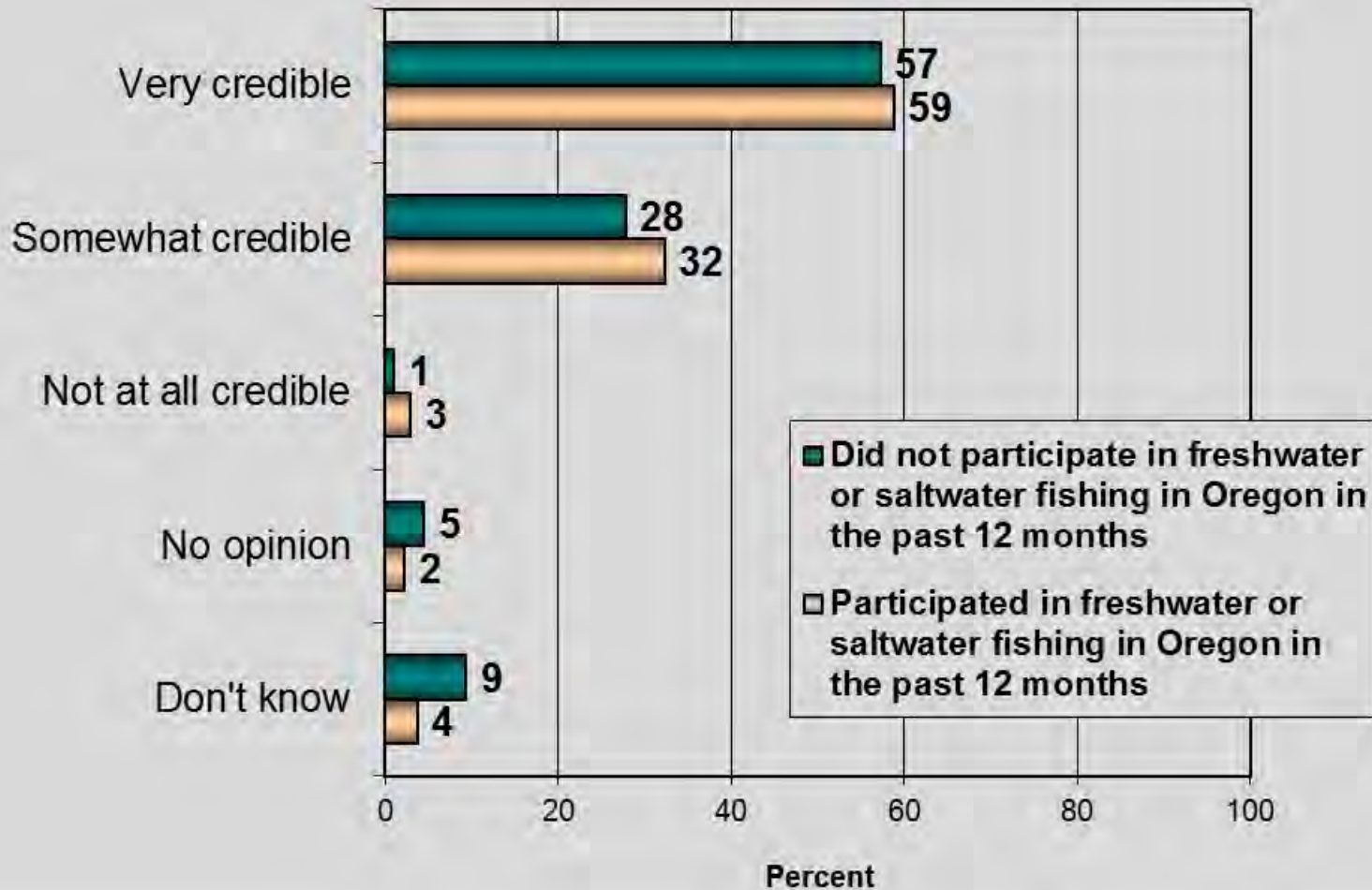
**Q124. In your opinion, how credible is the Department overall as a source of information on fish and wildlife management, conservation, and fish- and wildlife-related recreation?**



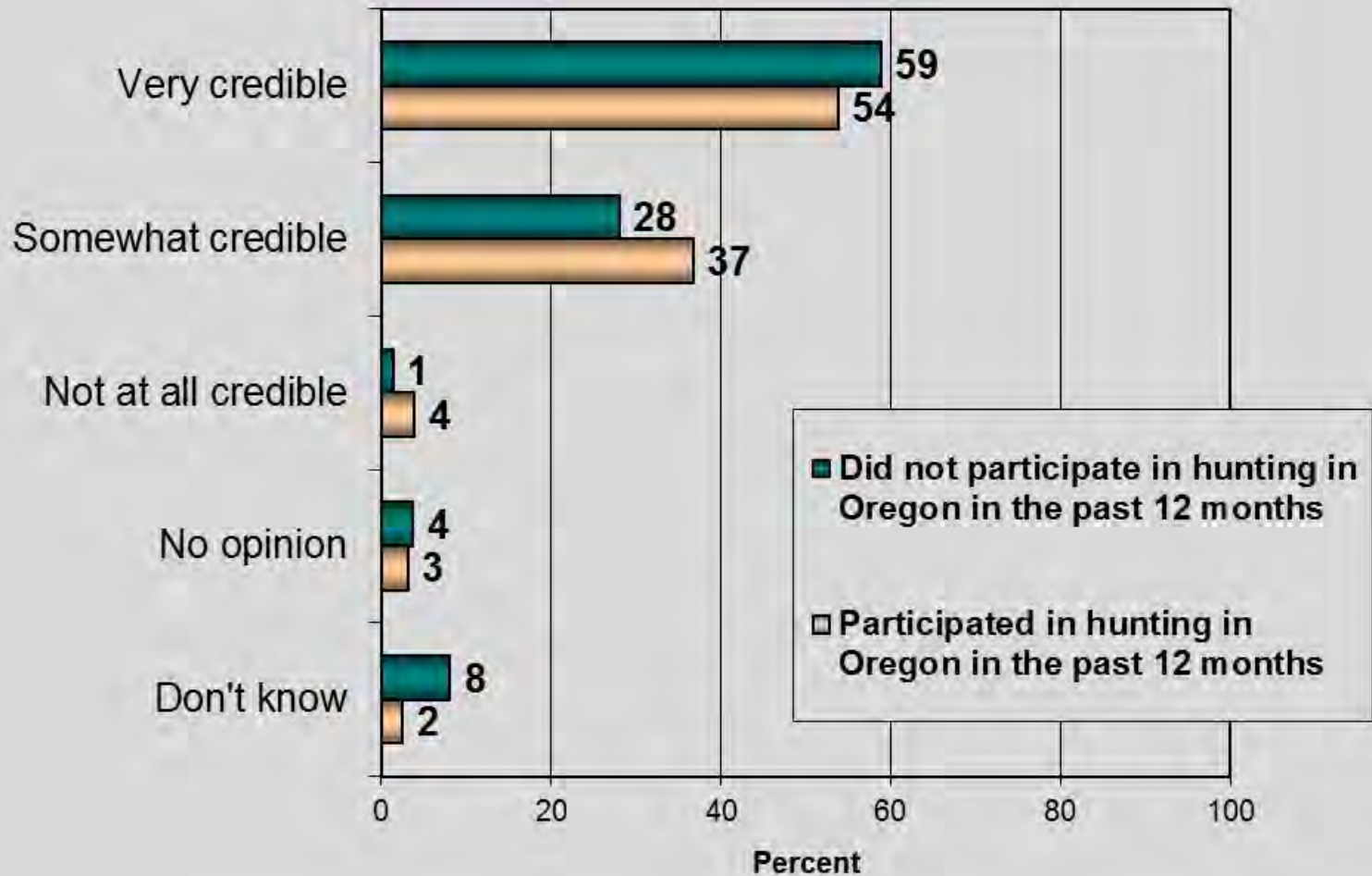
**Q124. In your opinion, how credible is the Department overall as a source of information on fish and wildlife management, conservation, and fish- and wildlife-related recreation?**



**Q124. In your opinion, how credible is the Department overall as a source of information on fish and wildlife management, conservation, and fish- and wildlife-related recreation?**



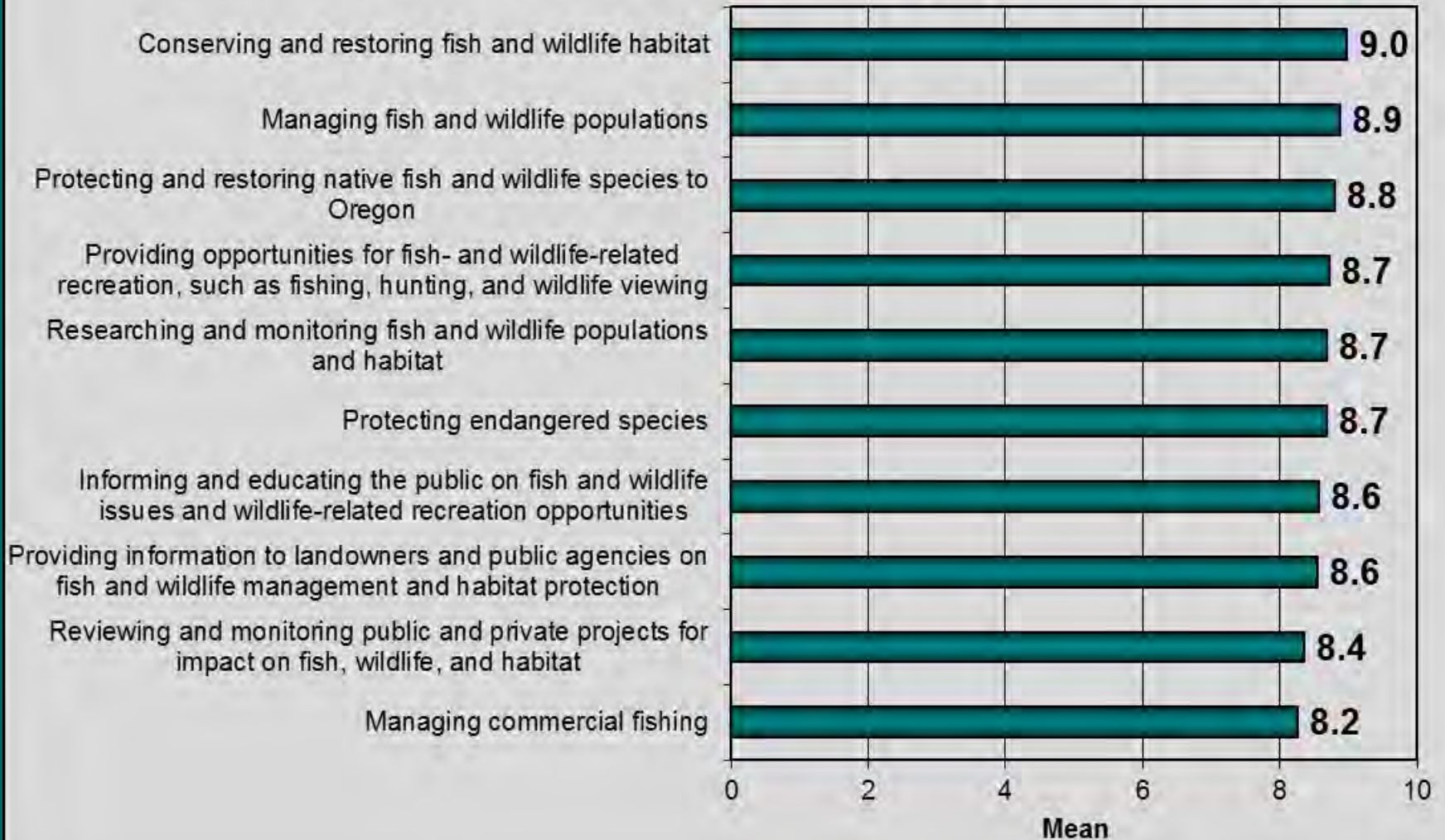
**Q124. In your opinion, how credible is the Department overall as a source of information on fish and wildlife management, conservation, and fish- and wildlife-related recreation?**



# *Opinions on Department priorities.*

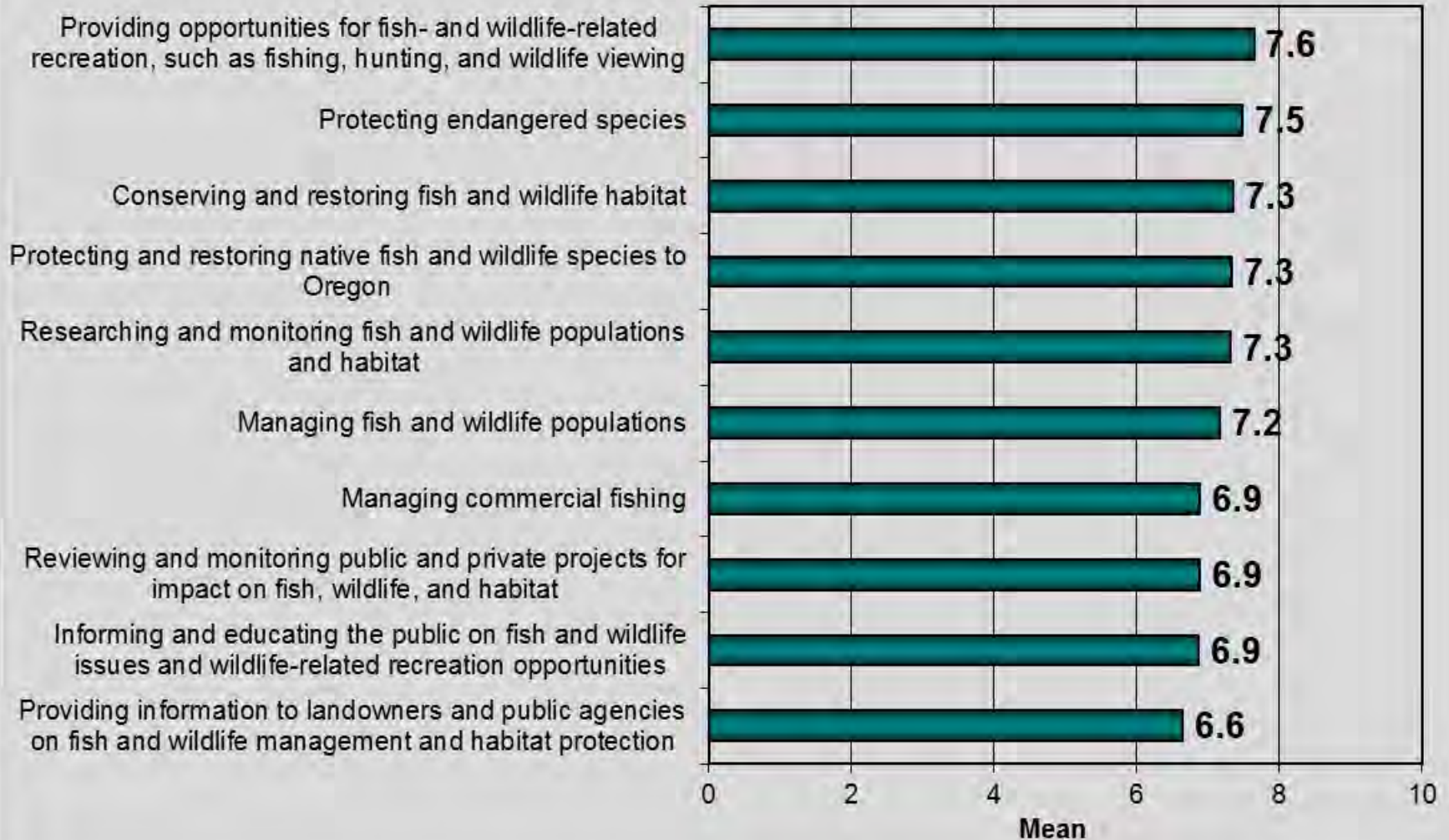


**Q55-Q73. Mean ratings of importance that each of the following should be for the Department (on a scale of 0 to 10, where 0 is not at all important and 10 is extremely important).**

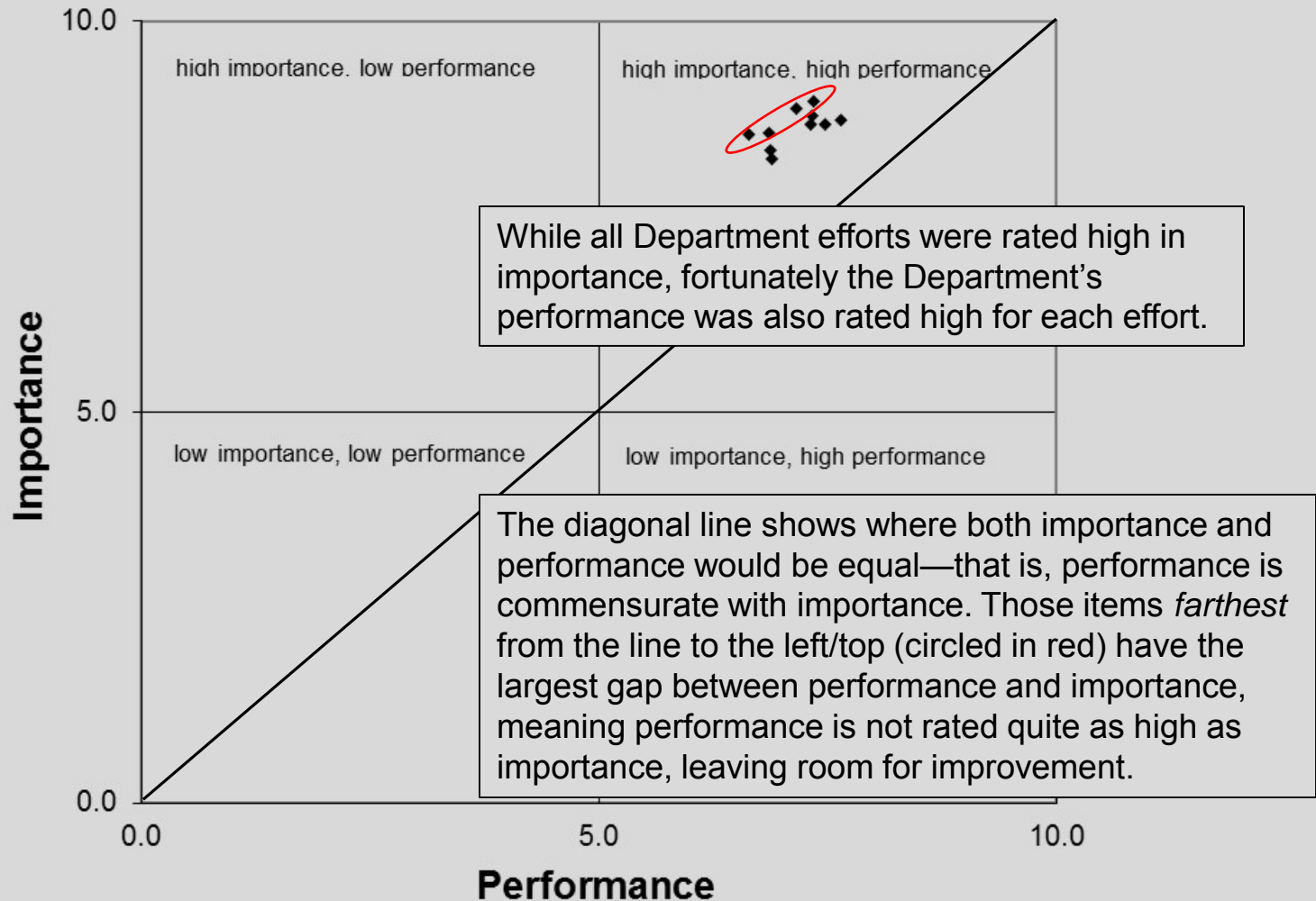




**Q76-Q94. Mean ratings of the performance of the Department in each of the following areas (on a scale of 0 to 10, where 0 is poor and 10 is excellent).**

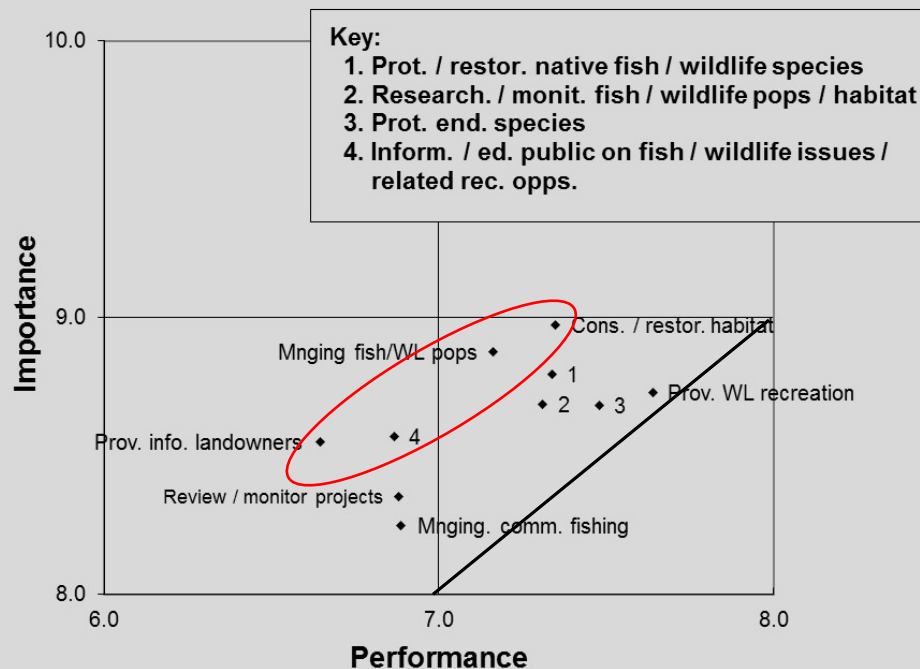


## Comparison of mean ratings of importance and performance of Oregon Department efforts.



Examining those ratings more closely, those areas with the *largest* gap between importance and performance—that is, performance was not rated as high as importance—are:

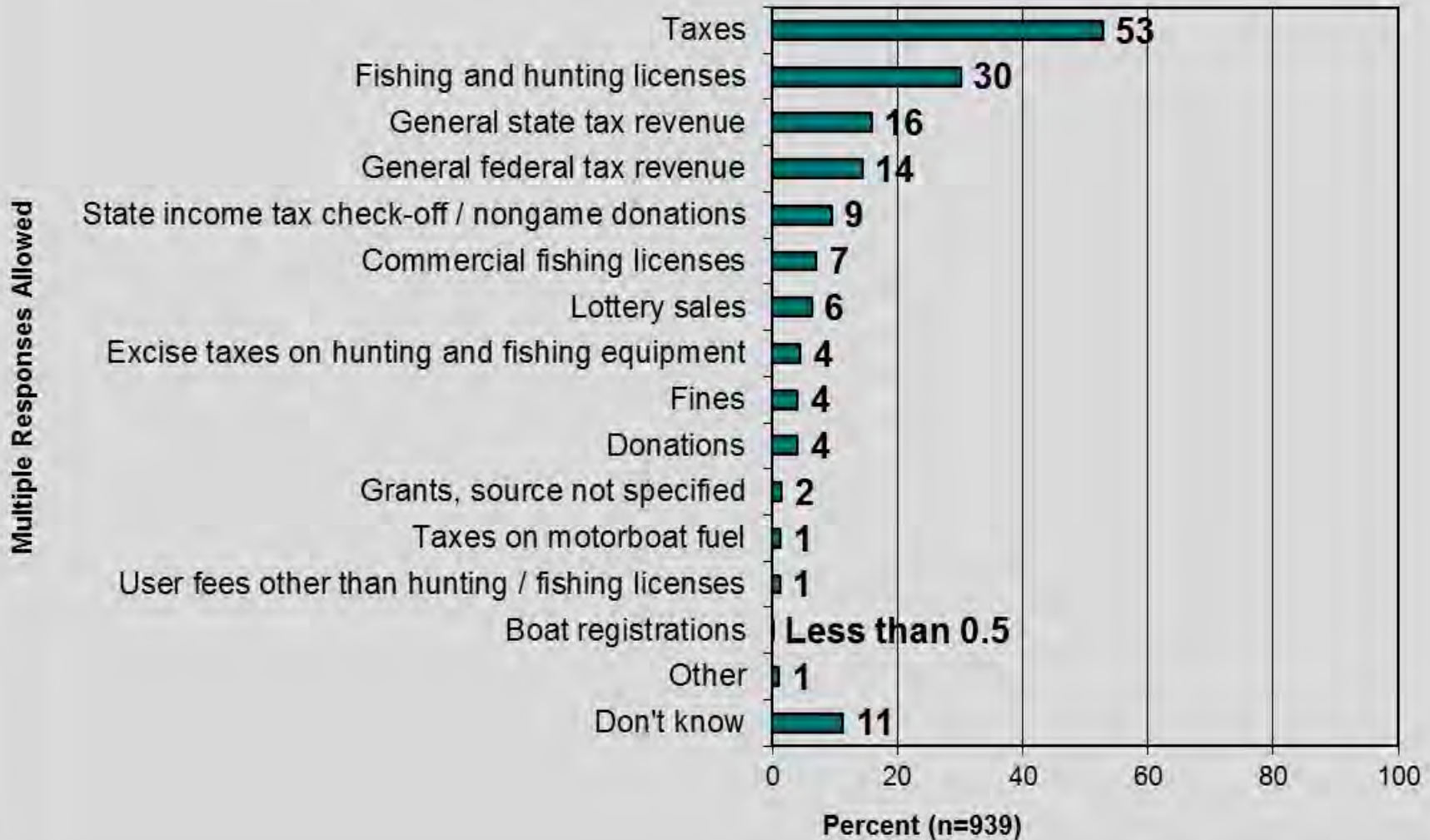
- Providing information to landowners and public agencies on fish and wildlife management and habitat protection
- Managing fish and wildlife populations
- Conserving and restoring fish and wildlife habitat
- Informing and educating the public on fish and wildlife issues and wildlife-related recreation opportunities



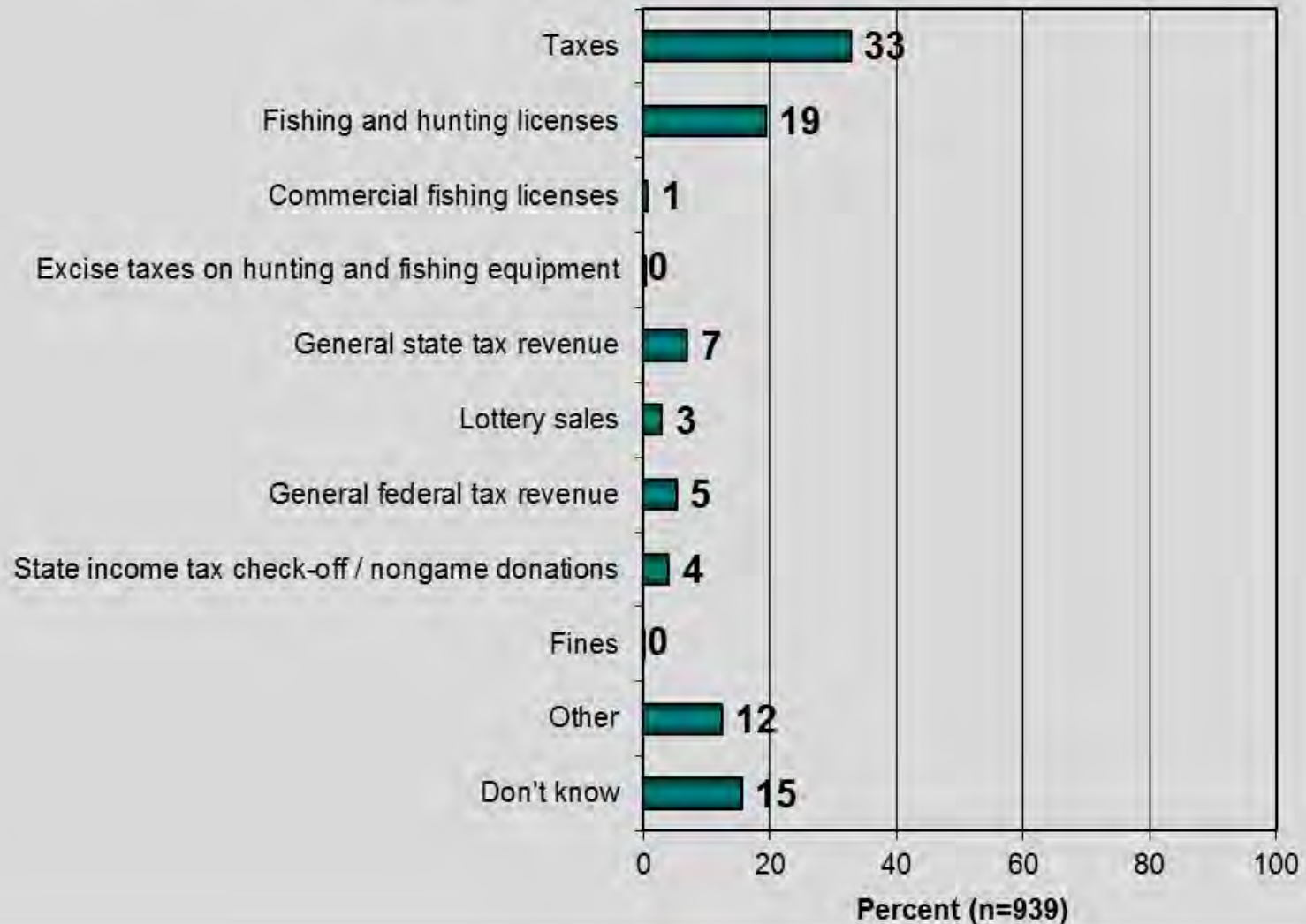
***Knowledge of and opinion on  
Department funding.***



## Q128. How do you think the Oregon Department of Fish and Wildlife is funded?



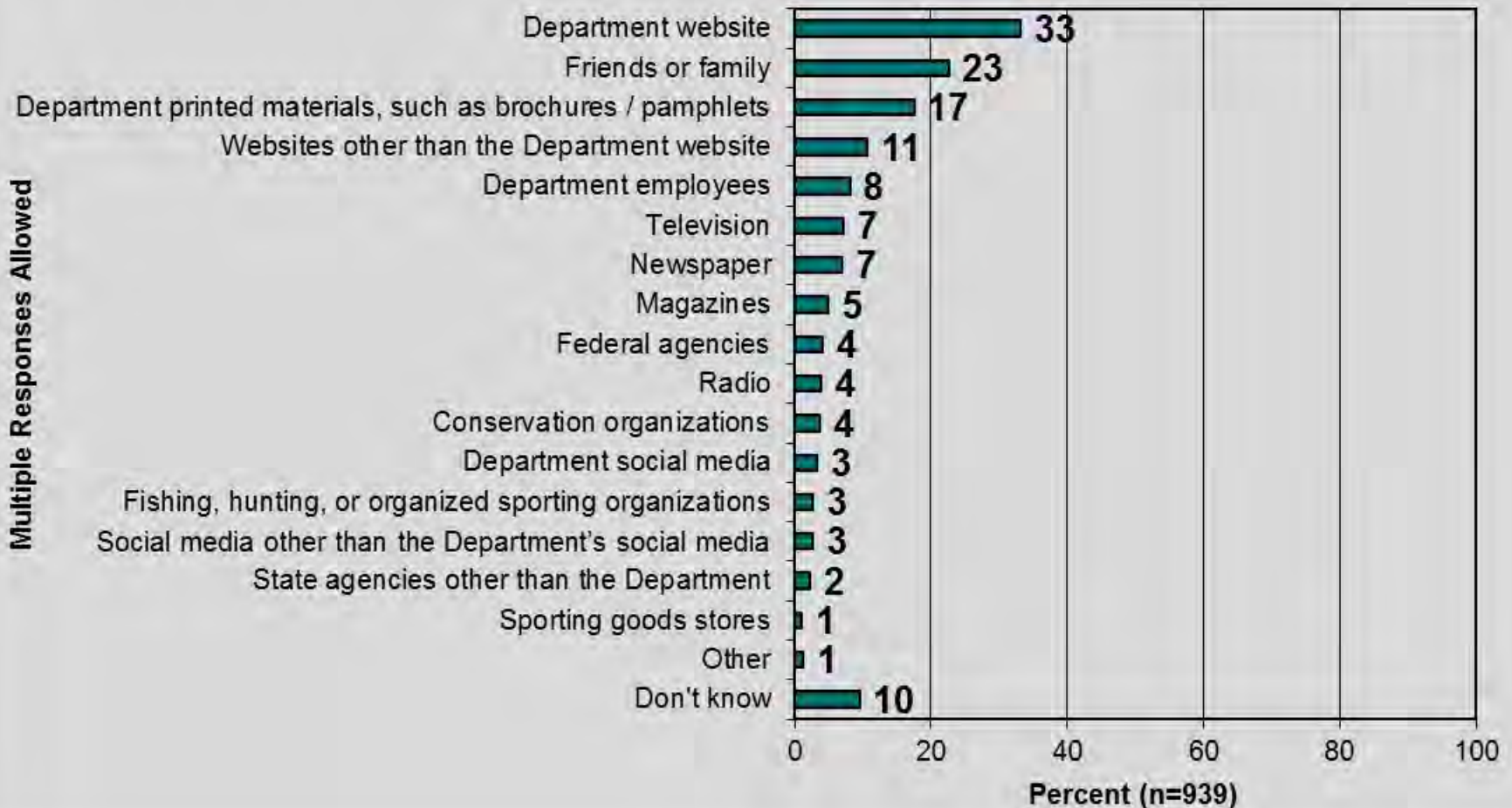
### Q130. What do you think should be the primary source of funding for the Department?



# Information Sources About Fish, Wildlife, Recreation, and Conservation



**Q122. Which of the sources you use most often do you consider the most credible as a source of information on fish and wildlife management, conservation, and fish- and wildlife-related recreation?**

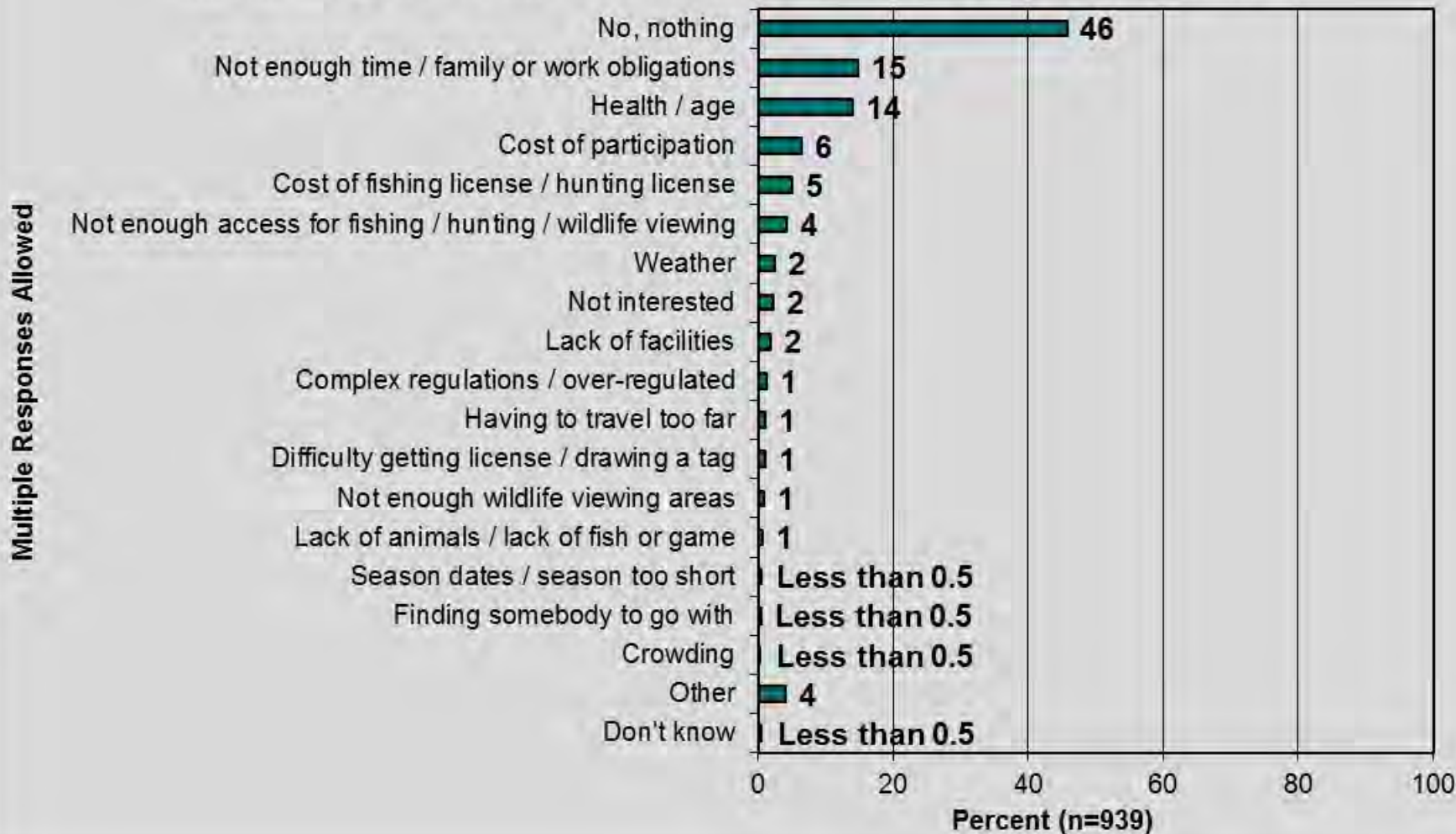




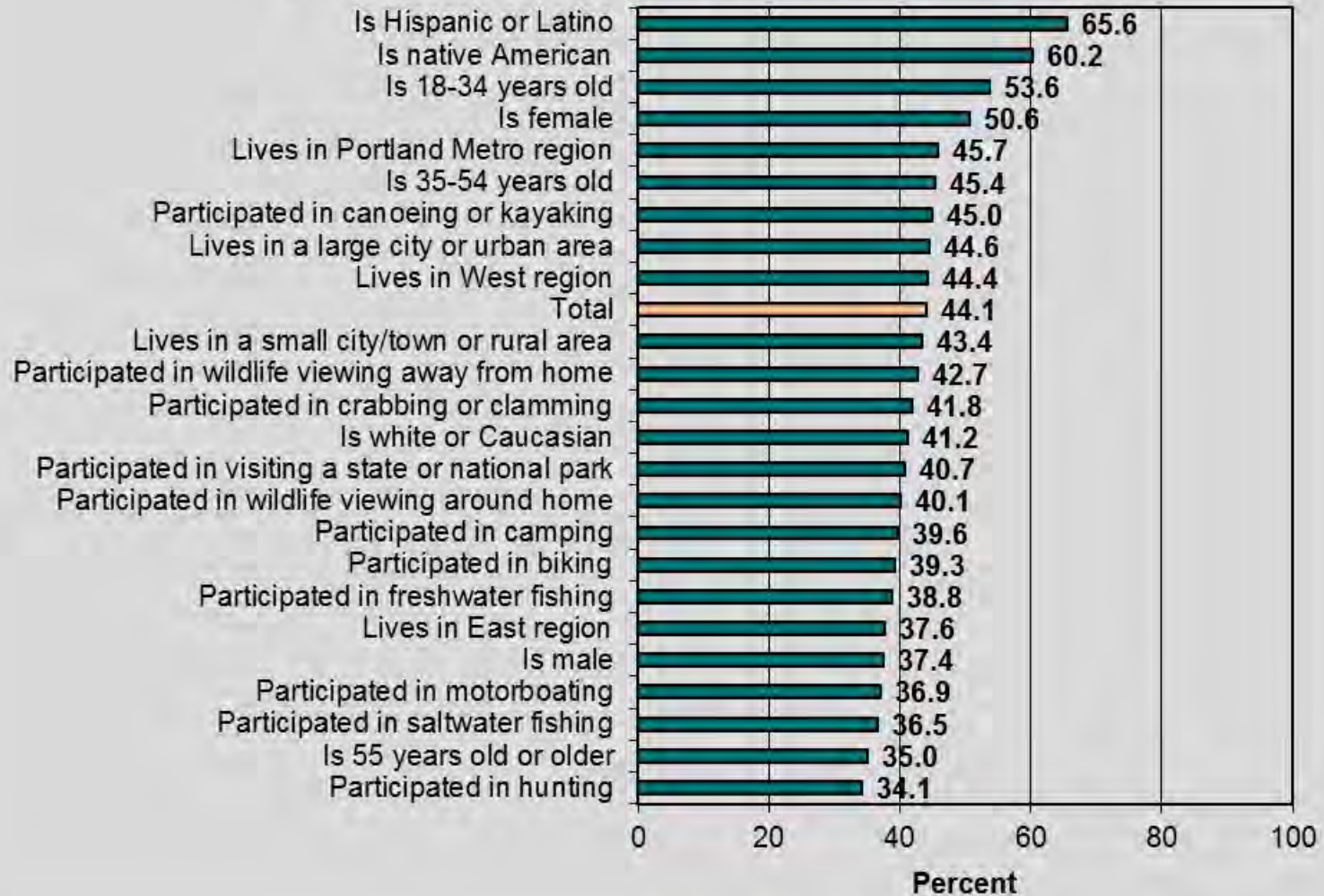
# Constraints to Participation in Outdoor Recreation



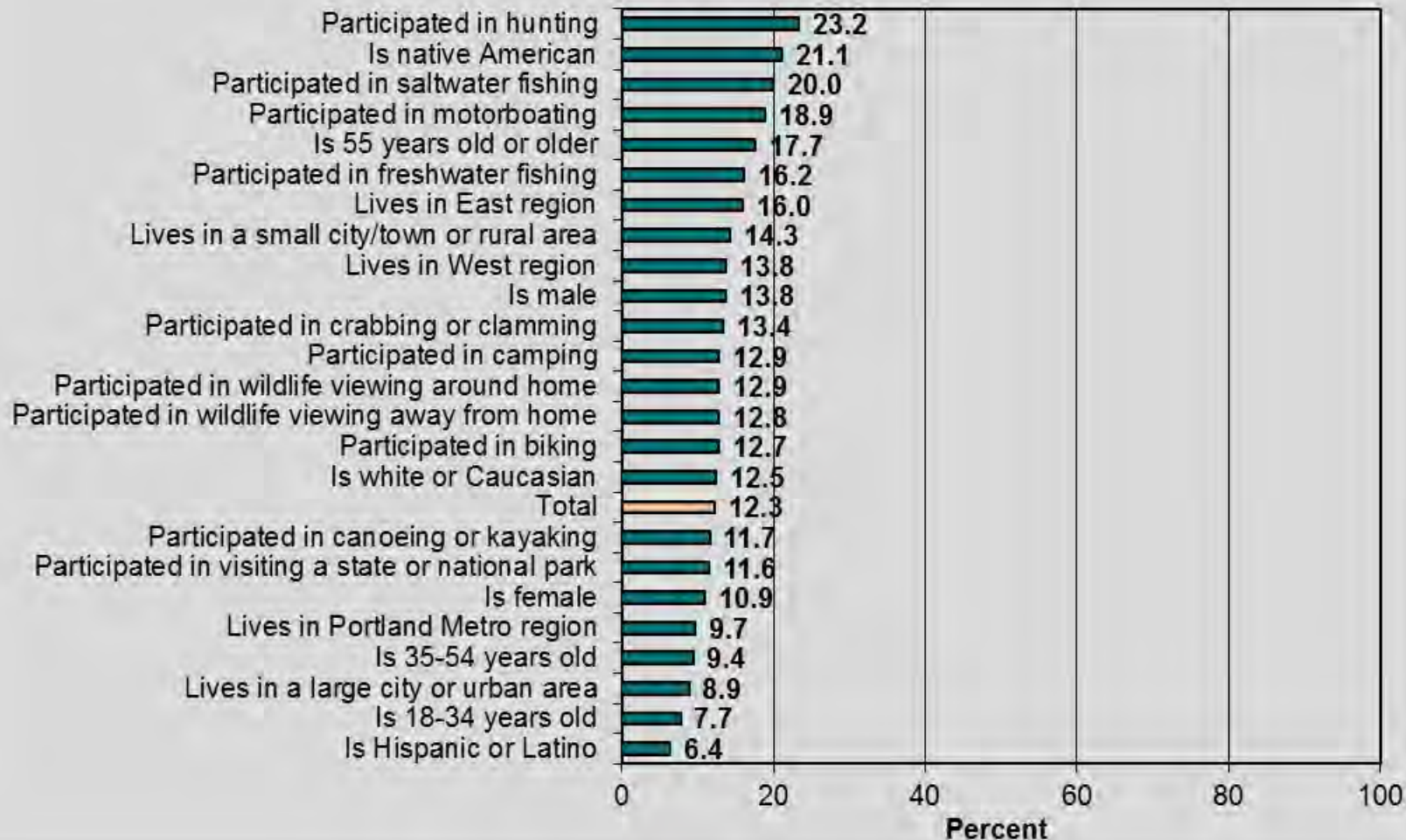
### Q32. In general, are there any things that have prevented you from participating in fish- and wildlife-related recreation as much as you would like in Oregon in the past 12 months?



**Percent of each of the following groups who could not correctly identify the government agency most responsible for protecting and managing fish, wildlife, and habitat in Oregon.**



**Percent of each of the following groups who are dissatisfied with the Oregon Department of Fish and Wildlife as the state agency responsible for protecting and managing fish, wildlife, and habitat in Oregon.**



## Percent of each of the following groups who rated the availability of fish- and wildlife-related recreation opportunities in Oregon as fair or poor.

