



2010 Director's Achievement Award for OUTSTANDING SERVICE

The Director's Achievement Award for Outstanding Service is given to employees whose performance is clearly superior to that of others in similar positions or to employees who have made significant contributions to the division over the last year. Candidates for an award are nominated by staff through their respective Regional Supervisors or Section Chiefs. The Director's Achievement Award for Meritorious Service is the highest award given by the division to an employee who has shown excellence in his or her work during the preceding year or years. I am pleased to announce that the following individuals have been selected to receive the Director's Achievement Awards for 2010.



Molly Kemp, Fish & Wildlife Technician IV
Nick Olmsted, Fish & Wildlife Technician III
Region I • Juneau



Katie Sechrist, Information Officer I
Region II • Anchorage



Steve Hayes, Fishery Biologist III
Region III • Anchorage/Emmonak



Lori Ryser, Accounting Tech II
Region IV • Kodiak



Shareef Sideek, Biometrician III
Headquarters • Juneau



MERITORIOUS SERVICE AWARD
Doug Molyneaux, Fishery Biologist III
Region III • Anchorage/Bethel



2010 Director's Achievement Award for OUTSTANDING SERVICE

Molly Kemp, Fish & Wildlife Technician IV
Nick Olmsted, Fish & Wildlife Technician III
Region I • Juneau

Molly Kemp and Nick Olmsted both represent the quintessential experienced, competent, remote field technician who is essential to the division's mission. They were hired in 1986 to operate a coho salmon weir at Ford Arm Creek on West Chichagof Island. In 1990, they transferred to Hugh Smith Lake, southeast of Ketchikan, where they have continued to work on enumeration, marking, and sampling of outmigrating coho salmon smolts and returning adults. As a team, they have proven exceptionally adaptable and dependable in collecting quality, reliable data under the difficult and often extreme environmental conditions confronted in coho salmon research in Southeast Alaska.



Molly Kemp



Nick Olmsted

While faithfully returning in the spring and fall to Division of Commercial Fisheries coho research projects, they have assisted with many other department research projects in Southeast, Yakutat, and on the transboundary Taku River, including projects dealing with sockeye salmon, steelhead, hatchery chum salmon straying, sea lions, and murrelets. Molly has also worked on pink salmon research in Tenakee Inlet, while Nick has worked on Chinook salmon research in southern Southeast for the Division of Sport Fish. Molly ages all of the coho salmon project's scales and has become the department's foremost expert on aging this difficult species, having created a library of digitized known-age smolt and adult samples from Hugh Smith and Auke lakes and the Berners River. In the course of assisting with these varied projects, Nick and Molly have achieved almost legendary status among field technicians who have seen these two in action.

Nick and Molly both have extensive construction skills that have proven invaluable in constructing and rebuilding field camps and weir and tagging facilities. When the original cabin at Hugh Smith Lake reached the end of its useful life, Nick and Molly built a spectacular new cabin that is much nicer than a typical house. In completing this project they were particularly diligent in ensuring that department's facilities and operations have minimal impact on the wilderness experience of visitors to Hugh Smith Lake and, through use of alternative energy and conservation, have greatly decreased the amount of fossil fuel consumed by the project. What is most amazing is that they built the cabin and related infrastructure while simultaneously living in a tent and running

a field project. The workload involved in completing this project in the midst of a busy field season would have crushed the spirit of most people, but Nick and Molly seem to thrive on the challenge and chance to utilize their many talents.

It would be nearly impossible to duplicate Nick and Molly's work ethic, and nearly all field technicians and biologists who have assisted them comment on their incredible focus and determination in completing their work. When a biologist sends these two into the field, there is never a thought about things

going wrong—typically, they actually improve upon whatever project plan is handed to them. A particular strength that both share is their interest in all aspects of nature and science. Their curiosity, observational skills, and ability to communicate their observations have added greatly assisted their supervisors and others in understanding the fisheries resource and the environment in which they work. They have continued to improve and apply their knowledge and field skills to the point where difficult projects appear easy. Their supervisors, over the years, have come to greatly trust and value their skill and judgment.

In addition to having superhuman field skills and work ethic, Nick and Molly are also two of the nicest people you could ever meet. For a new technician or biologist, a day in the field with Nick and Molly is likely to be an extremely valuable learning experience and is guaranteed to be pleasant. The knowledge and experience that they have accumulated over two decades of work in the field is an invaluable resource for the department, and Nick and Molly are always willing to share what they have learned. In addition, their conscientious, positive, supportive attitude has greatly benefited the department in maintaining a smooth working relationship with federal land management agencies and cooperating research and aquaculture personnel.

As a team, Nick Olmsted and Molly Kemp are highly professional, dedicated, and capable people who inspire respect, and often awe, among their coworkers, peers, and the public. They are deserving of recognition for their contributions to the department and the State of Alaska through the Director's Achievement Award for Outstanding Service Award for 2010.



2010 Director's Achievement Award for OUTSTANDING SERVICE

Katie Sechrist, Information Officer I
Region II • Anchorage

Katie has worked for the Alaska Department of Fish and Game for eleven years in the Division of Commercial Fisheries. Katie's position as the Information Officer for the Division of Commercial Fisheries in Anchorage entails a wide variety of responsibilities and assignments. Katie serves as one of the primary public contacts regarding commercial and personal use/subsistence fisheries for salmon, herring, shellfish, and groundfish issues on a statewide basis. In this position, Katie must be knowledgeable of the status of all state and federally-managed fisheries, including current forecasts, guideline harvest levels, gear regulations, open seasons, and CFEC permits that could be required.

Katie does a superb job of staying informed on current regulatory and resource allocation issues and does an extremely effective job of handling public inquiries in a professional manner. What is admirable is that she very competently accomplishes her day-to-day duties in this often-stressful working environment. Her extensive knowledge of complex commercial and personal use/subsistence regulations allows Katie to routinely handle requests for information from the public. She works very hard to keep herself apprised of changes in regulations and provides accurate and timely information to all requests. Her extraordinary patience and cheerful demeanor

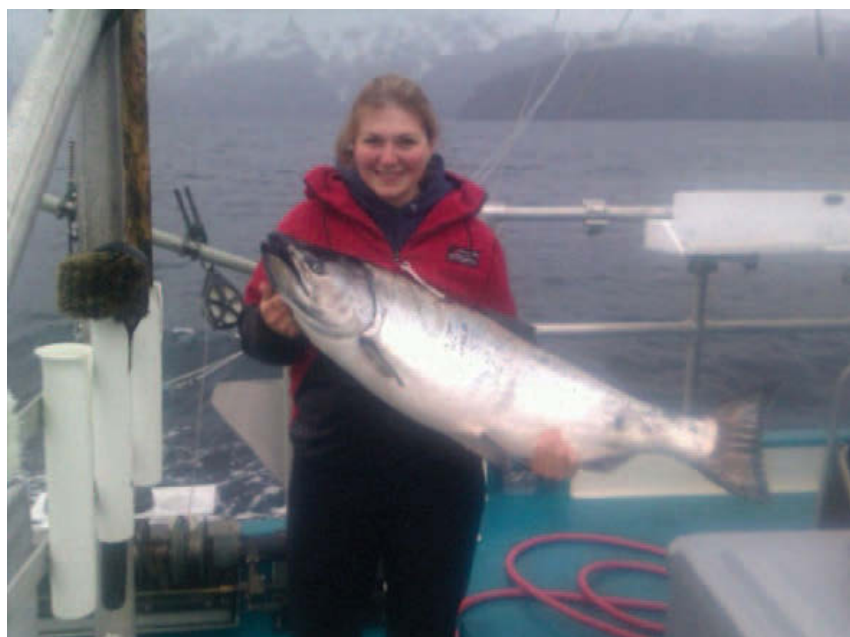
contribute to making most public contacts a positive experience and her manner in dealing with members of the public reflects well on all state employees.

Another skill Katie brings to the department is her dedication when it pertains to reviewing and preparing a suite of documents that are critical in communicating with the public. This information, disseminated to the public, includes salmon forecasts for Central and AYK Regions, news releases that pertain to salmon outlooks, noncommercial crab and shrimp fisheries, groundfish and salmon registration information, and annual management reports. Her assistance in preparing for Board of Fisheries meetings, and the knowledge necessary to organize for these meetings, is unmatched.

Although unrelated to her duties, Katie also plays a significant role in maintaining office morale. Katie is often the person who organizes office get-togethers and potlucks, which is very beneficial for building staff camaraderie.

A more dedicated employee would be hard to find within the division. Katie's approach to her job embodies all the exemplary attributes that we could hope to see in a state employee.

It is for these and many more reasons that the division is proud to provide Katie Sechrist with the Director's Achievement Award for Outstanding Service Award for 2010.



Katie Sechrist



2010 Director's Achievement Award for OUTSTANDING SERVICE

Steve Hayes, Fishery Biologist III
Region III • Anchorage/Emmonak

Steve Hayes began his career with the Alaska Department of Fish and Game as a fisheries technician in the Lower Yukon in 1987. His first position was on a new Chinook salmon test fishery with drift gillnets operated out of Emmonak. Little did he know that Emmonak would become his summer home through the present day. For the first several years he participated in the Lower Yukon River test fishery operations fishing set and drift gillnets near Emmonak and out of a remote tent camp at Middle Mouth. Because of his abilities

and interest in fisheries management, Steve began working in Anchorage during the remainder of the year assisting with maintenance of the Yukon River database used for inseason management. He transitioned into the fishery monitor position in Emmonak, working closely with management staff, fishermen, and processors. In the mid-1990s, Steve spent one year completing the king salmon stock identification project using scale pattern analysis.

Since 2000, there have been many staff changes in the Yukon Area with the conspicuous exception of Steve. Because of his experience in fisheries data and management, he acted as an assistant manager beginning in 2000. In 2005, Steve accepted the position as Yukon Area Summer Season Manager for Chinook and summer chum salmon. This is one of the most complex and difficult fisheries to manage in the state. It involves a huge geographic area of over 200,000 square miles, many diverse users groups fishing in a gauntlet type fishery, and managing for border passage objectives based on the international Yukon River Salmon Agreement with Canada. Steve now works with Canadian biologists in U.S./Canada Joint Technical Committee meetings and is a key representative for



Steve BEFORE he took the Yukon Summer Season Manager position!

the U.S. at Yukon River Panel meetings.

Steve has a wealth of experience he can draw on from his years working in the Yukon River. Although it has been stressful in recent years because of poor runs of Chinook salmon, Steve has maintained a high level of professionalism, continued working with pride and great dedication to Yukon River fishery resources, and doing the best job possible for the people that depend on those resources.

Steve works very well with fishermen along the Yukon River. He understands the intense

needs of all users along the river and strives to explain management decisions and stock status in a calm, understandable way. During recent years, Steve has worked closely with Yukon Delta Fisheries Development Association on cooperative test fishing projects in the Lower Yukon River. This led Steve and his staff to hire many local residents for cooperative projects and as fisheries technicians with the department. Hiring more local residents has been an important goal for two decades. In recent years, he and his staff have been instrumental at increasing and engaging with users throughout the Yukon drainage to inform and receive input on difficult and controversial management decisions and strategies. Steve has done well representing the department at Alaska Board of Fisheries meetings he has attended. He is extremely dedicated, works many hours, goes to numerous remote village meetings, and tries to be on top of all issues affecting Yukon River king and summer chum salmon fisheries, all because of his concern for the resources and the people of this state.

It is for these and many more reasons that the division is proud to provide Steve Hayes with the Director's Achievement Award for Outstanding Service Award for 2010.



2010 Director's Achievement Award for OUTSTANDING SERVICE

Lori Ryser, Accounting Tech II
Region IV • Kodiak

Lori Ryser first came to the Alaska Department of Fish and Game Westward Region, Kodiak office, in August of 2002 when she was hired as an Administrative Clerk III for the Shellfish/Groundfish section. Lori's responsibilities in that position included issuing vessel registrations, disseminating information on fishery status, distributing news releases, assisting with harvest reporting, and managing the sale of buoy identification tags for Bering Sea crab fisheries, as well as South Alaska Peninsula, Chignik, and Kodiak Pacific cod and Tanner crab fisheries.

As is her nature, Lori offered assistance to the accounting staff downstairs whenever she could and, in October of 2006, she was hired into the Accounting Technician II position when that position became vacant. Lori is currently responsible for regional travel procedures, grants, cooperative agreements, reimbursable service agreements, leases, encumbrances, purchase requisitions, One Card and CTA vouchering, adjusting journal entries, test fishery receivables, and supervision of one Accounting Clerk.

In October of 2009, the regional Administrative Officer was forced to leave abruptly for a serious family medical emergency. Lori stepped in right away to help to fill that gap and was appointed Acting Administrative Officer for the region effective immediately—an appointment she had no way of knowing would last almost 10 months. In addition to her own workload, Lori was now called upon to supervise all of the regional administrative functions—supporting a staff of more than 160 people in Kodiak, Dutch Harbor, Cold Bay, Chignik,



Lori Ryser

Sand Point and over 15 seasonal field camps and weir stations located throughout the Aleutian Peninsula. Now directly supervising a staff of four, Lori became quickly responsible for monitoring the review and processing of all accounts payable and accounts receivable, personnel actions, and payroll processing for 160 authorized PCNs and provision of administrative assistance in all areas of accounting, personnel, and procurement.

The timing couldn't have been worse with the budget request process about to

start and preaudit, field season, and budget allocation following in rapid succession. While Lori had assisted in these processes before, she had never been held entirely responsible for their successful completion. Lori not only stepped up to the plate, but she did so in exemplary fashion—with a professional commitment to efficiency and quality and a never failing sense of humor—inspiring the admiration, respect, and gratitude of her supervisor, the Regional Supervisor, and all of the Westward Region staff. Within headquarters, the region, and the public sector, Lori quickly established herself as a professional with high standards of personal performance, good judgment, diligence and loyalty to her team, the region, and the department.

Lori is an outstanding representative of her administrative colleagues within the department and truly deserves to have her hard work, loyalty, and selfless contributions this past year, and indeed throughout her employment, commended through the division's Director's Achievement Award for Outstanding Service Award for 2010.



2010 Director's Achievement Award for OUTSTANDING SERVICE

Shareef Sideek, Biometrician III
Headquarters • Juneau

Dr. Shareef Siddeek began his career with the Division of Commercial Fisheries in 2000 to focus on Bering Sea and Aleutian Islands crab population models. Maintaining this focus for the past ten years, he has made significant contributions to our understanding of the abundance of crab populations and how to determine sustainable yields in our crab fisheries.

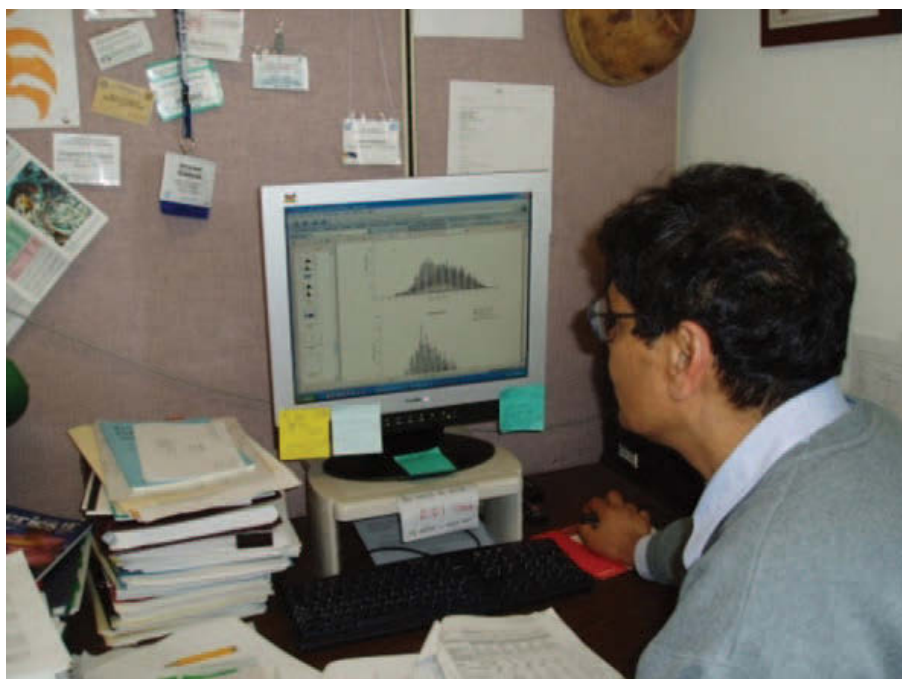
His primary responsibility is to serve as Headquarters' lead biometrician and technical representative on fishery management issues for king and Tanner crab fisheries in the Bering Sea and Aleutian Islands areas. To this end he serves on the Crab Plan Team of the North Pacific Fishery Management Council, where he has been a strong and active participant, conducting analyses using crab population models to estimate crab numbers and evaluating harvests strategies to achieve long-term sustained harvests. His work on the Plan Team is challenging, in part, due to the technical nature of the problems that the team tackles, but also due to the sometimes contentious aspects of state-federal coordination and cooperation. Dr. Siddeek's affable good nature and warm sense of humor have often been the key ingredients to lighten-up the sometimes fractious scientific gatherings.

Dr. Siddeek's work has been ex-

tensive and varied, involving analyses of both large and small Bering Sea crab stocks, as well as crab stocks in the Gulf of Alaska. Most recently, he has developed a population model to estimate the abundance and sustainable harvests of the Aleutian Islands golden king crab. As a data-limited stock, Aleutian Islands golden king crab have been challenging to work with. It is to Dr. Siddeek's credit, having persistently plugged away at this problem off and on for several years, that he has crafted an approach using tagging data, infrequent survey data, as well as catch and effort data to achieve a model that we can use to establish scientifically credible harvests of this valuable shellfish.

In recognition of his exemplary work and his strong record of external publications, Dr. Siddeek has been an invited collaborator on

international research projects and was an invited speaker at an Food and Agriculture Organization of the United Nations fishery conference in Rome last summer. We in the Division of Commercial Fisheries can be proud of the recognition Dr. Siddeek has brought to our agency, and it is with justified pride that he has been chosen to receive the division's 2010 Director's Achievement Award for Outstanding Service.



Shareef Siddeek



2010 Director's Achievement Award for MERITORIOUS SERVICE

Doug Molyneaux, Fishery Biologist III
Region III • Anchorage/Bethel

Doug Molyneaux has over 30 years of dedicated service to the State of Alaska as a research fishery biologist. In 1979, Doug moved to Alaska from Pittsburg, and in 1981, he took his first job as a seasonal fishery biologist with the Alaska Department of Fish and Game in Kodiak. From there, Doug went on to Juneau where he worked as a technician, lab instructor, and biology instructor while he pursued his Masters in Fisheries Science. In 1989, Masters in hand, Doug accepted a research biologist position with the department in the Kuskokwim Area and embarked on productive and accomplished career.



Doug Molyneaux

Doug's greatest desire has been to serve the people of Alaska through fisheries research and "to make a difference [in fisheries] on the Kuskokwim." Always seeking to work collaboratively with ADF&G and other State of Alaska staff, federal agencies, user groups, and village organizations, Doug has managed to bring people together and get them talking, helping to build a coalition for cooperative management and an integrated research program. He has been a key player in the development and operation of the Kuskokwim River Management Working Group where user representatives and the general public receive up-to-date information on the status of fisheries and provide valuable feedback and knowledge into the management process.

Using his leadership skills, Doug developed a comprehensive research program in the Kuskokwim Area that is to be commended. Over the last decade he developed and imple-

mented many programs which have increased the understanding of Kuskokwim River salmon populations. Previously unknown information, such as total annual Chinook, coho, and chum salmon runs, and the unique life history and distribution of Kuskokwim River sockeye salmon, is now part of the data record and has been incorporated into regular program operations. This information has had a dramatic impact on the department's ability to more effectively manage Kuskokwim River salmon stocks and will pay dividends long into

the future. Doug has always recognized the need to integrate fisheries research with the information needs of management to ensure long-term and sustainable use of Kuskokwim Area fishery resources.

Doug is arguably one of the most dedicated state employees. It is not uncommon to find him working late into the night and on weekends to ensure the myriad of programs under his direction are operated efficiently and effectively. He believes in doing what is right for the resource and the people who depend on them. His long experience and institutional knowledge of Kuskokwim Area fisheries resources and the many local partnerships he has developed over the years have made him an effective supervisor and mentor to the many staff working in the Kuskokwim Area, both for the department and otherwise. He is well respected both by his peers and the public he serves. The department has been fortunate to have Doug working the Kuskokwim Area and he is very deserving of the 2010 Director's Achievement Award for Meritorious Service.