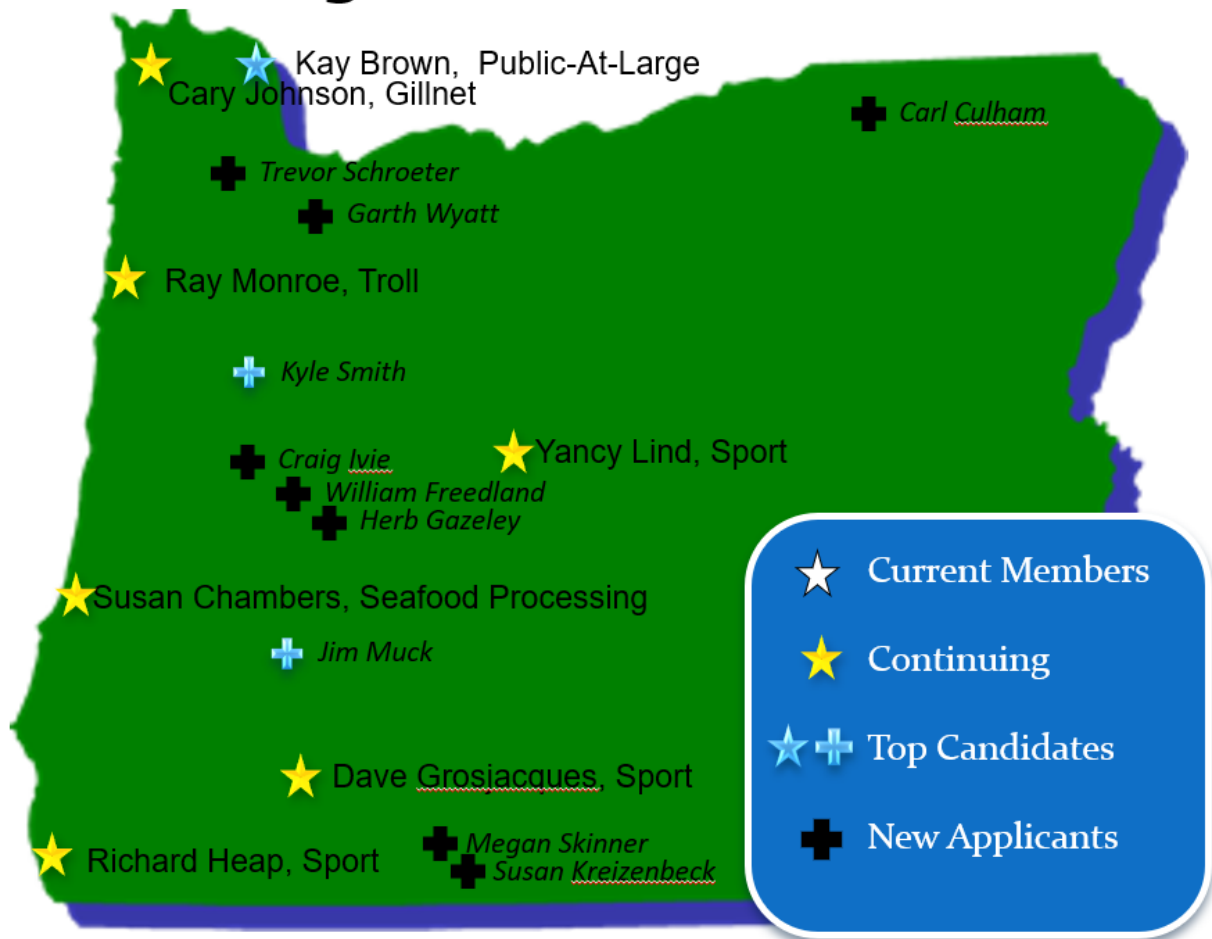


**Restoration and Enhancement Board
Public Representative Applicants**

| Name | Residence | Occupation |
|-------------------|---------------|--|
| Kay Brown | Columbia City | Retired, ODFW Fish Division Operations Manager |
| Carl Culham | Athena | Retired, Contracting Officer |
| William Freedland | Springfield | Retired, Fish and Wildlife Biologist |
| Herb Gazeley | Waltersville | Retired, Merchant Marine Captain |
| Craig Ivie | Veneta | Retired, US Postal Service |
| Susan Kreizenbeck | Klamath Falls | Retired, Teacher |
| Jim Muck | Roseburg | Retired, Fish Biologist |
| Trevor Schroeter | Forest Grove | Software Engineer |
| Megan Skinner | Klamath Falls | Aquatic Ecologist |
| Kyle Smith | Corvallis | Trout Unlimited, Oregon Field Coordinator |
| Garth Wyatt | Oregon City | Fisheries Biologist |

Applicants, Recommendations, and Existing R&E Board Members





Interest Form

Fish Restoration and Enhancement Board

This form is used to obtain general information and qualification of persons interested in serving on the R&E Board. This information is used by Oregon Fish and Wildlife to develop R&E Board appointment recommendations for the Fish and Wildlife Commission and announcements related to the appointment.



| APPLICANT INFORMATION | | | | | |
|--|---|-------------------------------|----|------------|--------------|
| Name | (Barbara) Kay Brown | | | | |
| Affiliation (if any) | | | | | |
| Occupation <input checked="" type="checkbox"/> Retired | ODFW Fish Division Operations Manager, Retired | | | | |
| Mailing address or PO Box | | | | | |
| Town/City | Columbia City | State | OR | Zip code | 97018 |
| Phone number | | Cell number Or alternate # | | Fax number | |
| E-mail | | | | | |
| Applicant signature | <i>Barbara K. Brown</i> | | | | |
| <p>By signing above:</p> <ul style="list-style-type: none"> ➤ You certify that all the information is true. ➤ You certify that you are a legal citizen of Oregon and the United States. ➤ You will accept appointment to the Fish Restoration and Enhancement Board if selected by the Oregon Fish and Wildlife Commission. ➤ You have an email address and are able and willing to check your email on a near-daily basis and conduct some Board business via email. ➤ You will you be able to make scheduled meetings across the state. | | | | | |

| POSITION APPLYING FOR | | |
|---|--|--|
| <p>Check the boxes for each of the positions you are currently applying for and check the boxes that best describe your interests or involvement that allow you to be a representative for that position.</p> <p>If you qualify for more than one position you may check the other boxes you are interested in. This information may be used to contact you for future vacancies.</p> | | |
| <input type="checkbox"/> Sport Fishing <input type="checkbox"/> Inland - Warm water <input type="checkbox"/> Inland - Trout <input type="checkbox"/> Inland - Salmon/steelhead <input type="checkbox"/> Ocean - Salmon (sport) <input type="checkbox"/> Ocean - Other fish (sport) <input type="checkbox"/> Other - explain | <input type="checkbox"/> Commercial <input type="checkbox"/> Seafood Processor <input type="checkbox"/> Processing related <input type="checkbox"/> Gill Netter <input type="checkbox"/> Gill Net related <input type="checkbox"/> Troller <input type="checkbox"/> Troll related | <input type="checkbox"/> Public At Large <input type="checkbox"/> Watershed Council <input type="checkbox"/> Sportsman's Group <input type="checkbox"/> STEP Group <input checked="" type="checkbox"/> Concerned Citizen <input type="checkbox"/> Concerned Angler <input type="checkbox"/> Other - explain |

STATEMENT OF INTEREST

Use the space below to tell us why you are interested in being a representative on the R&E Board and why you think you would make a good R&E Board member.

I am a life-long resident of Oregon and retired after 30 years with ODFW in 2003. Since that time I was a full-time caregiver for my husband of 45 years. He passed away at the end of July 2016 and I enjoy reconnecting with ODFW in a way that is useful and productive.

During my career with ODFW I was responsible for all Fish Division budgets, including Fish Propagation, Fish Management and Natural Resources. I was actively involved with the Fish and Wildlife Commission in all areas of Fish Division activities and responsible for presenting proposed regulations and distributing decisions by the Commission on all fishing regulations, both commercial and sport. I was also the Fish Division representative during legislative sessions and made regular presentations before House and Senate committees as the ODFW representative on bills the Oregon Legislature was considering.

I have a BS degree from Oregon State University in fisheries science and am familiar with fish species. My 30 years with ODFW, working directly with the Fish and Wildlife Commission, the Pacific Fisheries Management Council and the Pacific Marine Fisheries Commission provided familiarity with fisheries across Oregon.

I relish the opportunity to travel throughout the state and observe activities funded by R&E funds and have the time and knowledge of the state to do so.

I have served on the R&E Board since January 2016 as the Public At-Large member and would like to serve another four years and continue to represent public interests. I hope my record of service speaks for itself as an advocate for those members of the public who may not fish but relish the knowledge that our public fisheries are available to those who enjoy the sport of fishing.

EXPERIENCE/ INVOLVEMENT

Use the space below to describe any work experience and/or involvement that has provided you with the knowledge, skills, or abilities to successfully represent the interests of the position you are applying for and fulfil the duties of a member of the R&E board.

Make sure to include involvement in representing or advising organizations or interest groups, and experience related to sport fishing, commercial fishing, or fishery management.

- You may attach a resume or work history supplement, if desired.
- Please be specific and define your role.

See above

SUPPLEMENTAL QUESTION

- Describe what you believe are the main issues facing sport fisheries, commercial fisheries, and/or fishery management in Oregon and identify which fish management issues are important to you.

I believe the main issues facing sport fisheries, commercial fisheries, and/or fishery management in Oregon often are related to budgets or poor budget planning. Effective communication is always important in resolving conflicts, but my experience has always been that most everyone agrees that healthy and improved habitat will lead to improved fisheries, which seems to be everyone's goal. Conflicts seem to occur more often when available stocks are low, and everyone gets shorted.

Getting the "best bang for the buck" is important to me and I look forward to being able to help evaluate projects that will make a difference.

In 2020, the COVID crisis hit hard. Outdoor recreation has become an essential element in providing mental health relief. Projects that improve the ability of Oregonians to get back to nature and encourage fishing as a relief valve will be essential in the days ahead. If the Board has some influence in creating opportunities, I would love to be a part of those decisions.

| REFERENCES | | | | | |
|---|-----------------------------------|-------------|------------|------------|------------|
| Please identify three references that may be contacted in the event you are selected as a top candidate. Individuals or representatives of associations/organizations are acceptable. Letters of support from ODFW staff, associations, or similar groups are encouraged. If you have any letters or statements of support from these or the references please attach them. | | | | | |
| Reference #1 | | | | | |
| Name | Ed Bowles | | | | |
| Affiliation (if any) | ODFW, Fish Division Administrator | | | | |
| Mailing address | [REDACTED] | | | | |
| Town/City | Salem | State | OR | Zip code | 97302 |
| Phone number | [REDACTED] | Alternate # | | Fax number | |
| E-mail | [REDACTED] | | | | |
| Reference #2 | | | | | |
| Name | Rich Berry | | | | |
| Affiliation (if any) | ODFW, Retired | | | | |
| Mailing address | [REDACTED] | | | | |
| Town/City | Portland | State | OR | Zip code | 97225 |
| Phone number | [REDACTED] | Alternate # | | Fax number | |
| E-mail | [REDACTED] | | | | |
| Reference #3 | | | | | |
| Name | Jim Martin | | | | |
| Affiliation (if any) | ODFW, Retired | | | | |
| Mailing address or PO Box | [REDACTED] | | | | |
| Town/City | [REDACTED] | State | OR | Zip code | 97042-1109 |
| Phone number | [REDACTED] | Alternate # | [REDACTED] | Fax number | |
| E-mail | [REDACTED] | | | | |

Please scan and send this application via email to odfw.step@state.or.us or via mail to:

Restoration and Enhancement Program
Oregon Department of Fish and Wildlife
4034 Fairview Industrial Drive SE
Salem, Oregon 97302

Applications must be sent via email or post-marked by the posted deadline in order to be considered for the position.



Interest Form

Fish Restoration and Enhancement Board

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| APPLICANT INFORMATION | | | | | |
|--|---|-------------------------------|------------|------------|-------|
| Name | Carl R. Culham | | | | |
| Affiliation (if any) | None | | | | |
| Occupation | <input checked="" type="checkbox"/> Retired | | | | |
| Mailing address or PO Box | [REDACTED] | | | | |
| Town/City | [REDACTED] | State | OR | Zip code | 97813 |
| Phone number | | Cell number Or alternate # | [REDACTED] | Fax number | |
| E-mail | [REDACTED] | | | | |
| Applicant signature | [Handwritten Signature] | | | | |
| <p>By signing above:</p> <ul style="list-style-type: none"> ➤ You certify that all the information is true. ➤ You certify that you are a legal citizen of Oregon and the United States. ➤ You will accept appointment to the Fish Restoration and Enhancement Board if selected by the Oregon Fish and Wildlife Commission. ➤ You have an email address and are able and willing to check your email on a near-daily basis and conduct some Board business via email. ➤ You will you be able to make scheduled meetings across the state. | | | | | |

| POSITION APPLYING FOR | | |
|---|--|---|
| <p>Check the boxes for each of the positions you are currently applying for and check the boxes that best describe your interests or involvement that allow you to be a representative for that position.</p> <p>If you qualify for more than one position you may check the other boxes you are interested in. This information may be used to contact you for future vacancies.</p> | | |
| <input type="checkbox"/> Sport Fishing <input type="checkbox"/> Inland -Warm water <input type="checkbox"/> Inland - Trout <input type="checkbox"/> Inland - Salmon/steelhead <input type="checkbox"/> Ocean - Salmon (sport) <input type="checkbox"/> Ocean - Other fish (sport) <input type="checkbox"/> Other -explain | <input type="checkbox"/> Commercial <input type="checkbox"/> Seafood Processor <input type="checkbox"/> Processing related <input type="checkbox"/> Gill Netter <input type="checkbox"/> Gill Net related <input type="checkbox"/> Troller <input type="checkbox"/> Troll related | <input type="checkbox"/> Public At Large <input type="checkbox"/> Watershed Council <input type="checkbox"/> Sportsman's Group <input type="checkbox"/> STEP Group <input checked="" type="checkbox"/> Concerned Citizen <input checked="" type="checkbox"/> Concerned Angler <input type="checkbox"/> Other - explain |

STATEMENT OF INTEREST

Use the space below to tell us why you are interested in being a representative on the R&E Board and why you think you would make a good R&E Board member.

My interest in the board position was generated by a friend who let me know about the vacancy from an ODFW email notice he received. He and I are always discussing ODFW news. As I thought about the position and researched it I felt that while I do not have specific education and experience in fish and wildlife biology I do have qualifications that would enhance the board. I am a lifelong resident of Oregon and have enjoyed the state ' s hunting fishing opportunities my entire life. I have been a drift boat owner and now am a jet sled owner. While I lived in the Portland Metro area for some 30 plus years I have returned to where I grew up, Eastern Oregon, and note that no current member of the board resides on the " east side " so I have an interest in providing a view from here. When reviewing my response to knowledge, skills and abilities you will see that my varied professional and volunteer background will bring to the board a broad " at large " view to help in the mission of reviewing proposed grant applications.

My commitment to Oregon and my experiences are what would make me a good R&E Board member.

EXPERIENCE/ INVOLVEMENT

Use the space below to describe any work experience and/or involvement that has provided you with the knowledge, skills, or abilities to successfully represent the interests of the position you are applying for and fulfil the duties of a member of the R&E board.

Make sure to include involvement in representing or advising organizations or interest groups, and experience related to sport fishing, commercial fishing, or fishery management.

- You may attach a resume or work history supplement, if desired.
- Please be specific and define your role.

The following experiences demonstrate my knowledge, skills and abilities -

Knowledge, Skills and Abilities in Project Management –

o Warranted Contracting Office for 5 Federal agencies during a 39 year career with the Federal government

Soil Conservation Service (SCS) Oregon State Office -(Now Natural Resource Conservation Service)

US Small Business Administration, Portland District Office

US Army Corps of Engineers – Portland District

DHHS, PHS, Indian Health Service – Portland Area Office

US Forest Service, Region 6 Office, Blue Mountain Contracting Area and Washington D.C. staff

o For SCS and Forest Service actively involved in the award of and administration of cooperative agreements with different entities such as Soil and Water Conservation Districts, Irrigation Districts, and conservation and environmental groups.

o While with each agency I was intimately involved in project considerations as they related to fish management such as fish passage projects on the Columbia River, construction of hatcheries, habitat improvement projects, etc.

Knowledge, Skills and Abilities in Non-Profits

o Board of Director SCS Federal Credit Union (now merged with a larger credit union)

o Board of Director for Pheasants Forever Portland Chapter initial start up

o Board of Director for the Pendleton Round-Up

Positions as Publicity, Sponsors, Administration, and Competitive Events and served as Secretary and Treasurer

o Board of Director for the Pendleton Round-Up and Happy Canyon Hall of Fame and museum

Positions of Membership and Archives

o Pendleton Cattle Barons Weekend

Positions of Sponsors, Publicity and vice president

o All provide the ability to understand non-profit operation and responsibilities regardless of the mission of the particular entity.

Knowledge, Skills and Abilities in Local Government

o Budget Committee, Transportation Committee and Planning Commission for City of Gresham

Served as president or chair the committees and commission where I chaired several public meetings and hearings

?Knowledge, Skills and Abilities in fishing

o I have been a sport fisherman all my life. I have fished the Chetco, McKenzie, Deschutes, Wilson, Trask, Tillamook Bay, Nestucca, Pacific Ocean, Columbia, Clackamas, Sandy, Umatilla, John Day, Snake, North Fork of the Lewis, East Fork of the Lewis, Kenai and Kanektok of Alaska, the Yellowstone, Clark Fork, Spring Creek and other rivers of Montana – simply stated I like to fish.

SUPPLEMENTAL QUESTION

- Describe what you believe are the main issues facing sport fisheries, commercial fisheries, and/or fishery management in Oregon and identify which fish management issues are important to you.

The main issue facing fishing in Oregon is meeting the varied fishing interests while the resource changes. Accommodating commercial fisheries in the face of declining populations, meeting the interests of sport fisherman by maintaining the various species, especially native fish and the growth of sport interest in none native species provide challenges in target management to meet everyone ' s wants. In this management dilemma there is the additional challenge of keeping the public, and especially the fishing community, informed as to why certain efforts meet everyone ' s needs.

As an avid salmon and steelhead fisherman their management are most important to me especially with a view from the " east side " now that I have returned to where I grew up. From my varied experiences I truly have the view that fish management has forgotten the Columbia Plateau when it comes to salmon and steelhead. My recollections of fishing on the John Day, Umatilla and Columbia in my early years are not equal to my current day experiences.

REFERENCES

Please identify three references that may be contacted in the event you are selected as a top candidate. Individuals or representatives of associations/organizations are acceptable.
Letters of support from ODFW staff, associations, or similar groups are encouraged. If you have any letters or statements of support from these or the references please attach them.

| | | | | | |
|---------------------------|---|-------------|----|------------|-------|
| Reference #1 | | | | | |
| Name | Mike Yaremko | | | | |
| Affiliation (if any) | Fishing Friend | | | | |
| Mailing address | [REDACTED] | | | | |
| Town/City | Portland | State | OR | Zip code | 97236 |
| Phone number | [REDACTED] | Alternate # | | Fax number | |
| E-mail | [REDACTED] | | | | |
| Reference #2 | | | | | |
| Name | Al Nakamura | | | | |
| Affiliation (if any) | Fishing Friend | | | | |
| Mailing address | [REDACTED] | | | | |
| Town/City | Woodland | State | WA | Zip code | 98674 |
| Phone number | [REDACTED] | Alternate # | | Fax number | |
| E-mail | [REDACTED] | | | | |
| Reference #3 | | | | | |
| Name | Andy Vanderplaat | | | | |
| Affiliation (if any) | Pendleton Cattle Barons Weekend (President) | | | | |
| Mailing address or PO Box | [REDACTED] | | | | |
| Town/City | Pendleton | State | OR | Zip code | 97801 |
| Phone number | [REDACTED] | Alternate # | | Fax number | |
| E-mail | [REDACTED] | | | | |

Please scan and send this application via email to odfw.step@state.or.us or via mail to:

Restoration and Enhancement Program
 Oregon Department of Fish and Wildlife
 4034 Fairview Industrial Drive SE
 Salem, Oregon 97302

Applications must be sent via email or post-marked by the posted deadline in order to be considered for the position.



Interest Form

Fish Restoration and Enhancement Board

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APPLICANT INFORMATION

| | | | | | |
|---|--|-------------------------------|------------|------------|-------|
| Name | William A. Freeland | | | | |
| Affiliation (if any) | | | | | |
| Occupation <input checked="" type="checkbox"/> Retired | Fish and Wildlife Biologist for the Federal Govt. - Various agencies | | | | |
| Mailing address or PO Box | [REDACTED] | | | | |
| Town/City | Springfield | | OR | Zip code | 97477 |
| Phone number | [REDACTED] | Cell number Or alternate # | [REDACTED] | Fax number | |
| E-mail | [REDACTED] | | | | |
| Applicant signature | | | | | |
| By signing above: | | | | | |
| <ul style="list-style-type: none"> ➤ You certify that all the information is true. ➤ You certify that you are a legal citizen of Oregon and the United States. ➤ You will accept appointment to the Fish Restoration and Enhancement Board if selected by the Oregon Fish and Wildlife Commission. ➤ You have an email address and are able and willing to check your email on a near-daily basis and conduct some Board business via email. ➤ You will you be able to make scheduled meetings across the state. | | | | | |

POSITION APPLYING FOR

Check the boxes for each of the positions you are currently applying for and check the boxes that best describe your interests or involvement that allow you to be a representative for that position.

If you qualify for more than one position you may check the other boxes you are interested in. This information may be used to contact you for future vacancies.

| | | |
|--|--|---|
| <input type="checkbox"/> Sport Fishing <input type="checkbox"/> Inland - Warm water <input type="checkbox"/> Inland - Trout <input type="checkbox"/> Inland - Salmon/steelhead <input type="checkbox"/> Ocean - Salmon (sport) <input type="checkbox"/> Ocean - Other fish (sport) <input type="checkbox"/> Other - explain | <input type="checkbox"/> Commercial <input type="checkbox"/> Seafood Processor <input type="checkbox"/> Processing related <input type="checkbox"/> Gill Netter <input type="checkbox"/> Gill Net related <input type="checkbox"/> Troller <input type="checkbox"/> Troll related | <input checked="" type="checkbox"/> Public At Large <input type="checkbox"/> Watershed Council <input type="checkbox"/> Sportsman's Group <input type="checkbox"/> STEP Group <input checked="" type="checkbox"/> Concerned Citizen <input type="checkbox"/> Concerned Angler <input checked="" type="checkbox"/> Other - recreation fisher and crabber. |
|--|--|---|

STATEMENT OF INTEREST

Use the space below to tell us why you are interested in being a representative on the R&E Board and why you think you would make a good R&E Board member.

I am applying to fill the position of public member-at-large for the Fish Restoration and Enhancement Program Board. As a Federal employee, I was involved with Fish and Wildlife habitat restoration programs, wetland identification and mitigation banking proposals, and environmental protection programs throughout my career.

I have valuable experience from my work throughout the Columbia River Basin, along the Oregon and Washington coasts, and throughout the States of Oregon, Washington, Idaho, Montana, Nevada, and Alaska. I was a manager for such programs as the Secure Rural Schools Act while I was the Chief of Resources for the Medford District, Bureau of Land Management. I guided that program and the citizen board for six years and providing over \$17 million in funds and grants for many proposals. These proposals included fish habitat restoration, wildlife habitat restoration and enhancement, historic facilities and area preservation, educational programs dealing with natural systems, fish and wildlife habitat, and the replacement of fish-blocking culverts with fish-friendly bridges, opening fish habitat from blocking structures such as water diversions, and providing juvenile habitat enhancement both off-channel and restoration of gravel substrate.

My work also included environmental assessment programs for culvert replacement with bridges on National Park roads (Olympic National Park), wetland assessments for the US Army Corps of Engineers along the Oregon coast for dredging projects (river mouths, and small-boat basin projects), wetland enhancement in the Columbia River mouth, and for the Fish and Wildlife Funding programs of the Bonneville Power Administration. I have worked on projects in cooperation with the Oregon Water Enhancement Board, local irrigators in Northeast Oregon and in the Willamette Valley, and with gold-mining interests in the Rogue, Applegate, and Illinois River basins. I did assessment work on forestlands for water and soil runoff, agricultural lands for soil survey, runoff, and invasive species, worked with farmers and local watershed councils to seek cooperative protection and revegetation of streambanks. And I provided Federal oversight of cooperative efforts with 5 Native American tribes in northeast Washington, northern Idaho, and western Montana, 8 tribes on the Olympic Peninsula, and several bands in southwest Oregon. I started in fish and wildlife in the OSU work-study program at the ODFW Fish Lab in Corvallis.

I have acted as the BLM representative on several boards, including the multi-use recreational council in Jackson and Josephine Counties, interacting with bikers, hikers, off-road vehicle users, snow-play recreationists, and various local administrators such as county commissioners, and small-town city managers/ mayors. I have experience with volunteer councils such as the Columbia River Estuary Study Taskforce, encompassing multiple jurisdictions and cooperative study efforts. I was the Chairman of the City of Eagle Point Parks and Recreation Commission for 5 years.

I would be a good board member because of my experience, my knowledge of the subject matter, my abilities with various jurisdiction and officials, and for my passion to protect fish and wildlife resources of our State. I am retired and so available to devote time, travel, and effort to make this program successful. I also fish.

EXPERIENCE/ INVOLVEMENT

Use the space below to describe any work experience and/or involvement that has provided you with the knowledge, skills, or abilities to successfully represent the interests of the position you are applying for and fulfil the duties of a member of the R&E board.

Make sure to include involvement in representing or advising organizations or interest groups, and experience related to sport fishing, commercial fishing, or fishery management.

- You may attach a resume or work history supplement, if desired.
- Please be specific and define your role.

Please see attached resume of William A. Freeland.

SUPPLEMENTAL QUESTION

- Describe what you believe are the main issues facing sport fisheries, commercial fisheries, and/or fishery management in Oregon and identify which fish management issues are important to you.

Those main issues that I truly believe are of concern to the people of the State of Oregon and to myself are as follow:

In general:

- The overfishing of both in-state and ocean fisheries – both from sports, commercial, and Native American groups.
- The oversight and enforcement of fishing regulations upon those who defiantly ignore and flaunt those regulations.
- The loss of habitat for fish reproduction and the loss of water quality of such reproduction areas.
- The lack of research into the interaction between wild and hatchery-produced fish and their future impact on the natural systems in general.
- The impact of invasive species upon fish habitat.
- The lack of knowledge about the carrying capacity of fish populations by the various fisheries pressure groups (sports, commercial, and Native American).
- The lack of access to the various sport fisheries areas.
- The lack of education about fisheries in general for the general public.
- The interaction and impact of various bird populations upon our fish populations.
- The impact of diseases and disease-control efforts upon fish populations.

All these areas are ripe for funding, studying, and bringing a better understanding for the conservation and preservation of fisheries in the State of Oregon.

REFERENCES

Please identify three references that may be contacted in the event you are selected as a top candidate. Individuals or representatives of associations/organizations are acceptable.

Letters of support from ODFW staff, associations, or similar groups are encouraged. If you have any letters or statements of support from these or the references please attach them.

Reference #1

| | | | | | |
|----------------------|-------------------------------|-------------|--------|------------|-------|
| Name | Jamie Parker | | | | |
| Affiliation (if any) | US Census Bureau – Eugene ACO | | | | |
| Mailing address | [REDACTED] | | | | |
| Town/City | Springfield | State | Oregon | Zip code | 97477 |
| Phone number | [REDACTED] | Alternate # | | Fax number | |
| E-mail | | | | | |

Reference #2

| | | | | | |
|----------------------|-----------------|-------------|------------|------------|--|
| Name | Lori Galvin | | | | |
| Affiliation (if any) | Remax Integrity | | | | |
| Mailing address | | | | | |
| Town/City | Eugene | State | OR | Zip code | |
| Phone number | | Alternate # | [REDACTED] | Fax number | |
| E-mail | [REDACTED] | | | | |

Reference #3

| | | | | | |
|---------------------------|------------------------|-------------|----|------------|-------|
| Name | J C Rackley | | | | |
| Affiliation (if any) | Retired US Coast Guard | | | | |
| Mailing address or PO Box | [REDACTED] | | | | |
| Town/City | Alcoa | State | TN | Zip code | 37701 |
| Phone number | | Alternate # | | Fax number | |
| E-mail | [REDACTED] | | | | |

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Restoration and Enhancement Program
 Oregon Department of Fish and Wildlife
 4034 Fairview Industrial Drive SE
 Salem, Oregon 97302

Applications must be sent via email or post-marked by the posted deadline in order to be considered for the position.

Resume

William A. Freeland

William Albert Freeland, R.E.M. retired

Springfield, OR 97477-2625
USA

US Citizen: yes

Work Experience

US Census Bureau (7/2019 – 8/2020) Part to Full-time

Field Clerk and Field Enumerator - \$17.50 / hr. (DAPPS employee), Springfield, OR.

Worked as a Census Field Enumerator for the Address Canvassing QC Phase of the 2020 Census from July 2019 through October 2019 in the Lane County area and in the Hermiston/Umatilla/Pendleton areas. Was hired again in January 2020 as a Field Clerk in the Eugene Area Census Office (ACO) and worked in all phases of the 2020 Census – including Group Quarters Advanced Contact, Group Quarters Enumeration, Transitory Location Advance Contact, Transitory Not Otherwise Specified Locations contacts, Field Enumerator hiring and training, and other duties as specified.

Lane County Waste Management (11/2018 – 7/2019) Part-time

Recycler - \$11/hr.

Worked as a recycler for LCWM both at the Central Receiving Site in Glenwood, OR, and at the various waste disposal transfer and recycling sites around Lane County. Provided safety, education, and instructional processes for the public as well as general information and maintenance at the sites.

NW Teardrops, Inc. (3/2015-8/2017)

Part-time Sales (on commission)

Did guerilla marketing of teardrop camper/trailers while camping/traveling around Oregon and Washington and in the sales showroom in Salem Oregon. Represented Teardrop Trailers at sportsman shows and car shows in Salem and Portland.

Cabela's (3/6/2012 – 1/26/2013).

ATF Counter Outfitter - \$11/hr, Springfield, OR.

David Babkirk, Gun Manager, (moved to Columbus, OH store).

Hours per week: 20-25

Duties: As a team member, provide ATF background information checks on gun purchasers. Provide Point of Sales (POS) checkout for gun and merchandise sales. Provide inventory assistance to gun vault personnel as needed. Work with OR State Police personnel on ATF background checks.

US Coast Guard (5/24/09- 7/31/2011 Retirement).

Environmental Protection Specialist, GS - 0028 – 13, Juneau, Alaska, United States.

Supervisor: Calnan, Joe, CDR Contact: Yes (retired to Frenchtown, MT)

Hours per week: 40

Resume

William A. Freeland

Duties: As EPS (Environmental Program Manager), I worked closely with the Unit Commander to carry out the NEPA program for the USCG Rescue 21 and NAIS projects in Alaska. I was responsible for all NEPA documentation for 29 legacy communication sites and 39 new sites. I also was responsible for NEPA documents in Guam and Saipan (new and collocation sites). I provided threatened and endangered species expertise on these projects.

Achievements:

- Prepared Environmental Assessments for new Alaska R21 sites on Kodiak Island (sites), in Glacier Bay National Park and Preserve, and on the Duffield Peninsula on Baranof Island.
- Prepared 12 Categorical Exclusions for R21 and NAIS sites in Alaska for wind turbines, equipment removal, and site modifications.
- Prepared Categorical Exclusions and an Environmental Assessment for four sites in the Territory of Guam and the Commonwealth of the Northern Marianas Islands (Guam, Rota, and Saipan).
- Persuade a major government contractor to begin NEPA preparations earlier in their planning process.
- Worked with Environmental Planning Lead at Glacier Bay National Park and Preserve on locating communication sites in designated wilderness under ANILCA.
- Worked with the NPS Regional Office in Anchorage on wilderness issues about locating facilities inside designated wilderness.
- Worked with USFWS personnel on issues of locating facilities inside a potentially designated wilderness (NWR system), including studies of threatened species potentially impacted by facility development.
- Received Level II certification as a US Coast Guard COTR for CEU/CLP courses from the Defense Acquisition University.

USDI Bureau of Land Management, (08/10/03 to 5/23/09).

Supervisory Natural Resource Specialist, GS-401-13. Medford, OR 97504,

Tim Reuwsaat, [REDACTED] (retired).

Tour of Duty: 40 Hrs per week.

Duties: I lead the Medford District Manager's staff as Chief Resource Advisor to eleven resource specialists. These were the District's Program Leads for various natural resource programs. I oversaw the District staff budget and budget processes. I developed and implemented policies and programs for the District. I lead or co-lead various program initiatives in the District. I kept the District abreast of program developments on the Washington Office, State Office, and Resource Area levels and advised the District on critical concerns. I lead District efforts on communications, consistency, and training opportunities. I was Title II Program Coordinator for the Secure Rural Schools Act (\$17 million) and was staff resource to the Medford District Resource Advisory Committee. I provided habitat expertise on threatened and endangered species such as the Spotted Owl, Marbled Murrelet, and fish species such as salmon in Oregon.

Resume

William A. Freeland

Achievements:

- I developed the schedules and communications plan for the Resource Management Plan on the District as well as represented the District on the overall Western Oregon Plan Revision (WOPR).
- I was lead advisor for endangered species and off-road recreation/ vehicle impacts for the Western Oregon Plan Revision for the Medford District. I lead development of the off-road vehicle environmental assessment for the WOPR.
- I lead the District Program Leads in developing a Roles and Responsibilities Supplemental Manual.
- I co-lead with the Glendale Field Manager to successfully address Greenpeace and other protest concerns on the Kelsey-Whiskey Timber Sale by developing response alternatives, developing a threat/response matrix for law enforcement, and developing public response statements for the media.
- I was the acting Field Manager in the Glendale Resource Area for one month addressing resource, performance, and disciplinary concerns.
- I developed an innovative process in acquiring legal expertise for the District to help improve the NEPA process.
- I hired personnel: 2 forestry leads and 2 cruiser/appraisers, conducted performance reviews and conducted disciplinary actions.

As acting Associate District Manager in Twin Falls, ID, I worked with the District Manager and Field Managers to carry out the District Program in resource protection and conservation. I was responsible for the supervision of the Staff and Line Officers.

I filled a temporary detail position as Acting Branch Chief for the Planning, Science, and Resource Information Branch in the Oregon/ Washington State Office when the incumbent was filling a similar detail elsewhere.

USDI National Park Service (05/10/2001 to 8/09/2003).

Environmental Protection Specialist, GS-0028-12, Olympic National Park,
Port Angeles, WA 98362.

Bill Laitner, [REDACTED] (retired).

Tour of Duty: 40 Hrs per week.

I developed and prepared the initial Olympic National Park's General Management Plan (GMP) and all NEPA and associated planning and compliance documents. Projects ranged from proposals to repair washed out roads or collapsed bridges, re-vegetation and stream bank protection projects, visitor center construction; to large proposals such as resolving mining rights for precious metals in the park, restoration of the Elwha River Ecosystem (breaching dams), and reintroduction of threatened or endangered species. Documents ranged from a few pages in length to complex documents such as the ONP Fire Management Plan EA. I worked with the USDOT Federal Highways Administration, on highway and road projects within the park. I advised the Superintendent on external projects including water resources, stream bank protection projects of the County and U.S. Forest Service. I advised the park safety officer on environmental audit and hazmat regulations. I provided expertise on T&E species to the Chief of Resources.

Resume

William A. Freeland

Achievements:

- Development of the Park General Management Plan - schedules, scoping, and initial outlines, purpose and needs statement, and mission revalidation.
- I initiated government-to-government discussions for the Plan EIS with the eight Tribes of the Olympic Peninsula.
- I developed documents on the Kalaloch Visitor Station, the Olympic Park Institute Anders Admin Building, the Graves Creek Road Repair, the bridge on the North Shore Rd at Lake Quinault, and the Olympic Park Fire Management Plan.

US Department Of Energy (06/25/1995 to 05/09/2001).

Environmental Scientist, GS-401-13. Yucca Mountain Site Characterization Office.

Las Vegas, NV 89

Suzi Mellington, [REDACTED]

Tour of Duty: 40 per e

I was Technical Lead Scientist for the Environmental Impact Statement on the Mined Geologic Disposal System located on the Nevada Test Site. I planned, directed, and coordinated EIS functions as governed by NEPA, and the Nuclear Waste Policy Act. I worked in the Office of Project Execution, Environment, Safety, and Health staff, overseeing over project contract scientists, engineers, and various stakeholder groups. I worked with DOE Headquarters and other Field organizations on environmental coordination issues, including collateral duties as OCRWM representative for the Clean Water Act Initiative and as a Class A/B accident board member. I guided contract scientists implementing the Socio-Economics, Ecological Studies, and Cultural Resources monitoring programs. I provided expert knowledge on the full range of environmental regulations, including ESA, NHPA, NAGPRA, CERCLA, RCRA, TSCA, CWA, CAA, and various pollution prevention regulations, including NPDES requirements. I was responsible for all field oversight as the Site Operations Division Environmental Field Coordinator. I managed all surface environmental activities related to the scientific activities, including land access, desert rehabilitation, construction techniques, hazmat requirements, and permit activities. I ensured that Native American, archaeology, and socio-economic issues were accurately integrated into the EIS. I directly oversaw the Project's Ecological Scientists (up to 30 persons), including desert tortoise scientists. I provided expertise in integrating ecosystem adaptive management systems into Project strategic planning documents.

Achievements:

- Initiation and development of the EIS for the Yucca Mountain Project, including schedules, scoping, and initial outlines, and purpose and needs statement.
- I lead development and successfully conducted 30 scoping workshops across the United States for the EIS.
- I lead the development and implementation of Integrated Safety Management System (ISMS) for 17 contractors, the Federal workforce, and over 1600 project workers.
- I lead the Departmental certification of Integrated Safety Management System including a third-party verification review and prepared the certification reports for the Secretary of Energy.
- I received a Quality Step Increase award for Superior Job Performance and Monetary Awards for Special Acts for the initiation, development, implementation, and

Resume

William A. Freeland

verification of the Integrated Safety Management System.

Bonneville Power Administration – USDOE (02/03/1986 to 06/24/1995).

Area Environmental Manager, GS-0028-13.

Spokane, WA 99201.

Earl Schoerr (retired).

Tour of Duty: 40 Hrs per week.

I developed and managed environmental matters within the Area, providing an interface with the BPA Regional Office of Operations and Maintenance. I supervised Area environmental staff (5 personnel). I identified issues and concerns leading to policy development, final policies, and implementation of those policies. I implemented Area Operating Plans for the Pollution Abatement and Control Program. I initiated and managed actions under the following laws: CERCLA (Superfund - 6 sites), RCRA (8 Districts), TSCA (PCBs), the Clean Water Act (and NPDES permits), the Clean Air Act, the Safe Drinking Water Act, and the Superfund Amendments and Reauthorization Act (SARA). I directed actions including in-house personnel, such as Construction Force Accounts, as well as contract resources. I provided technical oversight as Area Hazardous Waste Coordinator and as Contracting Officer's Representative (COR) for contracts. This work included guiding consultant services in conducting Site Inspections and Removal Actions under the Superfund regulations. I developed and managed the Area Self-Audit/Appraisal and Corrective Action Program. I developed implementation plans for corrective actions.

Achievements:

- I lead change through the development and implementation of an Environmental Protection Program including Self-Audits and Correction Action Plans in the field.
- I developed and implemented the Hazardous Materials Program in the field from scratch. I lead the change in field processes (Polychlorinated Biphenyl's equipment identification) for Substation maintenance, Substation operations, Communications Systems operations and maintenance, and Transmission Line maintenance activities.
- I lead the implementation of Superfund site Removal and Rehabilitation Projects in the Upper Columbia Area (6 sites).
- I initiated actions to correct Oil Spill Containment (SPCC Plans and facilities) and permit requirements under NPDES; prepared SPCC Plans for 158 facilities.
- I developed and coordinated environmental protection guidance for the BPA Generation and Transmission partners in eastern Washington, Northern Idaho, and western Montana.
- I trained, developed, and supervised up to seven direct-report employees as supervisor, mentor, and/or program lead by dealing with performance, EEO, and disciplinary concerns.
- I trained as a COR for environmental contracts, received certification as an environmental tort claims officer, and was a DOE-certified Accident Investigation Board Member.

Resume

William A. Freeland

Bonneville Power Administration - USDOE (03/03/1979 to 02/02/1986).
Environmental Specialist, GS-0028 -12, Portland, OR 97208.
John Kiley (retired).
Tour of Duty: 40 Hrs per week.

I was a GS-11 Ecologist and GS-12 Environmental Specialist, involving: 1) analyzing and describing the environmental impacts of the BPA Vegetation Management Program in a Programmatic EIS; 2) organizing and coordinating review of NEPA documents; and 3) assuring compliance with laws, regulations, and procedures. One assignment (2/84 to 1/86) was to develop the BPA Environmental Appraisal/Audit Program. I lead the implementation of this program by developing policy and gaining program approval. I organized and conducted twelve field appraisals. The Audit and Appraisal program lead to development of the TSCA, RCRA, and CERCLA field programs at BPA. I was co-lead with an engineer from the Office of Engineering on the Leaking Underground Storage Tanks team under RCRA.

Achievements:

- I lead change by developing and implementing the Environmental Protection Audit and Appraisal Program.
- I developed and implemented new and unique policies for the Hazardous Materials, Toxic Substances, and Superfund Programs at BPA.
- I was the program lead for vegetation management, coastal zone management, NEPA processing, Endangered Species, RCRA, CERCLA, and TSCA at BPA.
- Developed, prepared, and wrote NEPA documents on vegetation management, impacts on marine mammals from underwater transmission lines, and construction of substations.
- Provided wildlife expertise on T&E species for environmental policy and NEPA documents.

U.S. Army Corps of Engineers (03/10/1978 to 03/02/1979).
Ecologist, GS-0408-09, Portland District, Portland, OR 97208.
Robert Moulton (retired)
Tour of Duty: 40 Hrs per week.

Preparation of EAs and EISs; studies of wetlands and wetland delineations. Identified coastal wetlands plants for all small boat basin projects from the mouth of the Columbia to Gold Beach. Initiated wetland restoration projects in the Columbia River Estuary.

Achievements:

- Recognized as one of the first Wetlands Ecologists in the Pacific Northwest.
- Initiated the guide Wetlands Plants of the Pacific Northwest.
- Conducted wetlands delineations for ACOE projects.

USDA Soil Conservation Service (06/10/1974 to 03/09/1978).
Soil Conservationist, GS-0457-09, Portland, OR 97208.
S. Swanson (retired)
Tour of Duty: 40 Hrs per week.

Resume

William A. Freeland

Achievements:

- Planned over 50 farms in the Willamette Valley.
- Developed plant materials for conservation and wetlands work.
- Coordinated the first Wetlands assessments with the USFWS in the Willamette Valley and defined wetlands as used by FWS Wetland Ecologists from the Washington Office.
- Participated on the first watershed and irrigation district EISs conducted in the SCS.

Total Years in Federal Service: 37+ years.

Education

- Bachelor of Science Degree, 1974, Wildlife Science, Oregon State University, Total Credit hours earned quarter: 193.
- Post-Graduate, Portland State University and Lewis and Clark College, Total Credit hours earned quarter: 10.
- Defense Acquisitions University, Certificate as Contracting Officer's Technical Representative.
- High School, 1970 Graduate with Honors, Ashtabula, Ohio.

Additional Information

TRAINING:

Numerous courses including project management, program development, fire management (Incident Command System), hazardous waste handling and remediation courses, federal contracting courses, mountaineering and first aid skills (and instructor training), Wetlands delineation, IT courses, supervisory and administration courses, and facilitation/ mediation skills courses. Certification as COTR for the US Coast Guard, Bureau of Land Management, National Park Service, and for the Department of Energy.

JOB-RELATED SKILLS:

Team building and facilitation skills (training and ability), photography, computer skills and GIS knowledge (word processing and GIS software).

AWARDS:

Quality Step Increase Award - 2001, development and implementation of the Integrated Safety Management System (ISMS) Program at Yucca Mountain.

Superior Job Performance – 2011 for initiating NEPA process at R21 PRO Alaska; 1987, 1990, 1994, 1998, for directing and overseeing the environmental field programs at BPA and Yucca Mountain.

Monetary Award for Special Act - 1985, 1989, 1991, 1996 (2), 1998, 2001, 2010: example achievements - Departmental verification of ISMS at Yucca Mountain, for development and implementation of the Audit/ Appraisal Program, and for developing the Hazardous Materials Program at BPA.

Career Service Award - 1983, 1993, 1999, 2003;

Resume

William A. Freeland

Certificates of Appreciation - 1984, 1995;

National Ski Patrol National Appointment # 6646, 1 Blue and 2 Yellow Merit Stars.

LICENSES/CERTIFICATES:

Certified Wildlife Biologist - The Wildlife Society, 1980.

Registered Environmental Manager (R.E.M.) - National Registry of Environmental Professionals
- 1997 to 2015.

OTHER INFORMATION:

Lifetime Alumni member: National Ski Patrol System.

Former Board member: City of Sequim Parks Citizen's Advisory Board.

Former Commission Chair: (5 years) City of Eagle Point Parks and Recreation Commission.

Ex-officio President: Hillsborough Estates Homeowners Association.

Ex-officio Vice Chair: Tamarack Trails Homeowners Association.

Resume

William A. Freeland

U.S. Department of
Homeland Security

United States
Coast Guard



Commanding Officer
United States Coast Guard
Project Resident Office Alaska

100 Savikko Road
Douglas, AK 99824
Staff Symbol: CG PRO AK
Phone: 907-463-2958
FAX: 907-463-2959

5000
July 22, 2011

Mr. William A. Freeland
Rescue 21 Project Resident Office Alaska
[REDACTED] Douglas, AK 99824

Bill:

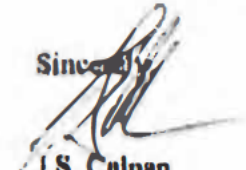
I would like to express my sincere appreciation to you for your outstanding performance and tireless effort as Rescue 21 Project Resident Office (PRO) Alaska's Environmental Protection Specialist from May 2009 through July 2011.

In short order, you quickly established a professional work ethic and immersed yourself in the business at hand by developing environmental review plans for new R21 planned remote sites within Glacier Bay National Park and Preserve, on Kodiak Island, and on the Duffield Peninsula and vigorously pursued the National Environmental Policy Act (NEPA) process for these sites. This effort formally established guidelines for R21 PRO Alaska on which all other remote site Environmental Assessments (EA) will be governed. Your work resulted in completed EA and FONSI actions for sites at Middle Cape, Twin Peaks, and Glacier Bay (Deception Hills) in 2010 and completed CATEX processes for Rescue 21 PRO Scottsdale sites at Rota, Mt. Alutom and Merizo by April 2011. Other CATEXs that you completed in association with R&D testing by R21 PRO Alaska were for the Dillingham/Tuklung microwave testing, the Sharatin wind generator installation, the Cape Fanshaw, Sitkinak Island and Duke Island wind generator replacements, as well as the removal of 11 Secure-Passive Automatic Identification System sites for the NAIS program.

In addition to your R21 PRO Alaska efforts, you were able to convince General Dynamics that it was in their best interests to start NEPA processes early in their site planning programs and also convince R21 PRO Scottsdale that the only legal way to conduct the NEPA process for their new Saipan site was through an Environmental Assessment. Your "can-do" spirit and expertise was vital to all of our mission successes.

Your sense of teamwork and work ethic are inspirational, and your willingness to go above and beyond to assist another unit demonstrates your stellar support of the Team Coast Guard concept. Thank you on behalf of Rescue 21 PRO Alaska and the Rescue 21 Project. Bravo Zulu!

Sincerely,


J.S. Culnan
Commanding Officer
Rescue 21 Project Resident Office Alaska
U.S. Coast Guard

Resume

William A. Freeland

U.S. Department of
Homeland Security

United States
Coast Guard



Commanding Officer
United States Coast Guard
Rescue 21 Project Resident Office

1625 Granite Reef Rd
Scottsdale, AZ 85257-3600
Staff Symbol: CO
Phone: 480-421-0200
FAX: 480-421-0200

2000
04 Aug 2011

From: Commanding Officer, Rescue 21 Project Resident Office (R21 PRO) Scottsdale
To: Mr. William A. Freeland

Subj: LETTER OF APPRECIATION

1. I would like to sincerely thank you for the outstanding support you provided to R21 PRO Scottsdale from August 2010 to August 2011. Your efforts performing all of the environmental management activities necessary for the deployment of Rescue 21 to Sector Guam was essential in maintaining the project budget and schedule. After being assigned the task to augment a staff burdened with numerous other environmental activities, you immediately came in, assessed the situation, and worked with PRO Scottsdale personnel to come up to speed. You promptly conducted thorough site visits and commenced your review and consultation activities. You carefully and methodically outlined the steps necessary to complete the National Environmental Policy Act (NEPA) process, set forth realistic and achievable milestones, and coordinated all necessary support to achieve these goals. This included preparation and review of visual simulation studies and consultations with numerous agencies including, but not limited to, the Guam Bureau of Statistics and Plans, the Commonwealth of the Northern Mariana Islands (CNMI) Coastal Resources Management, Historic Preservation District, and Division of Fish and Wildlife. The end result was the timely preparation of Categorical Exclusions allowing all real property transactions to proceed on schedule.
2. Of specific note was your thorough efforts preparing and executing the Environmental Assessment, and the resultant Finding of No Significant Impact, for the deployment of a new Coast Guard Rescue 21 tower on the island of Saipan in the CNMI. This critical site required careful coordination among 80 different parties to ensure timely and thoroughly vetted approvals. This extraordinary effort was completed nearly a month ahead of schedule allowing deployment activities to proceed without delay.
3. Your dedication, pride, and professionalism reflect credit upon you and the United States Coast Guard. In appreciation, I would like to present this Rescue 21 PRO Scottsdale unit coin as a small token of our appreciation. Thank you on behalf of the Rescue 21 PRO and the Rescue 21 Project. Bravo Zulu!

A handwritten signature in black ink, appearing to read "S. F. Osgood".

CDR S. F. Osgood
Commanding Officer
Rescue 21 PRO Scottsdale



Interest Form

Fish Restoration and Enhancement Board

This form is used to obtain general information and qualification of persons interested in serving on the R&E Board. This information is used by Oregon Fish and Wildlife to develop R&E Board appointment recommendations for the Fish and Wildlife Commission and announcements related to the appointment.



| APPLICANT INFORMATION | | | | | |
|--|--|----------------------------|--------|------------|-------|
| Name | Herb Gazeley | | | | |
| Affiliation (if any) | Cascade Family Fly Fishers, Mckenzie River Trust | | | | |
| Occupation | | | | | |
| <input checked="" type="checkbox"/> Retired | | | | | |
| Mailing address or PO Box | [REDACTED] | | | | |
| Town/City | WALTERVILLE | State | Oregon | Zip code | 97489 |
| Phone number | [REDACTED] | Cell number Or alternate # | | Fax number | |
| E-mail | [REDACTED] | | | | |
| Applicant signature | | | | | |
| <p>By signing above:</p> <ul style="list-style-type: none"> ➤ You certify that all the information is true. ➤ You certify that you are a legal citizen of Oregon and the United States. ➤ You will accept appointment to the Fish Restoration and Enhancement Board if selected by the Oregon Fish and Wildlife Commission. ➤ You have an email address and are able and willing to check your email on a near-daily basis and conduct some Board business via email. ➤ You will you be able to make scheduled meetings across the state. | | | | | |

| POSITION APPLYING FOR | | |
|--|--|--|
| <p>Check the boxes for each of the positions you are currently applying for and check the boxes that best describe your interests or involvement that allow you to be a representative for that position.</p> <p>If you qualify for more than one position you may check the other boxes you are interested in. This information may be used to contact you for future vacancies.</p> | | |
| <input checked="" type="checkbox"/> Sport Fishing <input type="checkbox"/> Inland -Warm water <input checked="" type="checkbox"/> Inland – Trout <input checked="" type="checkbox"/> Inland – Salmon/steelhead <input checked="" type="checkbox"/> Ocean – Salmon (sport) <input type="checkbox"/> Ocean – Other fish (sport) <input type="checkbox"/> Other –explain | <input type="checkbox"/> Commercial <input type="checkbox"/> Seafood Processor <input type="checkbox"/> Processing related <input type="checkbox"/> Gill Netter <input type="checkbox"/> Gill Net related <input type="checkbox"/> Troller <input type="checkbox"/> Troll related | <input checked="" type="checkbox"/> Public At Large <input checked="" type="checkbox"/> Watershed Council <input checked="" type="checkbox"/> Sportsman’s Group <input type="checkbox"/> STEP Group <input checked="" type="checkbox"/> Concerned Citizen <input checked="" type="checkbox"/> Concerned Angler <input type="checkbox"/> Other – explain |

STATEMENT OF INTEREST

Use the space below to tell us why you are interested in being a representative on the R&E Board and why you think you would make a good R&E Board member.

I was born and raised in Oregon and earned a BS in Fisheries Science from Oregon State University in 1973. Although I never worked in the field, my academic background helps me understand fishery management strategies and the science behind them.

I have lived in rural Oregon for much of my life and, while I don't subscribe to the resentments many rural residents feel toward our urban brethren, I understand them.

I have a long history of volunteering to improve habitat and enhance fish runs. I am now retired and have the time, resources and desire to be more involved.

My life experiences help me listen to and appreciate the concerns of a wide segment of the population. I am no enemy of the timber industry although I believe that we must improve our forest practices. I support commercial fisheries. I believe that every citizen should have access to fresh, high quality, locally caught fish and seafood. I recognize that agriculture serves a vital role in society.

I love visiting the eastern half of our state and believe that those citizens deserve a voice and representation.

EXPERIENCE/ INVOLVEMENT

Use the space below to describe any work experience and/or involvement that has provided you with the knowledge, skills, or abilities to successfully represent the interests of the position you are applying for and fulfil the duties of a member of the R&E board.

Make sure to include involvement in representing or advising organizations or interest groups, and experience related to sport fishing, commercial fishing, or fishery management.

- You may attach a resume or work history supplement, if desired.
- Please be specific and define your role.

Lifetime sport fisher

Commercial salmon and Albacore troller during summers, Dungeness crab fisher winter weekends and holidays 1968-1973

BS in Fisheries Science from Oregon State University in 1973.

Volunteer with Curry Anadromous Fishermen in the STEP program and various stream enhancement projects. 1995-2004

Volunteer with South Coast Watershed Council on water quality studies 2000-2004

Volunteer with Mckenzie River Trust 2017- present

Volunteer on ODFW various projects e.g. seining and reading coded wire tags with Gold Beach district office 1995-2004.

Volunteer on the ODFW Oregon Chub Survey, the Mckenzie River Lamprey study and the Springfield Mill Race population survey. 2018-present

Member of Cascade Family Fly Fishers 2017- present. Volunteer casting instructor for middle school students. Salmon Watch instructor 2018, 2019

During my working career as a merchant marine captain and marine operations manager I developed the ability to build effective teams, to interact with people of differing backgrounds and cultures and to work with a wide variety of government agencies.

As a marine operations and project manager I managed vessels, crews and cargo deliveries spread around the globe with budgets in the hundreds of millions of dollars.

SUPPLEMENTAL QUESTION

- Describe what you believe are the main issues facing sport fisheries, commercial fisheries, and/or fishery management in Oregon and identify which fish management issues are important to you.

Fish face pressure from competing interests for scarce resources and this will grow as our population increases. I believe that healthy watersheds are key to salmon and steelhead recovery. Hatcheries have a role in mitigating the loss of spawning habitat but they are not the long term solution. I fear that the cost of producing fish will become increasingly difficult to fund in the coming years.

I believe that healthy watersheds that are able to support wild fish populations are a vital resource that is important to all of society.

I have the time and resources now to travel to all parts of our state, meet with various interest groups, view projects firsthand, and evaluate their potential. I want to be a good steward of our limited budget.

REFERENCES

Please identify three references that may be contacted in the event you are selected as a top candidate. Individuals or representatives of associations/organizations are acceptable.

Letters of support from ODFW staff, associations, or similar groups are encouraged. If you have any letters or statements of support from these or the references please attach them.

Reference #1

| | | | | | |
|----------------------|----------------|-------------|------------|------------|-------|
| Name | Mario Solazzi | | | | |
| Affiliation (if any) | ODFW (retired) | | | | |
| Mailing address | [REDACTED] | | | | |
| Town/City | Corvallis | State | Oregon | Zip code | 97333 |
| Phone number | [REDACTED] | Alternate # | [REDACTED] | Fax number | |
| E-mail | [REDACTED] | | | | |

Reference #2

| | | | | | |
|----------------------|----------------------|-------------|---------|------------|-------|
| Name | Elizabeth Goward | | | | |
| Affiliation (if any) | Mckenzie River Trust | | | | |
| Mailing address | [REDACTED] | | | | |
| Town/City | Eugene | State | Oregonb | Zip code | 97401 |
| Phone number | [REDACTED] | Alternate # | | Fax number | |
| E-mail | [REDACTED] | | | | |

Reference #3

| | | | | | |
|---------------------------|---|-------------|--------|------------|-------|
| Name | Cindy Myers | | | | |
| Affiliation (if any) | South Coast Watershed Council (retired) | | | | |
| Mailing address or PO Box | [REDACTED] | | | | |
| Town/City | Gold Beach | State | Oregon | Zip code | 97444 |
| Phone number | [REDACTED] | Alternate # | | Fax number | |
| E-mail | [REDACTED] | | | | |

Please scan and send this application via email to odfw.step@state.or.us or via mail to:

Restoration and Enhancement Program
Oregon Department of Fish and Wildlife
4034 Fairview Industrial Drive SE
Salem, Oregon 97302

Applications must be sent via email or post-marked by the posted deadline in order to be considered for the position.



ATTN: ODFW Restoration and Enhancement Board
4034 Fairview Industrial Drive SE
Salem, OR 97302

September 1, 2020

To Whom It May Concern,

McKenzie River Trust is dedicated to protecting, restoring, and connecting people to the lands and rivers of Lane and Douglas Counties. As a non-profit land trust serving communities from the Cascades to the Coast, we rely heavily on active and engaged community members to help guide and implement our mission: *to help people protect and care for the lands and rivers they cherish in western Oregon*. Each year we rely on hundreds of volunteers to complete on-the-ground habitat restoration projects, assist with scientific monitoring, and broaden the circle of conservation enthusiasts in our region. We are excited to recommend one of these conservation ambassadors to the ODFW Restoration and Enhancement Board to serve in the Public At Large position.

Since 2018, Herb Gazeley has been an active steward of conservation lands as a volunteer land steward. As the volunteer caretaker of McKenzie Oxbow, a 21-acre parcel on the McKenzie River, Herb has provided more than 100 hours of service to McKenzie River Trust, working to preserve the conservation values of this cold-water alcove which provides critical habitat for juvenile salmonids, Oregon Chub, Western Pond Turtles and other important species of plants and wildlife. Herb has brought his knowledge of fisheries with him to our team and enthusiastically assisted with ODFW Oregon Chub monitoring on the Oxbow as well as spearheading habitat restoration projects on the site. Herb has volunteered his time at multiple properties in our region assisting with habitat restoration projects and connecting with community members from various backgrounds around a common love of land and water.

As Volunteer Coordinator, I have had the pleasure of spending time with Herb in many settings, my favorite of which is on a drift boat down the McKenzie River taking “inventory” of Redsides on our way to his adopted property. An active sport fisherman, Herb has a deep knowledge of Oregon’s rivers and the needs of recreationists. As an engaged member of our conservation community, Herb brings a clear understanding of fish management needs and challenges fueled by dedication to preserving the joy of fishing for generations to come.

We are grateful to have Herb as a member of our volunteer team and encourage you to consider his application for the Public At Large position. This work is critical in balancing the needs of people and ecosystem health for our state and we wholeheartedly support Herb in helping to lead the Restoration and Enhancement program as a board member.

Sincerely,

Elizabeth Goward
Volunteer Coordinator

Helping people protect and care for the lands and rivers they cherish in western Oregon.

To: ODFW Fish Restoration & Enhancement Program Board

September 8, 2020

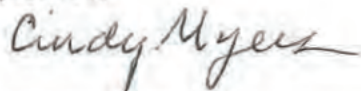
This letter is my recommendation that you select Herb Gazeley to join your Board. I have known Herb since 1998. Throughout our acquaintance and later, friendship, Herb has always been involved with fish and water in some manner of service. He worked with Curry Anadromous Fishermen in their efforts on the Lower Rogue River, and was one of the few members that reached out to become involved with the Watershed Council's efforts in habitat restoration.

As a new monitoring coordinator for the Lower Rogue & South Coast Watershed Councils, I first met Herb when he approached me about helping with an estuary water quality monitoring project. The Lower Rogue Watershed Coordinator had proposed a project to improve circulation between the river and boat basin, which would have been expensive, so we needed monitoring data to show whether it was needed. Herb offered to assist us (even on cold early mornings over multiple months of sampling) and arranged for us to access a boat and equipment. He even used a design for a homemade water sampler and built our first subsurface sampling equipment, when our Council had limited funds. Herb was interested and knowledgeable about estuarine function and water quality, and always asked insightful questions that improved our sampling design.

Perhaps others are addressing Herb's career and the skills he possesses, but I can say that he has exhibited more leadership, teamwork, responsibility, knowledge of waterways and fisheries, character, and serious common sense than anyone else I can think of. I'm impressed and inspired by his continued dedication to habitat restoration in the community where he has retired (and which tragically, has just suffered great loss for his neighbors and the habitat along the McKenzie River).

Feel free to contact me if you have any questions. Thanks for the opportunity to advocate for Herb's interest in serving on the R&E Board.

Sincerely,
Cindy Myers
Curry Watershed Partnership
Water Quality Monitoring Coordinator
(Retired)



September 8, 2020

Oregon Department of Fish and Wildlife Commission
4034 Fairview Industrial Dr. SE
Salem, Oregon 97302

Dear Commissioners,

The purpose of this letter is to support the nomination of Herb Gazeley to the Watershed Restoration and Enhancement Board as a representative for the public-at-large. Herb is a native Oregonian and has a degree in Fisheries Science from OSU. He was a commercial salmon fisherman on the Oregon coast for a short time and made a career of skippering tow boats to a wide variety of world-wide destinations.

Herb is an avid outdoorsman with a penchant for fly-fishing and drift boating. He is a steward for the McKenzie River Land Trust and a member of the Curry County Anadromous Fisherman's Association, Cascade Family Fly Fishers, and a volunteer for the southwest region Waterwatch Council. Herb is an instructor for Salmon Watch and teaches fly-casting to middle school students.

Herb has been a life-long advocate for environmental issues in general and fisheries issues in particular. He understands the complex and diverse issues facing Oregon's fisheries resources and the interrelationships between fishes and their environments throughout Oregon's diverse landscape. He will bring a strong scientific and biologic perspective to Board discussions and is a thoughtful and logical decision maker.

Herb has a great personality, works well with other people and is comfortable working and communicating with the wide diversity of people and issues facing the R & E Board. Herb is a hard worker with a flair for bring people together and has a true concern for Oregon's fishery resources. Both of us are familiar with the responsibilities and operations of the R & E board through our previous career employment with ODFW and we believe Herb would be a great representative for the public-at-large position Board.

Sincerely,



Mary Buckman



Mario Solazzi



Interest Form

Fish Restoration and Enhancement Board

This form is used to obtain general information and qualification of persons interested in serving on the R&E Board. This information is used by Oregon Fish and Wildlife to develop R&E Board appointment recommendations for the Fish and Wildlife Commission and announcements related to the appointment.



APPLICANT INFORMATION

| | | | | | |
|---|---------------------|-------------------------------|------------|---------------|-------|
| Name | Craig H. Ivie | | | ODFW Mailroom | |
| Affiliation (if any) | | | | | |
| Occupation | U.S. Postal Service | | | SEP 08 2020 | |
| <input checked="" type="checkbox"/> Retired | Received | | | | |
| Mailing address or PO Box | [REDACTED] | | | | |
| Town/City | Veneta | State | OR | Zip code | 97487 |
| Phone number | [REDACTED] | Cell number Or alternate # | [REDACTED] | Fax number | |
| E-mail | [REDACTED] | | | | |
| Applicant signature | | | | | |

By signing above:

- You certify that all the information is true.
- You certify that you are a legal citizen of Oregon and the United States.
- You will accept appointment to the Fish Restoration and Enhancement Board if selected by the Oregon Fish and Wildlife Commission.
- You have an email address and are able and willing to check your email on a near-daily basis and conduct some Board business via email.
- You will you be able to make scheduled meetings across the state.

POSITION APPLYING FOR

Check the boxes for each of the positions you are currently applying for and check the boxes that best describe your interests or involvement that allow you to be a representative for that position.

If you qualify for more than one position you may check the other boxes you are interested in. This information may be used to contact you for future vacancies.

| | | |
|--|---|--|
| <input checked="" type="checkbox"/> Sport Fishing <i>All</i> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Inland - Warm water <input checked="" type="checkbox"/> Inland - Trout <input checked="" type="checkbox"/> Inland - Salmon/steelhead <input checked="" type="checkbox"/> Ocean - Salmon (sport) <input checked="" type="checkbox"/> Ocean - Other fish (sport) <input type="checkbox"/> Other - explain | <input type="checkbox"/> Commercial <ul style="list-style-type: none"> <input type="checkbox"/> Seafood Processor <input type="checkbox"/> Processing related <input type="checkbox"/> Gill Netter <input type="checkbox"/> Gill Net related <input type="checkbox"/> Troller <input type="checkbox"/> Troll related | <input type="checkbox"/> Public At Large <ul style="list-style-type: none"> <input type="checkbox"/> Watershed Council <input type="checkbox"/> Sportsman's Group <input type="checkbox"/> STEP Group <input checked="" type="checkbox"/> Concerned Citizen <input checked="" type="checkbox"/> Concerned Angler <input type="checkbox"/> Other - explain |
|--|---|--|

STATEMENT OF INTEREST

Use the space below to tell us why you are interested in being a representative on the R&E Board and why you think you would make a good R&E Board member.

Active and involved fisherman that is on or in the water 2-3 days every week. I've seen the very best of time and beginning to see the worst, I feel that the good old days are gone and that they never may return. I fear that my kids and grand kids will never see and or experience the ~~great~~^{great} and wonderful outdoors as I have.

EXPERIENCE/ INVOLVEMENT

Use the space below to describe any work experience and/or involvement that has provided you with the knowledge, skills, or abilities to successfully represent the interests of the position you are applying for and fulfil the duties of a member of the R&E board.

Make sure to include involvement in representing or advising organizations or interest groups, and experience related to sport fishing, commercial fishing, or fishery management.

- You may attach a resume or work history supplement, if desired.
- Please be specific and define your role.

BSA Eagle Scout - active life long service

Active - and held leadership positions in the Church of Jesus Christ of Latter day saints

Survived a career in the USPS as a letter carrier

Recieved the State farmer award in the FFA organization -

Worked at many jobs and mastered a few of them was never paid as a mechanic or carpenter.

I have been blessed with the ability to communicate. I can talk to anyone or group about anything effectively

SUPPLEMENTAL QUESTION

- Describe what you believe are the main issues facing sport fisheries, commercial fisheries, and/or fishery management in Oregon and identify which fish management issues are important to you.

Everything wants our fish and game, from cormorants to cougars. I feel like our resources could be better managed. As an active sportsman I believe that there are better ways to manage them and that we have to make changes and adapt ~~our~~ our policies or will be getting our ~~future~~ future salmon stocks from the great lakes.

I also believe that our hatchery stocks are essential for the survival of our wild fish.

REFERENCES

Please identify three references that may be contacted in the event you are selected as a top candidate. Individuals or representatives of associations/organizations are acceptable.

Letters of support from ODFW staff, associations, or similar groups are encouraged. If you have any letters or statements of support from these or the references please attach them.

Reference #1

| | | | | | |
|----------------------|-------------------------|-------------|----|------------|-------|
| Name | Richard Ellsworth Jones | | | | |
| Affiliation (if any) | Friend, civic leader | | | | |
| Mailing address | [REDACTED] | | | | |
| Town/City | Veneta | State | OR | Zip code | 97487 |
| Phone number | [REDACTED] | Alternate # | | Fax number | |
| E-mail | [REDACTED] | | | | |

Reference #2

| | | | | | |
|----------------------|-------------------------------------|-------------|----|------------|-------|
| Name | Phillip Marsdon | | | | |
| Affiliation (if any) | Friend - coworker - fishing partner | | | | |
| Mailing address | [REDACTED] | | | | |
| Town/City | Veneta | State | OR | Zip code | 97487 |
| Phone number | [REDACTED] | Alternate # | | Fax number | |
| E-mail | | | | | |

Reference #3

| | | | | | |
|---------------------------|------------------------------|-------------|----|------------|-------|
| Name | Larry Jensen | | | | |
| Affiliation (if any) | Friend and postal supervisor | | | | |
| Mailing address or PO Box | [REDACTED] | | | | |
| Town/City | Cottage Grove | State | OR | Zip code | 97424 |
| Phone number | [REDACTED] | Alternate # | | Fax number | |
| E-mail | | | | | |

Please scan and send this application via email to odfw.step@state.or.us or via mail to:

Restoration and Enhancement Program
Oregon Department of Fish and Wildlife
4034 Fairview Industrial Drive SE
Salem, Oregon 97302

Applications must be sent via email or post-marked by the posted deadline in order to be considered for the position.



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| APPLICANT INFORMATION | | | | | |
|--|---------------------------------------|-------------------------------|----|------------|-------|
| Name | Jim Muck | | | | |
| Affiliation (if any) | Emerald Bass Club | | | | |
| Occupation <input type="checkbox"/> Retired | Fish Biologist - NOAA Fisheries, ODFW | | | | |
| Mailing address or PO Box | [REDACTED] | | | | |
| Town/City | Roseburg | State | OR | Zip code | 97471 |
| Phone number | [REDACTED] | Cell number Or alternate # | | Fax number | |
| E-mail | [REDACTED] | | | | |
| Applicant signature | | | | | |
| <p>By signing above:</p> <ul style="list-style-type: none"> ➤ You certify that all the information is true. ➤ You certify that you are a legal citizen of Oregon and the United States. ➤ You will accept appointment to the Fish Restoration and Enhancement Board if selected by the Oregon Fish and Wildlife Commission. ➤ You have an email address and are able and willing to check your email on a near-daily basis and conduct some Board business via email. ➤ You will you be able to make scheduled meetings across the state. | | | | | |

| POSITION APPLYING FOR | | |
|--|--|---|
| <p>Check the boxes for each of the positions you are currently applying for and check the boxes that best describe your interests or involvement that allow you to be a representative for that position.</p> <p>If you qualify for more than one position you may check the other boxes you are interested in. This information may be used to contact you for future vacancies.</p> | | |
| <input checked="" type="checkbox"/> Sport Fishing <input checked="" type="checkbox"/> Inland -Warm water <input checked="" type="checkbox"/> Inland - Trout <input checked="" type="checkbox"/> Inland - Salmon/steelhead <input type="checkbox"/> Ocean - Salmon (sport) <input type="checkbox"/> Ocean - Other fish (sport) <input type="checkbox"/> Other -explain | <input type="checkbox"/> Commercial <input type="checkbox"/> Seafood Processor <input type="checkbox"/> Processing related <input type="checkbox"/> Gill Netter <input type="checkbox"/> Gill Net related <input type="checkbox"/> Troller <input type="checkbox"/> Troll related | <input checked="" type="checkbox"/> Public At Large <input checked="" type="checkbox"/> Watershed Council <input checked="" type="checkbox"/> Sportsman's Group <input type="checkbox"/> STEP Group <input type="checkbox"/> Concerned Citizen <input checked="" type="checkbox"/> Concerned Angler <input type="checkbox"/> Other - explain |

STATEMENT OF INTEREST

Use the space below to tell us why you are interested in being a representative on the R&E Board and why you think you would make a good R&E Board member.

I have worked for the Oregon Department of Fish and Wildlife for over 23 years, and the National Marine Fisheries Service (NMFS) for 11 years. I have been the District Fish Biologist in Clackamas and Roseburg for seven years and the assistant fish biologist for in Coos Bay nine years. Listed below are attributes that qualify me for the R&E Board.

* President of the Umpqua Bass Club, Mid-Oregon Bass Club, member of Mt Hood Bass Club, member of the Tenmile Bass Club, and member for the Oregon BASS Federation Nation

* I am very active with watershed councils providing technical assistance for development of salmonid restoration projects.

*I have worked closely with NW steelheaders, Trout Unlimited, Native Fish Society, and the Nature Conservancy for development of salmonid recovery actions.

*Strong skills in hatchery management.

*Excellent communications skills working with the public, state and federal agencies, and various groups.

* I am an avid fisherman, hunter, and outdoor oriented person. I personally own a Ranger Bass Boat, an 18' Alumaweld Stryker, and a 17' drift boat. I have hunted elk and deer since the age of 12.

*I am retiring from NMFS in March and therefore I will have plenty of time for board meetings. I wish to continue to contribute to the health of the State outdoor resources.

I also have excellent negotiation skills, a strong network of resource folks in Oregon, and a excellent understanding of salmonid recovery. I also know the needs of fisherman such as access, hatchery supplementation and maintenance, and wild fish sustainability.

EXPERIENCE/ INVOLVEMENT

Use the space below to describe any work experience and/or involvement that has provided you with the knowledge, skills, or abilities to successfully represent the interests of the position you are applying for and fulfil the duties of a member of the R&E board.

Make sure to include involvement in representing or advising organizations or interest groups, and experience related to sport fishing, commercial fishing, or fishery management.

- You may attach a resume or work history supplement, if desired.
- Please be specific and define your role.

Please see my resume.

SUPPLEMENTAL QUESTION

- Describe what you believe are the main issues facing sport fisheries, commercial fisheries, and/or fishery management in Oregon and identify which fish management issues are important to you.

- 1) Fisherman access
- 2) Boating Access
- 3) Sustainability of salmonid stocks
- 4) Hatchery maintenance
- 5) ESA recovery of listed salmonids
- 6) Diversity of fishing opportunities included warmwater fisheries
- 7) Salmonid restoration opportunities
- 8) Public education of the value of salmonids, commercial and recreational fishing, and warmwater fisheries
- 9) Continue to recruit new fishers to the State of Oregon
- 10) Landowner cooperation and access to lands.

REFERENCES

Please identify three references that may be contacted in the event you are selected as a top candidate. Individuals or representatives of associations/organizations are acceptable.

Letters of support from ODFW staff, associations, or similar groups are encouraged. If you have any letters or statements of support from these or the references please attach them.

Reference #1

| | | | | | |
|----------------------|------------------|-------------|----|------------|-------|
| Name | Tere O'rourke | | | | |
| Affiliation (if any) | Supervisor, NMFS | | | | |
| Mailing address | [REDACTED] | | | | |
| Town/City | Roseburg | State | OR | Zip code | 97471 |
| Phone number | [REDACTED] | Alternate # | | Fax number | |
| E-mail | [REDACTED] | | | | |

Reference #2

| | | | | | |
|----------------------|------------------------------|-------------|----|------------|-------|
| Name | Mike Gray | | | | |
| Affiliation (if any) | ODFW District Fish Biologist | | | | |
| Mailing address | [REDACTED] | | | | |
| Town/City | Charleston | State | OR | Zip code | 97420 |
| Phone number | [REDACTED] | Alternate # | | Fax number | |
| E-mail | [REDACTED] | | | | |

Reference #3

| | | | | | |
|---------------------------|------------------|-------------|----|------------|-------|
| Name | Jim Henry | | | | |
| Affiliation (if any) | Bass Club Member | | | | |
| Mailing address or PO Box | [REDACTED] | | | | |
| Town/City | Roseburg | State | OR | Zip code | 97470 |
| Phone number | [REDACTED] | Alternate # | | Fax number | |
| E-mail | [REDACTED] | | | | |

Please scan and send this application via email to odfw.step@state.or.us or via mail to:

Restoration and Enhancement Program
 Oregon Department of Fish and Wildlife
 4034 Fairview Industrial Drive SE
 Salem, Oregon 97302

Applications must be sent via email or post-marked by the posted deadline in order to be considered for the position.

JIM MUCK

[REDACTED]
Roseburg, OR 97471
[REDACTED]

QUALIFICATIONS SUMMARY

Strong skills in Endangered Species Act (ESA) Section 7 consultations, Magnuson-Stevens Fishery Conservation and Management Act (MSA), fisheries management techniques, conducting public presentations, consensus building, and customer relations. Proven leadership skills including supervision, grant development, budget management, and fiscal integrity. Experienced in species recovery planning including salmonid restoration strategies and complementary work with watershed councils.

EDUCATION AND PROFESSIONAL TRAINING

- Bachelor of Science in Fisheries, Oregon State University, 1982
- Assertive Communication Skills (Fred Pryor Seminars 2007)
- Coaching Skills for Managers and Supervisors (Fred Pryor Seminars 2007)
- Self Esteem and Peak Performance (Fred Pryor Seminars 2007)
- Advancing the Art of Negotiation (Negotiations Guidance Associates 2012)
- Crucial Conversations (2016)
- Introduction to Team Leadership (USFWS, NCTC 2018)
- Habitat Conservation Planning for Endangered Species (USFWS, NCTC 2019)

LEADERSHIP AND AWARDS

- Cash In Account 2019 – Branch Workload Increases.
- Cash in account 2018. Acting Branch Chief in Lacy, WA.
- Cash in Account Award: October 2016-April 2017. Implementation of the BPA Programmatic and Training.
- Cash in Account Award: January 2015-June 2015. Coho Business Plan for Elk River SONCC coho salmon.
- Cash in Account: October 2015-January 2016. BLM's Western Oregon Plan revision.
- Oregon Department Fish & Wildlife (ODFW) Pride Award – 2001, Team Pride Award 2009
- Southwest Region ODFW Biologist of the Year – 1996
- Chair of the ODFW Diversity Committee – 1998 to 1999
- Oregon Department of Transportation Bug in the Mug Award for Biologists – 2009
- 2004 Employee of the Year – Salmon and trout Enhancement Program Advisory Committee (ODFW)

WORK EXPERIENCE AND ACCOMPLISHMENTS

7/20/2010 to Present National Marine Fisheries Service-Fisheries Biologist (ZP-3), Roseburg OR

- Acting Branch Chief for the Lower Columbia River and Washington Coast (February-May 2019). I supervised 7 staff, wrote mid-year performance appraisals for employees, conducted career coaching for employees, conducted quality assurance on documents for the branch, negotiated the NMFS position with controversial projects within the branch, and set goals and actions for the branch to accomplish. Additional I assisted bringing the branch

into compliance with document procedures with NMFS, and improved timelines for document completion.

- Part of the NOAA team that negotiated with Bureau of Land Management for their new Western Resource Plan Revision for the State of Oregon. This plan included improved management direction that resulted in wider no-touch buffers for riparian reserves, improved practices to protect water quality and fish, and improved economic stability for the local counties. I then followed up with my Branch Chief to develop and write the NOAA programmatic for forest management activities with BLM for Western Oregon. This document saves NOAA and BLM staff time by streamlining timber sales consultation process. Both these projects were milestones for NMFS.
- I developed and wrote the Bonneville Power Administration (BPA) Transmission Line and Road Rebuild programmatic for NMFS. This programmatic covers Oregon, Washington, and Idaho. This included negotiating project design criteria with BPA, seeking review with NMFS branch offices, local Branch Chief review, Quality Control, and legal counsel. This programmatic was also a milestone for NMFS.
- I conduct Section 7 consultations within ESA for Federal Agencies within the Oregon Coast Branch of NMFS. I am considered a subject expert in Forestry, Fish Passage, Tidegates, Transmission Lines, Stormwater, and Agriculture Practices.
- I co-authored the Oregon Coast Coho Recovery Plan for the Oregon Coast Branch of the Oregon/Washington Area Office of NMFS. My specific section included the Lakes Strata. I also assisted with the watersheds of the mid and southern coast of Oregon.
- I work closely with landowners, watershed councils, local governments, various state and federal agencies to implement the recovery plans for both SONCC and OC coho salmon. I am a good negotiator, have a very strong network and partnerships with local folks, and strong technical background which I use to assist partners during development of restoration projects. I have also assisted various watershed councils in strategic actions plans prioritizing their watershed restoration actions.

6/07 to 7/2010 ODFW/ODOT - Transportation Liaison, Roseburg, OR

- Reviewed the Oregon Department of Transportation (ODOT) road construction projects for environmental compliance. This includes coordinating with local Oregon Department of Fish and Wildlife (ODFW) District Staff to develop the official position for recommendations to the regulatory agencies. These agencies included the Department of Environmental Quality (DEQ), the Department of State Lands (DSL), the Army Corps of Engineers (ACOE), the U.S. Fish and Wildlife Service (USFWS) and the National Marine Fisheries Service (NMFS).
 - 1) Evaluate Culverts and Bridges to determine compliance with the ODFW Fish Passage Laws. If needed, write the benefit analysis for the Department for fish passage waivers and exemptions when requested by ODOT. Coordinate the Department position with the NMFS and USFWS for compliance with SLOPES IV programmatic agreement for ESA compliance.
 - 2) Review wetland impacts proposed by ODOT for alternative analysis, ecological value of wetlands, and evaluate the mitigation proposal against the Department of Fish and Wildlife "No Net Loss Policy Mitigation Policy". Develop staff recommendations for the ODFW for comments to the Division of State Lands (DSL) and Army Corps of Engineers (ACOE).
 - 3) Assist ODOT to determine mitigation opportunities when needed. This includes enhancement of wetlands, stream restoration, and fish passage.
- Attended monthly Mitigation Conservation Bank Review Team (MCBRT) team meetings. This team consisting of USFWS, DSL, ACOE, DEQ, and ODFW reviewed wetland conservation and mitigation banks proposed by ODOT. Reviewed banking instruments for

Crooked River Wetland Bank, Lost River Mitigation Bank, Vernal Pool Mitigation Bank, and the East Minnow Chub Mitigation Bank for wetland credit determination and developed the ODFW recommendations for enhancement opportunities, conservation agreements, and legal evaluations for consistency with ODFW mitigation policy.

- Conducted field Inspections for determination of the Ordinary High Water (OHW) mark for ODOT construction projects. This Division of State Lands requires delineation of the OHW to protect the Waters of the State.
- Attended trainings and implemented the Blue Book Best Management Practices during project development for the ODOT maintenance staff. This Blue Book is developed for compliance of the 4d protection of the NMFS Endangered Species Act.
- Committee member for several ODOT committees such as the Inwater Timing Variance Committee, the Construction Engineering Committee, the Hydro Acoustic Committee, MCBRT, CETAS, and PARIT. Conducted presentations for the ODOT Biological Assessment Training, the quarterly Biological Meetings, and various ODOT committee meetings.
- Develop relationships with ODOT staff including Biologist, Regional Environmental Coordinators, Maintenance Staff, and Agency Administrators to work cooperatively and protect the fish and wildlife resources. Provided “solution oriented” recommendations to ODOT for environmental compliance during construction projects.
- Managed and tracked the ODOT Liaison program budget. This includes tracking salaries, supplies and services, and training expenses.

3/00 to 6/07 ODFW - Supervising District Fish Biologist, Roseburg & Clackamas OR

- Supervised STEP biologist, Assistant Fish Biologist, Habitat Protection Biologist, two Habitat Restoration Biologists, and various seasonal experimental biological aides. Conducted performance reviews, recommended training, and mentoring for staff.
- Developed and wrote the “Umpqua Winter Steelhead Biological Assessment” for angling regulation proposals on the Umpqua River. I also conducted public meetings and the formal presentation to the ODFW Commission on the wild winter steelhead fishery proposal.
- Co-authored the Lower Columbia Coho Recovery Plan. This plan was developed to meet the requirements of the State Endangered Species Act. The plan, adopted by the ODFW Commission, becomes policy direction for the ODFW fish districts, hatcheries, and wildlife areas located in the Lower Columbia River below Bonneville Dam.
- Prepared and developed the Sandy Basin Plan which included development of fish management alternatives, administrative rules for ODFW Commission approval, and conducting public steering committee meetings and the formal presentation to the ODFW Commission. This plan determines policy direction for the district for management of salmonids in the Sandy River.
- Developed the Hatchery Genetic Management Plan (HGMP) for STEP and ODFW hatchery programs in the Umpqua, Sandy and Clackamas basins. The HGMPs were written for coho salmon, steelhead and Chinook salmon.
- Managed and tracked the Sport Fish Restoration Budget for the Willamette Creel Program, Winchester Dam ladder counts, STEP Program Budget, Habitat Budget, and grants such as the Restoration and Enhancement Board, Oregon Wildlife Heritage, and OWEB grants for projects such as Coho Pedigree Study and Hinkle Creek forestry project.
- Reviewed and determined comments for habitat protection actions in the Umpqua Watershed. This included review of the DSL Fill/Removal permits, ACOE Clean Water Permits, and water quality permits from DEQ. Reviewed wetland delineation reports for consistency with the ODFW Mitigation Policy.

- Team member of the Willamette Falls PGE Hydro Re-licensing, Clackamas River PGE Hydro Re-licensing, and development of the City of Portland HCP proposal. Reviewed hydro-licensing proposals from applicants for consistency with Department policies.
- Managed research projects such as the Hinkle Creek Forestry Research, the Coho Pedigree Study, and the LTM Estuary Study. This included the supervision of additional EBA's, writing grant proposals, managing program budgets, and developing final reports.

12/91 to 2/00 ODFW - Assistant District Fish Biologist, Charleston, OR

- Assessed waterway alteration permits such as forestry, mining, and fill/removal permit applications. This involved field investigations and determining a Department position to send to the appropriate agencies. Reviewed wetland delineation reports and mitigation options for consistency with the ODFW Mitigation Policy.
- Co-chaired the Conflict Resolution Action Committee. This committee was developed by the Department of State Lands to assist landowners with several wetland fill/removal violations in the Coos County. I worked with landowners to provide mitigation alternatives for wetland fill violations.
- Supervised seasonal employees performing fish distribution studies.
- Lead worker for the District habitat restoration crew. Provided technical and design assistance to watershed councils, landowners, agencies, and citizens performing habitat restoration activities.
- Tracked and accounted for the \$433,000 Oregon Watershed and Enhancement Board (OWEB) and Environmental Protection Agency (EPA) restoration grant. Developed and managed the R&E tide gate grant, R&E fencing grant, and Forest Service Cost Share Grant.
- Co-authored the Coos/Coquille/Tenmile Restoration Guide.
- Performed spawning surveys, electro-shocked pools for juvenile seeding levels, conducted creel surveys for recreation harvest estimates, assisted with smolt and adult traps, and set gillnets for annual lake inventories.

2/90 to 11/91 ODFW - Natural Resource Specialist I, Clackamas, OR

- Collected steelhead scales from Bonneville Dam and then read these scales for hatchery/wild composition and age. I independently analyzed and prepared the data into tables and graphs for team presentations to the Columbia River Compact.
- Editor for the Technical Advisory Committee for the US versus Oregon All Species Review
- Conducted creel surveys on the recreational fishery on the Columbia River.

4/89 to 1/90 Idaho Fish & Game - Biological Aid, Boise, ID

- Staff assistant to the Regional Fisheries Biologist to assess fish populations in region waters. Sample techniques included electrofishing, seining, gillnetting, and creel consensus data.

6/88 to 3/89 ODFW - Waterway Alteration Coordinator, Portland, OR

- Reviewed wetland delineations, wetland mitigation options, and alternative analysis of fill/removal projects for determination of an ODFW recommendation to regulatory agencies. Assisted DSL permit coordinators determine wetland credits during enhancement work on mitigation projects.
- Member of the Waterway Alteration Task Force. This task force developed Department policy on review of Waterway Alteration Projects
- Coordinated with District Biologist to determine a consistent agency position on fill/removal permits.
- Reviewed and presented comments on Environmental Impact Statements.

- Attended interagency meetings on environmental permit applications and facilitated the Department's position.

10/87 to 6/88 ODFW - Hunter Education Coordinator, Portland, OR

- Developed and implemented a five-year plan to educate hunters in outdoor skills, safety and hunter ethics.
- Presented 14 instructor seminars throughout the state of Oregon. Taught goose identification classes and gave presentations at sportsmen's banquets.
- Supervised secretary staff for Hunter education.

**9/82 to 10/87 Fish Culturist ODFW, Tillamook, OR;
Prince William Sound Aquaculture, Cordova, AK
Anadromous Inc., Coos Bay, OR**

- I participated in the feeding, grading, picking mortalities, and pond maintenance for juvenile salmonids.
- I spawned salmon, responded to needs for caring of eggs, and ponded fry.
- Supervised a 6-man crew on a remote camp collecting eggs for the hatchery.
- Worked on a remote hatchery with only four couples living at the station. Developed good interpersonal relationships.

6/82 to 10/82 Fishery Observer NMFS, Seattle, WA

- Independently conducted species composition of catch and estimated total harvest.
- I collected yellowfin sole stomach samples.
- I lived on the vessel at Sea for 62 days. I do not get sea sickness.

I am a citizen of the United States of America, and I have registered for the Selective Service.



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| APPLICANT INFORMATION | | | | | |
|---|--------------------------|----------------------------|----|------------|-------|
| Name | Susan Kreizenbeck | | | | |
| Affiliation (if any) | | | | | |
| Occupation <input type="checkbox"/> Retired | Teacher | | | | |
| Mailing address or PO Box | [REDACTED] | | | | |
| Town/City | Klamath Falls | State | OR | Zip code | 97601 |
| Phone number | [REDACTED] | Cell number Or alternate # | | Fax number | |
| E-mail | [REDACTED] | | | | |
| Applicant signature | <i>Susan Kreizenbeck</i> | | | | |
| By signing above: | | | | | |
| <ul style="list-style-type: none"> ➤ You certify that all the information is true. ➤ You certify that you are a legal citizen of Oregon and the United States. ➤ You will accept appointment to the Fish Restoration and Enhancement Board if selected by the Oregon Fish and Wildlife Commission. ➤ You have an email address and are able and willing to check your email on a near-daily basis and conduct some Board business via email. ➤ You will you be able to make scheduled meetings across the state. | | | | | |

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|---|--|---|
| <p>Check the boxes for each of the positions you are currently applying for and check the boxes that best describe your interests or involvement that allow you to be a representative for that position.</p> <p>If you qualify for more than one position you may check the other boxes you are interested in. This information may be used to contact you for future vacancies.</p> | | |
| <input type="checkbox"/> Sport Fishing <input type="checkbox"/> Inland - Warm water <input type="checkbox"/> Inland - Trout <input type="checkbox"/> Inland - Salmon/steelhead <input type="checkbox"/> Ocean - Salmon (sport) <input type="checkbox"/> Ocean - Other fish (sport) <input type="checkbox"/> Other - explain | <input type="checkbox"/> Commercial <input type="checkbox"/> Seafood Processor <input type="checkbox"/> Processing related <input type="checkbox"/> Gill Netter <input type="checkbox"/> Gill Net related <input type="checkbox"/> Troller <input type="checkbox"/> Troll related | <input checked="" type="checkbox"/> Public At Large <input checked="" type="checkbox"/> Watershed Council <input checked="" type="checkbox"/> Sportsman's Group <input checked="" type="checkbox"/> STEP Group <input checked="" type="checkbox"/> Concerned Citizen <input checked="" type="checkbox"/> Concerned Angler <input type="checkbox"/> Other - explain |

ODFW Mailroom

SEP 14 2020

STATEMENT OF INTEREST

Use the space below to tell us why you are interested in being a representative on the R&E Board and why you think you would make a good R&E Board member.

The summer I was 12 years of age, my parents took our family on a 'real' vacation to the city of Portland. My sisters and I gazed in awe at the massive buildings, busy streets, and most of all, a wondrous invention that could take us from the ground to new heights—an escalator! We double dog dared each other to be the first to step on this amazing piece of technology.

This memory of my first experience with an escalator may seem to have nothing to do with why I would be a good representative of the R & E Board, but it is the most compelling reason. I was born and raised in Southern Oregon where my formative years were spent camping and fishing. I thought our family could not afford to do anything differently, but later realized my father, and my mother, also, loved to spend their time on these outdoor activities. There is a rare lake or river where we did not camp and fish the waters. They taught us to tie fishing knots, bait hooks, care for our equipment, gut fish, practice casting, casting, casting because it was fun, and most of all, to love and respect nature. I have been a life-long angler, and know this appreciation and bonding with the outdoors has made me a more fulfilled person—one who sees myself as part of a whole with an interconnection to every other living organism and its physical environment.

Therefore, my history and appreciation of Oregon and her natural resources, and my commitment to future generations being able to experience this, is my first reason why I would be a good representative.

The second reason is I live in an area where various groups and industries claim priority of the water systems of this area. Farms, tribes, lumber, energy, and commercial interests are all demanding to be considered in the distribution of water resources. I am familiar with many of the arguments of each group of why their claims should have priority.

The third reason why I would make a good representative is that I have the science education to serve as a member of this board. See page three.

Lastly, I have served on other boards, and currently serve on two. I am used to working with others and am open to others' opinions and suggestions.

ODFW Mailroom

SEP 14 2020

Received

EXPERIENCE/ INVOLVEMENT

Use the space below to describe any work experience and/or involvement that has provided you with the knowledge, skills, or abilities to successfully represent the interests of the position you are applying for and fulfil the duties of a member of the R&E board.

Make sure to include involvement in representing or advising organizations or interest groups, and experience related to sport fishing, commercial fishing, or fishery management.

- You may attach a resume or work history supplement, if desired.
- Please be specific and define your role.

Education:

Attended University of California Berkeley and Davis. Bachelors Degree in Anthropology and a minor in Biological Sciences.

California Teaching Credential, California State University, Chico

1985 to 1988 Science Program Teacher of Gifted and Talented Students, Yuba City Unified School District, Yuba City, CA.

1988-2007 5th and 6th grade teacher, Yuba City Unified School District. I was the lead Science Teacher in our school, and on the District Science Committee. I headed science fairs and science shares at both the school and district levels.

1989-90 Trained with California Fish and Wildlife for the Salmon and Steelhead program in the schools. I was one of the first teachers in the area to impement this program.

1990-2007 Raised salmon or steelhead in my classroom each year from eyed eggs to fry released into the Feather River. This was an inclusive program of life cycle stages, anatomy, conservation, habitat requirements, riparian environment, watershed importance, pollution problems and solutions. Each year a field trip was made to the Feather River Hatchery in Oroville, CA to see the migration of the anadromous fish and the harvesting and fertilizing of the eggs.

2007-2010 Tested English capabilities of immigrant children for the State of California.

2010 - 2014 Distributed Hatchery Fish to classrooms in

2010-Present: Secretary and Board Member of the Medicine Lake Citizens We are a group of citizens, along with members of the Mount Shasta Bioregional Center, working to achieve permanent protection for the Medicine Lake Highlands and its underlying aquifer. Duties include presenting information, fundraising, attending meetings, writing and reporting information to other members of the board.

*Yuba
and
Sutter
Counties.*

2017-Present: Board Member of the Klamath Basin Genealogical Society.

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SUPPLEMENTAL QUESTION

- Describe what you believe are the main issues facing sport fisheries, commercial fisheries, and/or fishery management in Oregon and identify which fish management issues are important to you.

The most important issue facing all of us is the climate change and warming. Management is very difficult with changing temperatures in the oceans, drought and wildfires in the interior, diminishing or increasing species populations because of these changes. Ecosystems, habitats, food and water supplies, are constantly being affected by climate change.

Having the citizens of Oregon understand that we all need to work together to meet these challenges. Keeping the citizenry involved and informed as to why license fees, seasonal numbers of fish taken, and environmental regulations are necessary is to avert problems of a larger magnitude. Understanding the 'why' of management is a powerful tool in relating to the public.

I believe I would be beneficial and proactive in relating these concerns to the public.

ODFW Mailroom

SEP 14 2020

Received

| REFERENCES | | | | | |
|--|--|-------------|----|------------|-------|
| Please identify three references that may be contacted in the event you are selected as a top candidate. Individuals or representatives of associations/organizations are acceptable. | | | | | |
| Letters of support from ODFW staff, associations, or similar groups are encouraged. If you have any letters or statements of support from these or the references please attach them. | | | | | |
| Reference #1 | | | | | |
| Name | Ronald A Kreizenbeck | | | | |
| Affiliation (if any) | Retired Deputy Director of EPA, Northwestern | | | | |
| Mailing address | [REDACTED] | | | | |
| Town/City | Bothell | State | WA | Zip code | 98011 |
| Phone number | [REDACTED] | Alternate # | | Fax number | |
| E-mail | [REDACTED] | | | | |
| Reference #2 | | | | | |
| Name | Kathy Payne | | | | |
| Affiliation (if any) | Salmon and Steelhead Program, Yuba-Sutter Area | | | | |
| Mailing address | [REDACTED] | | | | |
| Town/City | Yuba City | State | CA | Zip code | 95991 |
| Phone number | [REDACTED] | Alternate # | | Fax number | |
| E-mail | [REDACTED] | | | | |
| Reference #3 | | | | | |
| Name | Shelley Boeger | | | | |
| Affiliation (if any) | Teacher Yuba City Unified | | | | |
| Mailing address or PO Box | [REDACTED] | | | | |
| Town/City | Yuba City | State | CA | Zip code | 95991 |
| Phone number | [REDACTED] | Alternate # | | Fax number | |
| E-mail | | | | | |

Please scan and send this application via email to odfw.step@state.or.us or via mail to:

Restoration and Enhancement Program
Oregon Department of Fish and Wildlife
4034 Fairview Industrial Drive SE
Salem, Oregon 97302

ODFW Mailroom

Applications must be sent via email or post-marked by the posted deadline in order to be considered for the position.

SEP 14 2020

Received



Interest Form

Fish Restoration and Enhancement Board

This form is used to obtain general information and qualification of persons interested in serving on the R&E Board. This information is used by Oregon Fish and Wildlife to develop R&E Board appointment recommendations for the Fish and Wildlife Commission and announcements related to the appointment.



| APPLICANT INFORMATION | | | | | |
|--|-------------------|-------------------------------|----|------------|-------|
| Name | Trevor Schroeter | | | | |
| Affiliation (if any) | | | | | |
| Occupation <input type="checkbox"/> Retired | Software Engineer | | | | |
| Mailing address or PO Box | | | | | |
| Town/City | Forest Grove | State | OR | Zip code | 97116 |
| Phone number | | Cell number Or alternate # | | Fax number | n/a |
| E-mail | | | | | |
| Applicant signature | | | | | |
| <p>By signing above:</p> <ul style="list-style-type: none"> ➤ You certify that all the information is true. ➤ You certify that you are a legal citizen of Oregon and the United States. ➤ You will accept appointment to the Fish Restoration and Enhancement Board if selected by the Oregon Fish and Wildlife Commission. ➤ You have an email address and are able and willing to check your email on a near-daily basis and conduct some Board business via email. ➤ You will you be able to make scheduled meetings across the state. | | | | | |

| POSITION APPLYING FOR | | |
|---|--|---|
| <p>Check the boxes for each of the positions you are currently applying for and check the boxes that best describe your interests or involvement that allow you to be a representative for that position.</p> <p>If you qualify for more than one position you may check the other boxes you are interested in. This information may be used to contact you for future vacancies.</p> | | |
| <p><input checked="" type="checkbox"/> Sport Fishing</p> <p><input type="checkbox"/> Inland -Warm water</p> <p><input type="checkbox"/> Inland – Trout</p> <p><input checked="" type="checkbox"/> Inland – Salmon/steelhead</p> <p><input checked="" type="checkbox"/> Ocean – Salmon (sport)</p> <p><input checked="" type="checkbox"/> Ocean – Other fish (sport)</p> <p><input type="checkbox"/> Other –explain</p> | <p><input checked="" type="checkbox"/> Commercial</p> <p><input type="checkbox"/> Seafood Processor</p> <p><input type="checkbox"/> Processing related</p> <p><input type="checkbox"/> Gill Netter</p> <p><input type="checkbox"/> Gill Net related</p> <p><input type="checkbox"/> Troller</p> <p><input type="checkbox"/> Troll related</p> | <p><input checked="" type="checkbox"/> Public At Large</p> <p><input type="checkbox"/> Watershed Council</p> <p><input type="checkbox"/> Sportsman’s Group</p> <p><input type="checkbox"/> STEP Group</p> <p><input checked="" type="checkbox"/> Concerned Citizen</p> <p><input checked="" type="checkbox"/> Concerned Angler</p> <p><input type="checkbox"/> Other – explain</p> |

STATEMENT OF INTEREST

Use the space below to tell us why you are interested in being a representative on the R&E Board and why you think you would make a good R&E Board member.

My name is Trevor Schroeter, and I am a professional software engineer, entrepreneur, and fisherman living in rural Oregon near the town of Timber.

I am originally from Iowa. While there, I was able to enjoy working with non-profit organizations which focused on rural economic development in general, implementation of renewable energy at residential and commercial scale, and be involved in local, state, and national politics.

After moving to Oregon in 2010, I have been involved in starting a technology company which, amongst other things, can analyze information and provide insights which are influenced as little as possible by any bias contained within.

I have been a lifelong fisherman, starting before I can remember, and continuing to this day. I also have a very specific interest in ensuring that fisheries are producing optimally, are not unnecessarily influenced by political interests, and that the management of any fishery takes science, economics, commercial, and public interests at heart.

Fishing always has been, and will continue to be an important part of my life. I have also been involved in public service to the extent in which my career allowed. After a strenuous decade helping build a successful company, I am once again in a position where I can commit the necessary time to be involved in public service.

Given my knowledge and interests, devoting my time to the ODFW R&E board is a great opportunity. It is something I have strongly considered in previous years, but until now, I ultimately did not believe I was able to commit the appropriate amount of time and effort to be successful.

I have the time and resources available, the ability to remove bias from my decision making, the knowledge of Oregon fisheries, and the interest in serving the citizens of Oregon to ensure their interests are represented in the best possible manner when it comes to spending which improves local fisheries. I believe that these factors will serve as a good base to be a quality representative on the board.

EXPERIENCE/ INVOLVEMENT

Use the space below to describe any work experience and/or involvement that has provided you with the knowledge, skills, or abilities to successfully represent the interests of the position you are applying for and fulfil the duties of a member of the R&E board.

Make sure to include involvement in representing or advising organizations or interest groups, and experience related to sport fishing, commercial fishing, or fishery management.

- You may attach a resume or work history supplement, if desired.
- Please be specific and define your role.

Professionally, I have spent my entire career in the technology world. I have been primarily focused on designing software and firmware for renewable energy projects and designing tests for radio-frequency and electromagnetic test laboratories.

Most recently, I have been applying these principles to identify conversational trends in social media networks, allowing users to identify both new topics of interest, as well as determine online activity which is likely to result in real-world physical threats.

From 2008 - 2010, while residing in rural Iowa, I served as a board member on the Danish Villages Economic Council in town of Elk Horn. This non-profit corporation was focused on identifying avenues of revenue into rural communities, and included a significant amount of time reviewing grant applications, interviewing applicants, and overseeing projects which were in some manner supported by the council.

From 2007-2010, I was also a board member of Danish Villages Energy, a non-profit corporation which represented the interests of local residents and helped educate them on the economic, political, and legal ramifications of having corporations site large scale wind and solar projects on private land. In both of these positions, I oversaw meetings with residents, and local and state-level government officials. I also met directly with local, state, and federally elected officials, and the primary goals were always to make sure the the citizens and businesses within the Danish Villages of Iowa were well represented.

From 2007 - 2008, I acted as a district representative for the primary and presidential campaigns of Barack Obama. In this capacity, I oversaw multiple precincts and managed staff during the entirety of both campaigns. This successful venture led to be elected as a county level chair of the Iowa Democratic Party from 2008 - 2010.

More recently, I am absolutely passionate about salmon, steelhead, and albacore tuna fisheries. I spend approximately 70 days per year fishing salmon and steelhead, focusing on coastal spring salmon and summer steelhead.

I spend approximaly 40 days annually participating in both the recreational and commercial albacore tuna fisheries.

Additionally, I recreationally fish ocean salmon, halibut, and rockfish, and I also commercially long-line black cod when I have the opportunity.

I make the effort to learn as much about these fisheries, as well as the issues impacting these fisheries, in a non-biased manner. I strive to have a well rounded knowledge base of how decisions made regarding Oregon fisheries impact recreational and commercial fishermen, non-fishing users of public land, and tax payers which do not fall into any of those categories.

For the first time since 2010, I have the ability to commit to spending time volunteering, and I believe my experience and knowledge in science, fishing, politics, and representing the public as part of non-profit boards would make me an asset to the R&E board.

I make this application after significant consultation with, and support from a variety of people, including ODFW employees, a member of the Pacific Salmon Commission, Oregon based fishing guides, and a lawyer who focuses on property rights and maritime law in the Coast Range of Oregon.

SUPPLEMENTAL QUESTION

- Describe what you believe are the main issues facing sport fisheries, commercial fisheries, and/or fishery management in Oregon and identify which fish management issues are important to you.

I believe that most of the issues facing fisheries are related to climate change, and unfortunately, subject to more political pressure than they should be.

Specifically, some sub-issues that likely relate to climate change:

- declining water quality, both inland and marine, which result in lower rates of fish surviving to adulthood due to altered water temperature and chemistry, poor ocean conditions resulting in a decline of food sources

- predation from multiple sources, including birds due to lower water level, and mammals due to northerly habitat shifting of pinnipeds

- increased human activity in waters that should be protected - more humans intruding on spawning gravels, increased pollution

The issues which are both most important to me, and that are possibly approachable by a board such as this are as follows:

1) Ensuring that hatcheries have sufficient technology and planning to overcome temporary issues, such as power outages, or flooding, and that the response to these issues can be clearly monitored, audited, and explained to the public

2) Ensuring that hatcheries have enough collective redundancy to overcome catastrophic events, such as a chemical spill, or a devastating fire, which would result in the loss of an entire year of production

3) Improved means of efficiently communicating the causes of hatchery loss and the correction plan to citizens for multiple reasons - one being to inform fishers of the impact to their sport, the other to inform non-fishers of how their tax dollars are being used under these types of circumstances

4) Protecting public resources, specifically hatcheries, public land use, and public tax dollars, from potentially frivolous lawsuits driven by organizations promoting a native-origin-fishes-only policy

5) Providing opportunities improve waste management along waterways popular with both the fishing and non-fishing population

6) Increasing public insight into the effectiveness of agreements under which Oregon and Washington based anadromous fishes are harvested by non-Oregon and non-Washington based commercial fishers

REFERENCES

Please identify three references that may be contacted in the event you are selected as a top candidate. Individuals or representatives of associations/organizations are acceptable.

Letters of support from ODFW staff, associations, or similar groups are encouraged. If you have any letters or statements of support from these or the references please attach them.

Reference #1

| | | | | | |
|----------------------|--|-------------|----|------------|--|
| Name | Rick Klumph | | | | |
| Affiliation (if any) | Pacific Salmon Commissioner | | | | |
| Mailing address | | | | | |
| Town/City | Tillamook | State | OR | Zip code | |
| Phone number | ██████████ | Alternate # | | Fax number | |
| E-mail | ██ | | | | |

Reference #2

| | | | | | |
|----------------------|------------------------------|-------------|--|------------|--|
| Name | Jim Skaar | | | | |
| Affiliation (if any) | Trask River Hatchery Manager | | | | |
| Mailing address | | | | | |
| Town/City | | State | | Zip code | |
| Phone number | ██████████ | Alternate # | | Fax number | |
| E-mail | | | | | |

Reference #3

| | | | | | |
|---------------------------|--|-------------|--|------------|--|
| Name | Lee Wajtyna | | | | |
| Affiliation (if any) | Fish and Wildlife Technician Senior, Cascade Locks | | | | |
| Mailing address or PO Box | | | | | |
| Town/City | | State | | Zip code | |
| Phone number | ██████████ | Alternate # | | Fax number | |
| E-mail | ██ | | | | |

Please scan and send this application via email to odfw.step@state.or.us or via mail to:

Restoration and Enhancement Program
 Oregon Department of Fish and Wildlife
 4034 Fairview Industrial Drive SE
 Salem, Oregon 97302

Applications must be sent via email or post-marked by the posted deadline in order to be considered for the position.

August 31, 2020

To Whom It May Concern:

I am writing this letter to recommend Trevor Schroeter be appointed as a member to the Oregon Department of Fish and Wildlife Restoration and Enhancement (R &E) Board. I have known Trevor for approximately three years as a fellow fisherman and outdoor enthusiast. He is a person with high integrity and strong outdoor ethics. I have found him to be open minded of other's viewpoints.

Trevor's strong interpersonal and listening skills will make him an asset to the R & E Board. He is part owner in a software design company which requires him to find creative solutions to complex issues. His business would allow him the opportunity to be an active and engaged member on this board.

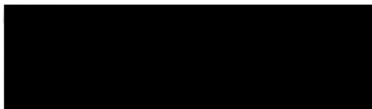
Trevor fishes in both fresh and marine water environments and, as a younger angler, can relate to a wide variety of user groups. I think Trevor has a strong desire to contribute to the resource he enjoys and views an appointment to the R & E Board as an opportunity to fulfill this goal.

Please feel free to contact me further if you need additional information about Trevor Schroeter.

Sincerely,

Rick Klumph

Rick Klumph
Pacific Salmon Commissioner



September 7, 2020

To Whom It May Concern:

I am writing this letter to recommend Trevor Schroeter serve as a member of the Oregon Department of Fish and Wildlife's Restoration and Enhancement Board.

Throughout the five years I have known Trevor he has been a great example of an ethical sportsman in how to conduct himself. He is the type of person that is so passionate about the sport that he spends additional time off the water researching about broader angling issues

I feel that Trevor's drive to understand differing viewpoints on fisheries related issues will help him make informed decisions on the board.

With him being a co-owner of his software business he will have time flexibility to be able to put the time and energy the R&E board needs to be successful.

I feel that he has the drive and energy to give back to the sport he loves and he would be a great asset if appointed to the R&E Board.

Please feel free to contact me if further information is needed.

Sincerely,

Lee Wajtyna



September 2, 2020

To Whom It May Concern:

This letter is to inform the ODFW that I support the appointment of Trevor Schroeter to the Restoration and Enhancement Board.

I have known Trevor since 2017, initially in a professional capacity, where he was working as a Software Engineer at an Oregon based company.

Since then, I have seen the ethics and quality of his work, and have gotten to know him well through our mutual interest in fishing, primarily for salmon and tuna.

Professionally, he has proven himself to be reliable when working on complex problems, and takes the time to fully understand all parts of a problem, ultimately providing a quality solution.

From a fishing perspective, he is a highly successful multi-species fisherman, and strives to understand how fisheries are impacted by many variables, from environmental to political.

I believe his experience, knowledge, and passion about Oregon fisheries make him a great candidate for the R&E board, and I recommend that he be appointed.

Sincerely,

A handwritten signature in black ink that reads "Mark W. Hagedorn". The signature is written in a cursive style and includes a long horizontal flourish extending to the right.

Mark Hagedorn
VP of Operations, KORE Power
Owner Operator, Hillbilly Deluxe Sportfishing

September 3, 2020

To Whom It May Concern,

This letter is written to convey my full support for the appointment of Trevor Schroeter to the ODFW Restoration and Enhancement Board (R&E Board).

I first met Trevor in 2015, when I became his neighbor in rural NW Oregon. Since then, we have become good friends and fishing partners. We fish together for salmon on occasion, but our efforts are focused primarily on the recreational and commercial albacore tuna fisheries.

In the past five years, I have gotten to understand a few things about him.

He is reliable; he will show up prepared and ready to help, no matter the situation.


He is patient, and eager to learn. He makes a point of taking the time to understand basically all aspects of any topic in which he is interested. When he speaks on a topic, he uses this information to address it without bias, and communicates concepts clearly to any audience.

He is an avid fisherman, and puts in extensive efforts to understand how fisheries are impacted by both natural causes and human-based actions. Whether it's inland or marine water conditions, predator impacts, legislated impacts, or more, he will have the knowledge to make informed decisions.

He is an advocate and user of public lands, and an advocate of fair and proper use of public funds, and will ensure that any impact he would have will be in the best interests of all Oregonians.

It is with this information that I highly recommend the R&E board appoint Trevor Schroeter.

R


Dave Phillips
Counsel, Vial-Fotheringham Law
Owner, Teton Offshore Fishing




Interest Form

Fish Restoration and Enhancement Board

This form is used to obtain general information and qualification of persons interested in serving on the R&E Board. This information is used by Oregon Fish and Wildlife to develop R&E Board appointment recommendations for the Fish and Wildlife Commission and announcements related to the appointment.



| APPLICANT INFORMATION | | | | | |
|---|---|-------------------------------|----|------------|-------|
| Name | Megan Skinner | | | | |
| Affiliation (if any) | USFWS (but applying as a private citizen) | | | | |
| Occupation <input type="checkbox"/> Retired | Aquatic Ecologist | | | | |
| Mailing address or PO Box | [REDACTED] | | | | |
| Town/City | Klamath Falls | State | OR | Zip code | 97601 |
| Phone number | [REDACTED] | Cell number Or alternate # | | Fax number | |
| E-mail | [REDACTED] | | | | |
| Applicant signature | | | | | |
| By signing above: <ul style="list-style-type: none"> ➤ You certify that all the information is true. ➤ You certify that you are a legal citizen of Oregon and the United States. ➤ You will accept appointment to the Fish Restoration and Enhancement Board if selected by the Oregon Fish and Wildlife Commission. ➤ You have an email address and are able and willing to check your email on a near-daily basis and conduct some Board business via email. ➤ You will you be able to make scheduled meetings across the state. | | | | | |

| POSITION APPLYING FOR | | |
|--|--|---|
| Check the boxes for each of the positions you are currently applying for and check the boxes that best describe your interests or involvement that allow you to be a representative for that position. If you qualify for more than one position you may check the other boxes you are interested in. This information may be used to contact you for future vacancies. | | |
| <input type="checkbox"/> Sport Fishing <input type="checkbox"/> Inland -Warm water <input type="checkbox"/> Inland – Trout <input type="checkbox"/> Inland – Salmon/steelhead <input type="checkbox"/> Ocean – Salmon (sport) <input type="checkbox"/> Ocean – Other fish (sport) <input type="checkbox"/> Other –explain | <input type="checkbox"/> Commercial <input type="checkbox"/> Seafood Processor <input type="checkbox"/> Processing related <input type="checkbox"/> Gill Netter <input type="checkbox"/> Gill Net related <input type="checkbox"/> Troller <input type="checkbox"/> Troll related | <input checked="" type="checkbox"/> Public At Large <input checked="" type="checkbox"/> Watershed Council <input type="checkbox"/> Sportsman’s Group <input checked="" type="checkbox"/> STEP Group <input checked="" type="checkbox"/> Concerned Citizen <input type="checkbox"/> Concerned Angler <input type="checkbox"/> Other – explain |

STATEMENT OF INTEREST

Use the space below to tell us why you are interested in being a representative on the R&E Board and why you think you would make a good R&E Board member.

While not an angler myself, I am very passionate about fisheries restoration, particularly involving state or federally-listed fish species. I have spent 5 years in the Klamath Basin working to improve survival and facilitate recovery of ESA-listed Lost River and shortnose suckers and have extensive experience with aquatic and riparian restoration to benefit these and other native fish species.

I am interested in serving on the R&E board to leverage my experience in restoration and fisheries conservation to ensure that the board selects promising projects that have the greatest chance of success in effectively benefiting Oregon's important fish species. I am also interested in learning more about fisheries issues in other regions of the state and hearing perspectives from sport and commercial fishing representatives. Although I have extensive experience working with local agricultural communities in a context of restoration, fisheries conservation, and water management, broadening my perspectives to include those of sport and commercial fishing interests would make me a better scientist and restoration professional.

EXPERIENCE/ INVOLVEMENT

Use the space below to describe any work experience and/or involvement that has provided you with the knowledge, skills, or abilities to successfully represent the interests of the position you are applying for and fulfil the duties of a member of the R&E board.

Make sure to include involvement in representing or advising organizations or interest groups, and experience related to sport fishing, commercial fishing, or fishery management.

- You may attach a resume or work history supplement, if desired.
- Please be specific and define your role.

Please see my attached CV for specific details regarding work and volunteer experience.

As described in my CV, I have extensive experience in aquatic and riparian restoration; researching fisheries issues to support fisheries management decisions; working in the context of restoration, water management, and conservation with diverse communities and diverse perspectives; serving on the board of a local land trust; serving on multiple grant review teams for the Oregon Watershed Enhancement Board; navigating contentious issues in a calm and professional manner; and living and working in rural Pacific Northwest communities. If selected as the public representative on the R&E board, I believe my experience would add to the technical expertise of the R&E board and that I would offer a unique perspective regarding the social and cultural issues associated with agricultural communities and the sticky subjects of water management and fisheries conservation. In addition to my past work and volunteer experience, I also care passionately about Oregon's fisheries (from both an ecological and cultural perspective) and would work hard to ensure that the board selects projects that strike a balance between technical merit and benefit to Oregon's recreational opportunities and economy (particularly that of our rural communities).

SUPPLEMENTAL QUESTION

- Describe what you believe are the main issues facing sport fisheries, commercial fisheries, and/or fishery management in Oregon and identify which fish management issues are important to you.

Unsurprisingly, as a water quality expert, I believe one of the main issues currently facing sport and commercial fisheries and fisheries management is water quality. Especially given climate change projections, some of our state's most culturally and ecologically important fish species (e.g., salmonids) face grave challenges related to availability of optimal habitat, specifically cold water. As such, restoration work and best management practices that strive to preserve or restore coldwater habitat not only benefit the ecosystem generally by reducing or mitigating human-influenced impairments, but also benefit the natural resources so critically important to rural economies and the culture of our state and Tribal communities. Water quality also affects ocean habitat for anadromous salmonids, so to the extent we can optimize habitat for these fish during their freshwater life history stages, perhaps they will be better prepared (e.g., larger, healthier) to face the stresses of suboptimal ocean conditions.

Of course water quality also affects important fish species other than salmonids. Specifically, water quality issues in Upper Klamath Lake are considered a major challenge to the continued survival, and certainly the recovery, of Lost River and shortnose suckers. These sucker species are culturally important to The Klamath Tribes and were once also a major economic contributor to southeastern Oregon. There is also concern that current water quality conditions in Upper Klamath Lake and surrounding area may impede recolonization of anadromous salmonids, which would be possible after removal of four dams on the mainstem Klamath River.

Finally, I'm not sure I would necessarily consider this an issue, but I am also cognizant that exposure to outdoor recreation is what breeds passion and respect for natural resources. This has certainly true for me in particular. As such, I am keenly aware of the need to maintain current outdoor recreation opportunities, while also working to broaden accessibility to under-represented groups. Conservation and restoration should always strike a balance between recovering species and ecosystems, and preserving current opportunities (at a minimum) and/or creating new opportunities for Oregon residents to appreciate what makes our state so great. This in turn creates public support for restoration and conservation of our natural resources.

REFERENCES

Please identify three references that may be contacted in the event you are selected as a top candidate. Individuals or representatives of associations/organizations are acceptable.

Letters of support from ODFW staff, associations, or similar groups are encouraged. If you have any letters or statements of support from these or the references please attach them.

Reference #1

| | | | | | |
|----------------------|--|-------------|----|------------|-------|
| Name | Ted Wise | | | | |
| Affiliation (if any) | ODFW, East Region Hydropower Program Coordinator | | | | |
| Mailing address | [REDACTED] | | | | |
| Town/City | Bend | State | OR | Zip code | 97702 |
| Phone number | [REDACTED] | Alternate # | | Fax number | |
| E-mail | [REDACTED] | | | | |

Reference #2

| | | | | | |
|----------------------|------------------------------------|-------------|----|------------|-------|
| Name | Ben Ramirez | | | | |
| Affiliation (if any) | ODFW, District Fisheries Biologist | | | | |
| Mailing address | [REDACTED] | | | | |
| Town/City | Klamath Falls | State | OR | Zip code | 97603 |
| Phone number | [REDACTED] | Alternate # | | Fax number | |
| E-mail | [REDACTED] | | | | |

Reference #3

| | | | | | |
|---------------------------|---|-------------|----|------------|-------|
| Name | Josh Rasmussen, Ph.D. | | | | |
| Affiliation (if any) | USFWS, Klamath Sucker Program Coordinator | | | | |
| Mailing address or PO Box | [REDACTED] | | | | |
| Town/City | Klamath Falls | State | OR | Zip code | 97601 |
| Phone number | [REDACTED] | Alternate # | | Fax number | |
| E-mail | [REDACTED] | | | | |

Please scan and send this application via email to odfw.step@state.or.us or via mail to:

Restoration and Enhancement Program
Oregon Department of Fish and Wildlife
4034 Fairview Industrial Drive SE
Salem, Oregon 97302

Applications must be sent via email or post-marked by the posted deadline in order to be considered for the position.

MEGAN M. SKINNER, Ph.D.
Water Quality Specialist, US Fish and Wildlife Service



Education

Ph.D.—Environmental and Natural Resource Sciences **MAY 2017**
WASHINGTON STATE UNIVERSITY, Pullman, WA **GPA: 4.0**
Advisor: Dr. Barry Moore

M.S.—Natural Resource Sciences **DEC. 2013**
WASHINGTON STATE UNIVERSITY, Pullman, WA **GPA: 4.0**
Advisor: Dr. Barry Moore

B.S.—Biology, Minor in Political Science **JUN. 2008**
WESTERN WASHINGTON UNIVERSITY, Bellingham, Washington **GPA: 3.4**

Study Abroad **SEP. - DEC. 2006**
UNIVERSITY OF HULL, Kingston upon Hull, United Kingdom

Employment and Research

Water Quality Specialist **SEP. 2019 TO PRESENT**
US Fish and Wildlife Service, Klamath Falls, OR

- Develop a water quality program for the Klamath Falls Fish and Wildlife Office that includes study and monitoring plan design, advising on restoration activities, and implementing water quality-related projects to support the Recovery Plan for ESA-listed Lost River and shortnose suckers
- Plan, design, implement, and manage riparian and aquatic restoration projects with a direct water quality benefit in the Upper Klamath Basin
- Implement riparian and aquatic restoration project monitoring
- Lead the effort to develop the Upper Klamath Basin Watershed Action Plan for prioritization and implementation of restoration activities with an interdisciplinary group of collaborators
- Compile, manage, analyze, and interpret complex limnological, biological, and hydrologic datasets
- Plan, design, and implement research related to water quality and restoration activities
- Assist in the planning, design, and implementation of fisheries, hydrology, and geomorphic research
- Prepare technical reports and manuscripts detailing the progress and findings of water quality, fisheries, hydrology, and geomorphic research and apply findings to inform restoration activities
- Develop, implement, and manage contracts and/or cooperative agreements to conserve or recover sensitive aquatic resources including developing scopes of work, managing projects, and assessing deliverables to ensure they meet contract conditions
- Develop and submit grant proposals, including budgets, for program and project funding
- Prepare and update/revise as necessary annual and multi-year operating budgets for the water quality program; oversee the overall planning, direction, and timely execution of water quality program activities; oversee development and revision of multi-year work plans in cooperation with Federal, Tribal, private, and non-profit cost-sharing partners; and negotiate the role of the water quality program in complex multi-partner activities to account for budgetary, staff, and other resource limitations
- Plan and conduct ecological investigations on a wide variety of land and water resource development proposals to determine their effects on aquatic resources
- Provide fish and wildlife resource expertise and technical assistance regarding requirements under the Endangered Species Act, Tribal Trust responsibilities, and other state and federal regulations
- Negotiate controversial natural resource issues with private landowners, Tribes, Federal and state agencies, and other entities

- Assist in strategic planning for the Klamath Falls Fish and Wildlife Office
- Assist in negotiations for Upper Basin-wide riparian restoration in cooperation with private landowners and off-project irrigators
- Provide formal feedback on restoration plans developed by collaborators (federal and state agencies, Tribal entities, nonprofits, etc.)
- Represent the US Fish and Wildlife Service on the Oregon Watershed Enhancement Board's Central Oregon grant proposal technical review team
- Represent the US Fish and Wildlife Service on the Integrated Fisheries Restoration and Monitoring Plan technical steering committee and Upper Basin sub-team
- Interact with people of diverse backgrounds including technical personnel; members of local agricultural communities; Tribal government; federal, state, county, and city officials and politicians; solicitors; and other members of the public

Klamath River Manager

SEP. 2017 TO SEP. 2019

US Bureau of Reclamation, Klamath Falls, OR

- Compiled, QA/QC'd, managed, analyzed, and interpreted complex hydrologic, biological, and limnological datasets
- Utilized modeling platforms such as MS Excel to investigate complex hydrologic and Klamath Project operations issues
- Worked collaboratively with state, county, city, Tribal, private, academic, and federal technical personnel to ensure Klamath Project operations were consistent with applicable regulatory requirements and human health and safety concerns
- Managed and coordinated hydrologic data collection related to Klamath Project operations and Endangered Species Act compliance
- Analyzed water supply, water demand, and reservoir operations and management data and applied findings to operations planning
- Provided fish and wildlife resource expertise and technical assistance regarding compliance with the Endangered Species Act, Tribal Trust responsibilities, and other state and federal regulations
- Prepared technical reports, position papers, and briefings detailing the progress and findings of hydrologic investigations and operations issues
- Delivered formal and informal briefings on highly contentious and controversial natural resource and operations issues
- Provided formal feedback on technical reports, draft manuscripts, and briefing papers related to hydrologic and biological information and studies
- Provided formal feedback on projects and project proposals regarding compliance with the Endangered Species Act, Tribal Trust responsibilities, and other state and federal regulations
- Participated in the planning, design, and implementation of hydrologic research
- Provided technical assistance in legal proceedings; interpreted and implemented legal decisions regarding the impact of Klamath Project operations on listed species; and provided guidance on, interpreted, and ensured compliance with natural resource laws, regulations, policies, standards, and procedures
- Negotiated controversial natural resource issues with Project irrigators, Tribes, Federal and state agencies, and other entities
- Interacted with people of diverse backgrounds including technical personnel; Klamath Project irrigators; Tribal government; federal, state, county, and city officials and politicians; solicitors; and other members of the public
- Communicated (verbally and in writing) complex technical information and concepts to lay audiences
- Assisted in strategic planning for Klamath Basin Area Office Water Operations Division
- Represented Reclamation on the Integrated Fisheries Restoration and Monitoring Plan technical steering committee and Upper Basin sub-team
- Coordinator and Reclamation technical lead for Tri-Agency Hydrology Team, tasked with hydrologic modeling to support consultation under the Endangered Species Act on the ongoing operations of the Klamath Project
- Coordinator and Reclamation technical lead for the Klamath Basin Flow Account Scheduling Technical Advisory (FASTA) team, tasked with discussing current water operations issues and providing input on operations

Water Operations Branch Chief

DETAIL: JAN. 16 TO MAR. 2, 2019

US Bureau of Reclamation, Klamath Falls, OR

- Directed operations of the Klamath Project consistent with applicable regulatory and human health and safety concerns including flood control regulations, contractual agreements, water rights, and the Endangered Species Act requirements
- Responsible for the oversight and direction of the Fisheries Resources Branch, ensuring that Project operations were consistent with Endangered Species Act and other biological regulatory requirements

- Worked collaboratively with state, county, city, Tribal, private, academic, and federal technical personnel to achieve the objectives of the Klamath Basin Area Office and Reclamation
- Directly supervised 6 water operations staff
- Directly supervised the Lead Fisheries Biologist and indirectly supervised two fisheries biologists and two fisheries technicians
- Planned and directed the work of professional and technical staff involved in collecting, exchanging, and analyzing hydrologic and related data collaboratively with other agencies; planning Klamath Project operations; coordinating flood control operations; and developing Klamath Project operating criteria and procedures, issuing Klamath Project operation instructions, and monitoring Klamath Project operating performance
- Planned, scheduled, and assigned short-term priorities for work activities within established resources and program requirements
- Allocated work assignments based on priorities and staff capabilities
- Utilized modeling platforms such as MS Excel to investigate complex hydrologic and Klamath Project operations issues
- Identified and evaluated issues involving Klamath Project operations that require engineering analysis or affect achievement of Klamath Basin Area Office and/or Reclamation objectives
- Managed and coordinated hydrologic data collection related to Klamath Project operations and Endangered Species Act compliance
- Directed analysis of water supply, water demand, and reservoir operations and management data and apply findings to operations planning
- Negotiated controversial natural resource issues with Project irrigators, Tribes, Federal and state agencies, and other entities
- Delivered formal and informal briefings on highly contentious and controversial natural resource and operations issues
- Oversaw the preparation of technical reports, position papers, and briefings detailing the progress and findings of hydrologic investigations and operations issues
- Oversaw development of contracts and/or cooperative agreements developed to support efforts to conserve and recover endangered species
- Provided technical assistance in legal proceedings; interpreted and implemented legal decisions regarding the impact of Klamath Project operations on listed species; and provided guidance on, interpreted, and ensured compliance with natural resource laws, regulations, policies, standards, and procedures
- Communicated (verbally and in writing) complex technical information and concepts to lay audiences
- Interacted with people of diverse backgrounds including technical personnel; Klamath Project irrigators; Tribal government; federal, state, county, and city officials and politicians; solicitors; and other members of the public
- Oversaw coordination of the Tri-Agency Hydrology Team, tasked with hydrologic modeling to support consultation under the Endangered Species Act on the ongoing operations of the Klamath Project
- Represented the Klamath Basin Area Office and Reclamation in meetings or correspondence regarding highly controversial water resource and operational issues with the Oregon Water Resources Department, US Fish and Wildlife Service, Oregon Department of Fish and Wildlife, United States Geological Survey, irrigation districts, and other agencies and private entities

Ecosystem Restoration Scientist

SEP. 2015 - SEP. 2017

The Klamath Tribes, Chiloquin, OR

- Managed The Klamath Tribes Water Quality Monitoring Program and Restoration Program
- Planned, designed, implemented, and managed riparian and aquatic restoration projects in the Upper Klamath Basin including oversight of preparation and submission of permits and other regulatory documents
- Planned, implemented, and managed a Wocus (*Nuphar lutea polysepala*) restoration program in Upper Klamath and Agency Lakes
- Implemented riparian and aquatic restoration project monitoring
- Led the effort to develop the Upper Klamath Basin Watershed Action Plan for prioritization and implementation of restoration activities with an interdisciplinary group of collaborators
- Supervised The Klamath Tribes Water Quality Monitoring Crew of 4-5 technicians
- Supervised The Klamath Tribes Restoration Project Monitoring Crew of 1 technician
- Supervised a Restoration Project Manager
- Planned, scheduled, and assigned short-term priorities for work activities within established resources and program requirements
- Allocated work assignments based on priorities and staff capabilities

- Gave advice, counsel and/or instruction to employees on both work and administrative matters
- Made selections for appointment, promotion or reassignment to subordinate positions within the Aquatics Program
- Established performance standards and initiated employee recognition and training actions
- Approved leave, promotions/pay raises, overtime, and employee travel
- Effected minor personnel disciplinary actions and recommended action in more serious cases
- Heard and resolved complaints from employees
- Compiled, managed, analyzed, and interpreted complex limnological, biological, and hydrologic datasets
- Planned, designed, and implemented research related to water quality and restoration activities
- Assisted in the planning, design, and implementation of fisheries, hydrology, and geomorphic research
- Prepared technical reports and manuscripts detailing the progress and findings of water quality, fisheries, hydrology, and geomorphic research and apply findings to inform restoration activities
- Developed, implemented, and managed contracts and/or cooperative agreements to conserve or recover sensitive aquatic resources including developing scopes of work, managing projects, and assessing deliverables to ensure they meet contract conditions
- Developed and submitted grant proposals, including budgets, for program and project funding
- Prepared and updated/revised as necessary annual and multi-year operating budgets for the Water Quality Monitoring and Restoration programs; oversaw the overall planning, direction, and timely execution of the Water Quality Monitoring and Restoration programs; oversaw development and revision of multi-year work plans in cooperation with Federal, private, and non-profit cost-sharing partners; and negotiated the role of the Water Quality Monitoring and Restoration programs in complex multi-partner activities to account for budgetary, staff, and other resource limitations
- Interacted regularly with Tribal leadership and government to deliver technical scientific information including updates on on-going planning and regulatory processes; updates on on-going restoration, research, and monitoring efforts; summarizing research; and discussing current conditions of water and Tribal treaty resources
- Planned and conducted ecological investigations on a wide variety of land and water resource development proposals to determine their effects on aquatic resources
- Provided fish and wildlife resource expertise and technical assistance regarding requirements under the Endangered Species Act, Tribal Trust responsibilities, and other state and federal regulations
- Negotiated controversial natural resource issues with private landowners, other Tribes, Federal and state agencies, and other entities
- Assisted in strategic planning for The Klamath Tribes Aquatics Program
- Assisted in negotiations for Upper Basin-wide riparian restoration in cooperation with private landowners and off-project irrigators
- Provided formal feedback on restoration plans developed by collaborators (federal and state agencies, nonprofits, etc.)
- Represented The Klamath Tribes on the Oregon Watershed Enhancement Board's Central Oregon grant proposal technical review team
- Represented The Klamath Tribes on the Oregon Watershed Enhancement Board's Klamath Basin Small Grants Team
- Represented The Klamath Tribes on the Interim Measures Implementation Committee managed by PacifiCorp under the terms of the Klamath Hydropower Settlement Agreement
- Interacted with people of diverse backgrounds including federal, state, county, and tribal employees; tribal members; and private landowners for the purposes of collaboration, outreach, and recruitment for restoration, research, and monitoring efforts

Research Assistant - Limnology

MAY 2011 - SEP. 2015

Washington State University, Pullman, WA

- Collected physical, chemical, biological, and flow data from lakes and streams in eastern Washington state
- Supervised 2-3 part-time, hourly laboratory technicians in the laboratory and field
- Planned, scheduled, and assigned short-term priorities for work activities within established resources and program requirements
- Allocated work assignments based on priorities and staff capabilities
- Established performance standards and initiated employee recognition and training actions
- Gave advice, counsel and/or instruction to employees on both work and administrative matters
- Made selections for appointment, promotion or reassignment to subordinate positions within the limnology lab
- Approved leave, promotions/pay raises, overtime, and employee travel
- Effected minor personnel disciplinary actions and recommended action in more serious cases
- Heard and resolved complaints from employees
- Operated SEAL AutoAnalyzer 3 continuous flow nutrient analyzer for total nitrogen, total phosphorus, nitrate/nitrite,

- ammonia, alkalinity, and orthophosphate concentrations in water samples collected from the field
- Compiled, managed, analyzed, and interpreted complex limnological and biological datasets
- Prepared and submitted manuscripts for publication in peer-reviewed scientific journals
- Assessed fish feeding ecology and species interactions via gut content analysis, stable isotope analysis, and relative abundance surveys
- Developed and assessed stable isotope analysis methods
- Captured and handled adult fish
- Volunteer experience trapping, handling, and tagging juvenile and adult salmonids

Wilderness and Climbing Ranger

JUN. 2006 - NOV. 2010

United States Forest Service (USFS) Trout Lake, WA, May-Nov.

- Patrolled Mt Adams, Indian Heaven and Trapper Creek Wilderness areas
- Educated the public about proper wilderness travel and awareness including Leave No Trace ethics
- Maintained trails and backcountry campsites
- Provided assistance to Klickitat and Yakima county Search and Rescue
- Supervised volunteer Wilderness Stewards involved in backcountry trail and campsite restoration work
- Fought wildfires on and off the Mt. Adams Ranger District as a type-2 wildland firefighter

Volunteer work

Technical Peer-Reviewer

2017 TO PRESENT

Lake and Reservoir Management, Limnology and Oceanography Methods

- Review manuscripts assessing fisheries management, climate change adaptation, general limnology, stable isotope analysis, and aquatic ecology and provide feedback and recommendations to journal editors and manuscript authors

Board Member

JAN. 2019 TO PRESENT

Klamath Lake Land Trust, Klamath Falls, OR

- Assist in the planning, design, implementation, and management of riparian and aquatic restoration projects in the Upper Klamath Basin
- Assist in developing and submitting grant proposals, including budgets, for program and project funding
- Assist with strategic planning, including prioritization of future land purchases
- Review and approve program and project budgets
- Review operations and personnel matters and resolve any associated issues

B-run Steelhead Project Volunteer

DEC. 2013 - MAR. 2014

Nez Perce Tribe Department of Fisheries Resources Management, Orofino, ID

- Assisted fisheries technicians with mobile telemetry of adult steelhead and interrogation and installation of stationary telemetry units
- Assisted with adult steelhead collection and tagging

Environmental Education Intern

JAN. 2006 - MAR. 2006

Nooksack Salmon Enhancement Association (NSEA) Bellingham, WA

- Mentored high school students designing stream ecology focused projects
- Taught various stream ecology topics in the field including native plant and aquatic macroinvertebrate identification and water quality testing techniques
- Assisted in the design and implementation of stream restoration plans and plantings

Environmental Education Intern

JAN. 2006 - MAR. 2006

Skagit Fisheries Enhancement Group Mt. Vernon, WA

- Assisted in the implementation of salmon focused lessons and activities
- Taught various stream ecology topics in a classroom setting including native plant and aquatic macroinvertebrate identification, water quality testing techniques, and basic fish ecology
- Assisted in the design and implementation of stream restoration plantings

Publications

Peer-reviewed Journal Articles

- Preece E, Moore B, **Skinner MM**, Child A, Dent S. 2019. A review of the biological and chemical effects of hypolimnetic oxygenation. *Lake and Reservoir Management*. DOI: 10.1080/10402381.2019.1580325.
- Cross BK, Moore BC, **Skinner MM**. 2017. Hypolimnetic oxygenation effects on trout condition and growth in North Twin Lake, Washington. *Lake and Reservoir Management*. DOI: 10.1080/10402381.2016.1276654.
- **Skinner MM**, Cross BK, Moore BC. 2017. Using stable isotope analysis to assess the effects of hypolimnetic oxygenation on diet in a mixed cold- and warmwater fish community. *Environmental Biology of Fishes*. DOI: 10.1007/s10641-017-0625-y.
- **Skinner MM**, Cross BK, Moore BC. 2016. Estimating *in situ* isotopic turnover in Rainbow Trout (*Oncorhynchus mykiss*) muscle and liver tissue. *Journal of Freshwater Ecology*. DOI: 10.1080/02705060.2016/1259127.
- **Skinner MM**, Martin AA, Moore BC. 2016. Is lipid correction necessary in the stable isotope analysis of fish tissues? *Rapid Communications in Mass Spectrometry* 30:881-889.
- **Skinner MM**, Moore BC, Swanson ME. 2014. Hypolimnetic oxygenation in Twin Lakes, WA: Part II: Feeding ecology of a mixed cold- and warm-water fish community. *Lake and Reservoir Management* 30(3):240-249.
- Moore BC, Cross BJ, Clegg EM, Lanouette BP, **Skinner M**, Preece E, Child A, Gantzer P, Shallenberger E, Christensen D, Nine B. 2014. Hypolimnetic oxygenation in Twin Lakes, WA: Part I: Distribution and movement of trout. *Lake and Reservoir Management* 30(3):226-239.

Technical Reports

- **Skinner M**, Erdman C, Stoken O. 2020. Considerations for implementation of beaver dam analogs and similar structures in the Upper Klamath Basin of Oregon, USA. Klamath Falls Fish and Wildlife Office, US Fish and Wildlife Service and Trout Unlimited: Klamath Falls, OR.
- **Skinner M**. 2020. Feasibility of using floating wetlands to treat Upper Klamath Lake phosphorus load. US Fish and Wildlife Service, Klamath Falls Fish and Wildlife Office: Klamath Falls, OR.
- **Skinner M**, Blocker S, Gonyaw A. 2017. Chinook Salmon (*Oncorhynchus tshawytscha*) habitat assessment in the Wood River watershed, Oregon. Prepared for the NOAA Pacific Coast Salmon Recovery Fund. Aquatics Program, Natural Resources Department, The Klamath Tribes: Chiloquin, OR.
- **Skinner M**. 2016. Water year 2016 water quality assessment report. Prepared for the U.S. Environmental Protection Agency. Aquatics Program, Natural Resources Department, The Klamath Tribes: Chiloquin, OR.
- **Skinner M**. 2016. Wocus Restoration Plan for the Upper Klamath Basin. Prepared for the U.S. Environmental Protection Agency. Aquatics Program, Natural Resources Department, The Klamath Tribes: Chiloquin, OR.
- **Skinner MM**. 2016. *Nuphar lutea* in wetlands and shallow lakes with particular emphasis on the Upper Klamath Basin of Oregon. Aquatics Program, Natural Resources Department, The Klamath Tribes: Chiloquin, OR.

Presentations at Professional Meetings

- **Skinner M**. Oral Presentation. "Upper Klamath Basin Watershed Action Plan." Klamath Basin Monitoring Program semi-annual meeting, May 18, 2020, virtual.
- **Skinner M**. Oral Presentation. "Upper Klamath Basin Watershed Action Plan." Oregon Chapter of the American Fisheries Society annual meeting, March 5, 2020, Bend, OR.

- **Skinner M.** Oral Presentation. “Wocus in the Upper Klamath Basin, Oregon.” Klamath Basin Monitoring Program semi-annual meeting, November 10, 2016, Yreka, CA.
- **Skinner M, Moore BC.** Oral Presentation. “Using stable isotope analysis and multiple-source mixing models to assess the influence of hypolimnetic oxygenation on diet in a mixed cold- and warm-water fish community” American Fisheries Society Annual Meeting, August, 2015, Portland, OR.
- **Skinner M, Moore BC.** Oral Presentation. “Stable isotope analysis of fish liver in food web studies: a methods investigation” Idaho Chapter American Fisheries Society, March 7, 2015, Boise, ID.
- **Skinner M, Moore BC.** Poster. “Stable isotope analysis of fish liver in food web studies: a methods investigation” Washington State Lake Protection Association 2014 Annual Meeting, October 1, 2014, Chelan, WA.
- **Skinner M, Moore BC, Swanson ME.** Poster. “Does hypolimnetic oxygenation influence the diets of trout and golden shiner in Twin Lakes, WA?” Washington State University Academic Showcase, March 28, 2014, Pullman, WA.
- **Skinner M, Moore BC, Swanson ME.** Oral Presentation. Does hypolimnetic oxygenation affect feeding ecology in a mixed cold- and warm-water fish community in Twin Lakes, WA? Eastern Washington and Northern Idaho Regional Lakes Conference, February 8, 2014, Spokane, WA.
- **Skinner M, Moore BC, Swanson ME.** Oral Presentation. “The effects of hypolimnetic oxygenation on the diets of brook trout (*Salvelinus fontinalis*), rainbow trout (*Oncorhynchus mykiss*), and golden shiner (*Notemigonus crysoleucas*) in Twin Lakes, Washington.” North American Lake Management Society 2013 Annual Meeting, November 1, 2013, San Diego, CA.
- **Skinner M, Moore BC, Swanson ME.** Poster. “Does hypolimnetic oxygenation influence the diets of trout and golden shiner in Twin Lakes, WA?” North American Lake Management Society 2013 Annual Meeting, November 1, 2013, San Diego, CA.
- **Skinner M, Moore BC, Swanson ME.** Oral Presentation. “The effects of hypolimnetic oxygenation on the diets of brook trout (*Salvelinus fontinalis*), rainbow trout (*Oncorhynchus mykiss*), and golden shiner (*Notemigonus crysoleucas*) in Twin Lakes, Washington.” Washington State Lake Protection Association 2013 Annual Meeting, October 18, 2013, Vancouver, WA.
- **Skinner M, Moore BC, Swanson ME.** Poster. “Does hypolimnetic oxygenation influence the diets of trout and golden shiner in Twin Lakes, WA?” Washington State Lake Protection Association 2013 Annual Meeting, October 18, 2013, Vancouver, WA.
- **Skinner M, Moore BC.** Oral Presentation. “The effects of hypolimnetic oxygenation on the diets of brook trout (*Salvelinus fontinalis*) and rainbow trout (*Oncorhynchus mykiss*) in Twin Lakes, Washington.” Western Division American Fisheries Society 2013 Annual Meeting, April 17, 2013, Boise, ID.
- **Skinner M and Moore BC.** Poster. “Influence of hypolimnetic oxygenation on trout diet in Twin Lakes, Washington.” Washington State University Academic Showcase, March 29, 2013, Pullman, WA.
- **Skinner M and Moore BC.** Oral Presentation. “The effects of hypolimnetic oxygenation on fish diet in a mixed warm- and cold-water fish community in Twin Lakes, Washington.” North American Lake Management Society 2012 Annual Meeting, November 8, 2012, Madison, WI.
- **Skinner M and Moore BC.** Oral Presentation. “The effects of hypolimnetic oxygenation on fish diet in a mixed warm- and cold-water fish community in Twin Lakes, Washington.” Washington State Lake Protection Association 2012 Annual Meeting, October 24, 2012, Wenatchee, WA.
- Preece E, **Skinner M, Moore BC.** Poster. “Comparison of extraction methods used to isolate the cyanotoxin, Microcystin, from fish muscle.” Washington State University Academic Showcase, March 30, 2012, Pullman, WA.

Workshops/training courses

Building Strong Relationships with Landowners

Land Trust Alliance, webinar

Mastering the art of negotiation

Land Trust Alliance, webinar

Endangered Species Act of 1973- Overview

Department of the Interior, webinar

Proper Functioning Condition monitoring training

National Riparian Service Team, Upper Klamath Basin, OR

Beaver dam analogs

Salmon Restoration Federation pre-conference workshop, Fortuna, CA

Design and engineering of off-channel habitat and large wood projects

Salmon Restoration Federation pre-conference workshop, Fortuna, CA

GIS techniques for fisheries scientists

American Fisheries Society pre-conference workshop, Portland, OR

Physical and biological considerations related to the use of wood in aquatic habitat and stream restoration projects

Western Division American Fisheries Society pre-conference workshop, Boise, ID

Internal phosphorus loading in lake systems

North American Lake Management Society pre-conference workshop, Spokane, WA

Scholarships, Awards, and Honors

- Numerous performance awards from US Bureau of Reclamation and US Fish and Wildlife Service
- Idaho Chapter American Fisheries Society Graduate Student Scholarship
- Washington State Lake Protection Association 2014 Nancy Weller Memorial Scholarship
- Elected WSU Liaison of the Palouse Student Unit of the American Fisheries Society for the 2014-2015 school year
- Clearwater Fly Casters 2014 Student Scholarship
- Jody Connor Student Award for best student paper at the 2013 International Symposium of the North American Lake Management Society
- Jody Connor Student Award Honorable Mention for outstanding student poster at the 2013 International Symposium of the North American Lake Management Society
- Elected secretary of the Palouse Student Unit of the American Fisheries Society for the 2013-2014 school year
- Western Division American Fisheries Society 2013 Student Travel Grant
- North American Lake Management Society 2012 Student Travel Grant

- Washington State University Graduate and Professional Student Association Student Travel Grant
- Washington State University Graduate and Professional Student Association Student Registration Grant
- Graduate of Western Washington University Honors College
- Completed and defended an undergraduate thesis assessing the impacts of a small dam on aquatic benthic macroinvertebrate community structure
- Western Washington University's Presidential Merit Scholarship

Scientific and Professional Association Memberships

- North American Lake Management Society (NALMS)
- American Fisheries Society and select subunits (AFS, WDAFS, ICAFS, WA/BC AFS, ORAFS, PUAFS)
- Washington State Lake Protection Association (WALPA)
- Klamath Basin Monitoring Program (KBMP)



Oregon

Kate Brown, Governor

Department of Fish and Wildlife

East Region

61374 Parrell Road

Bend, OR 97702

(541) 388-6363

FAX (541) 388-6281

August, 26, 2020

Oregon Fish and Wildlife Commissioners

Re: Board Member Nomination

This correspondence is in support of Dr. Megan Skinner's selection as a board member of the Restoration and Enhancement Board (R & E) representing the public. The R & E Program is a grant program that provides \$2-3 million per year to fishery projects throughout Oregon. Funding is used to increase recreational fishing opportunities and improve commercial salmon fisheries. Dr. Skinner is uniquely qualified to contribute to the R & E Program meeting its objectives.

It has been my pleasure to have worked professionally with Dr. Skinner over the last 5 years. Throughout this period, she has demonstrated a keen knowledge of fisheries resources and issues. Her interactions with the Oregon Department of Fish and Wildlife (ODFW) Klamath District staff and the ODFW Hydropower Program staff, have given Megan a good understanding of the agency's mission, policies and programs. Through her work she has been engaged in several regional fisheries issues including the Klamath Basin Integrated Fisheries Restoration and Monitoring Plan and is familiar with ODFW's planning for the reintroduction of anadromous fish into the upper Klamath basin. She is board member for the Klamath Lake Land Trust and has represented the USFWS on the Oregon Watershed Enhancement Board's central Oregon grant proposal technical team. Dr. Skinner's affinity with southcentral Oregon will enable her to provide geographical representation on the Board, while at the same time bringing extensive knowledge and understanding that will benefit recreational fishery issues statewide.

Dr. Skinner has worked as an ecosystem restoration scientist for the Klamath Tribes, as the Klamath river manager for the US Bureau of Reclamation and is currently employed as a water quality specialist for the U. S. Fish and Wildlife Service. Her unique riparian and aquatic restoration project planning and monitoring background and her deep understanding of aquatic habitats would certainly make her an valuable asset to the R & E Board, and her project planning and budgeting would be of considerable value to the Board in prioritizing and managing the R & E Program's funds and revenues. She demonstrates a balanced approach in problem solving and decision making, actively seeking as much information as possible prior to deciding or recommendation. In addition, she would bring valuable experience from her interacting and collaborating with people of diverse backgrounds; including the rural agriculture community, non-governmental organizations, Tribal governments, federal, state city, county and officials and politicians seeking to find positive solutions for enhancing and restoring fishery habitats in the Klamath Basin. Dr. Skinner has consistently been committed to programs and activities resulting in fisheries restoration and enhancement opportunity, and sound resource management, which ultimately help lead to increased recreation fishing opportunity and improve commercial salmon fisheries. I highly support Dr. Skinner's selection as an R&E board member.

Sincerely,

Ted Wise

ODFW East Region Hydropower Program Leader



Oregon

Kate Brown, Governor

Department of Fish and Wildlife

Klamath Watershed District Office

East Region

1850 Miller Island Road West

Klamath Falls, Oregon 97603

(541) 883-5732

FAX (541) 883-5521



August 25, 2020

Fish Restoration and Enhancement Board
Oregon Department of Fish and Wildlife
4034 Fairview Industrial Drive SE
Salem, OR 97302
Attn: Kevin Herkamp, R&E Program Coordinator

Re: Letter of Support for Dr. Megan Skinner in regards to her application to the Fish Restoration and Enhancement Board of the Oregon Department of Fish and Wildlife.

Dear Mr. Herkamp and/or Fish Restoration and Enhancement Board Representative,

The Klamath Watershed District (District) of the Oregon Department of Fish and Wildlife (ODFW) strongly supports Dr. Megan Skinner in her application for the Public-At-Large Representative for the Fish Restoration and Enhancement (R&E) Board of ODFW.

The District has extensive experience working with Dr. Skinner since her arrival in the Klamath Basin. Through her extensive work with multiple agencies in the basin and covering a wide array of issues, Dr. Skinner has solidly established herself as a leading expert in ESA listed Shortnose and Lost River Sucker research and recovery and she has an incredible grasp on the issues facing these imperiled species. While continuing her work with these imperiled suckers, Dr. Skinner has also become a leading expert on water quality and management issues facing the Klamath Basin and her time working with the US Bureau of Reclamation here in Klamath Falls further illustrates the wide breath of her skills and abilities.

Dr. Skinner is an ideal candidate for the Public-At-Large Representative for the R&E Board and both her professional career and her personal endeavors illustrate this. Through her professional work, she has continually dealt with a wide array of fish management issues that have very real and significant impacts on both the natural world that ODFW is tasked with conserving and protecting and on the public that relies on it. Within the Klamath Basin, water quality and quantity management is paramount to all else and Dr. Skinner is the leading expert that the District and many other agencies rely on to achieve our individual and collective objectives. Dr. Skinner is also heavily involved in habitat restoration and evaluation and the District is currently coordinating with her on multiple large-scale restoration projects that will be invaluable to the overall conservation and recovery of the basin.

In addition to her professional career, Dr. Skinner's personal endeavors further illustrate that she is a fantastic representative of Oregonians throughout the state. Dr. Skinner spends as much time

experiencing and exploring Oregon's natural wonders as possible. She is continually hiking and learning new areas and she never appears to slow even the slightest. Her energy and enthusiasm for the natural world is contagious and spills over into everything that she does. She is also active in the local community and is a valued board member for the Klamath Lake Land Trust, of which the District works incredibly close with.

As a district fish biologist working in the Klamath Basin, having someone like Dr. Skinner as a colleague is absolutely invaluable and it directly helps to facilitate the District achieving our goals and objectives. I personally feel that she is a fantastic fit for the R&E Board and I think that she would help to gain representation in an area of the state that is often overlooked but that is at the forefront of large-scale restoration and dealing with impacts of a changing climate.

Thank you for your time and consideration of Dr. Megan Skinner as an applicant for the Public-At-Large Representative for the Oregon Department of Fish and Wildlife's Fish Restoration and Enhancement Board. Please do not hesitate to reach out directly to me if you would like to discuss the many attributes that make Dr. Skinner an ideal candidate for this position. I truly feel that she would be an invaluable member of the R&E Board.

Sincerely,

A handwritten signature in cursive script that reads "Ben Ramirez".

Ben Ramirez
District Fish Biologist
Klamath Watershed District
Oregon Department of Fish and Wildlife

Cc: Trevor Watson, Klamath/Malheur Watershed District Manager, ODFW



Interest Form

Fish Restoration and Enhancement Board

This form is used to obtain general information and qualification of persons interested in serving on the R&E Board. This information is used by Oregon Fish and Wildlife to develop R&E Board appointment recommendations for the Fish and Wildlife Commission and announcements related to the appointment.



| APPLICANT INFORMATION | | | | | |
|---|--------------------------|-------------------------------|----|------------|-------|
| Name | Kyle Smith | | | | |
| Affiliation (if any) | Trout Unlimited | | | | |
| Occupation <input type="checkbox"/> Retired | Oregon Field Coordinator | | | | |
| Mailing address or PO Box | [REDACTED] | | | | |
| Town/City | Corvallis | State | OR | Zip code | 97330 |
| Phone number | [REDACTED] | Cell number Or alternate # | | Fax number | |
| E-mail | [REDACTED] | | | | |
| Applicant signature | <i>Kyle Smith</i> | | | | |
| By signing above: <ul style="list-style-type: none"> ➤ You certify that all the information is true. ➤ You certify that you are a legal citizen of Oregon and the United States. ➤ You will accept appointment to the Fish Restoration and Enhancement Board if selected by the Oregon Fish and Wildlife Commission. ➤ You have an email address and are able and willing to check your email on a near-daily basis and conduct some Board business via email. ➤ You will you be able to make scheduled meetings across the state. | | | | | |

| POSITION APPLYING FOR | | |
|---|--|--|
| Check the boxes for each of the positions you are currently applying for and check the boxes that best describe your interests or involvement that allow you to be a representative for that position. | | |
| If you qualify for more than one position you may check the other boxes you are interested in. This information may be used to contact you for future vacancies. | | |
| <input checked="" type="checkbox"/> Sport Fishing <input type="checkbox"/> Inland -Warm water <input checked="" type="checkbox"/> Inland – Trout <input checked="" type="checkbox"/> Inland – Salmon/steelhead <input type="checkbox"/> Ocean – Salmon (sport) <input type="checkbox"/> Ocean – Other fish (sport) <input type="checkbox"/> Other –explain | <input type="checkbox"/> Commercial <input type="checkbox"/> Seafood Processor <input type="checkbox"/> Processing related <input type="checkbox"/> Gill Netter <input type="checkbox"/> Gill Net related <input type="checkbox"/> Troller <input type="checkbox"/> Troll related | <input checked="" type="checkbox"/> Public At Large <input type="checkbox"/> Watershed Council <input checked="" type="checkbox"/> Sportsman’s Group <input type="checkbox"/> STEP Group <input type="checkbox"/> Concerned Citizen <input checked="" type="checkbox"/> Concerned Angler <input type="checkbox"/> Other – explain |

STATEMENT OF INTEREST

Use the space below to tell us why you are interested in being a representative on the R&E Board and why you think you would make a good R&E Board member.

Serving as a member of ODFW's Restoration and Enhancement Board represents the opportunity to serve fellow Oregonians who care about the healthy and sustainability of our great state's fish and wildlife resources. I would relish the chance to have a hand in deciding how Restoration and Enhancement funds are spent to benefit sport and commercial fisheries by restoring fish hatcheries, enhancing natural fish production, expanding hatchery production, and providing additional public access to fishing waters.

As a registered Oregon sportfishing guide, avid salmon, steelhead, and trout angler, and full-time employee with the nation's largest coldwater fisheries conservation organization, Trout Unlimited, I would bring a wealth of experience and knowledge to the R&E Board. I have on-the-ground understanding of the importance that hatcheries play for guides, outfitters, tackle shops, gas stations, coffee shops, and many more businesses across Oregon. I also understand the careful balance between providing harvest fisheries to support recreation economies, and the critical need of conserving Oregon's wild and native fish populations for the cultural, social, economic, and spiritual value they provide for present and future generations.

Serving as co-chair of the Oregon Hatchery Research Center board has provided me with experience serving and leading state boards and commissions. Through OHRC, I've gained a deep appreciation for the importance of diverse stakeholder perspective, and how to work collaboratively to find solutions that satisfy sometimes competing interests. Most recently, I have served as a stakeholder on the Rogue South Coast Management Plan stakeholder process, which has furthered my appreciation for working with divergent viewpoints and finding common ground to create foundations for durable fisheries management solutions.

I would enjoy the opportunity to serve on the R&E Board and feel that my experience as a fishing guide, conservationist, and board and commission veteran would serve me well if selected for the position.

*I should note that if selected to serve on the R&E Board, I plan to resign from my role with the OHRC. After serving with OHRC for six years, I'm proud of the work we've accomplished with the Center but feel ready for a new opportunity to serve the state and Oregon's salmon, trout, steelhead, anglers, guides, and commercial fishers.

EXPERIENCE/ INVOLVEMENT

Use the space below to describe any work experience and/or involvement that has provided you with the knowledge, skills, or abilities to successfully represent the interests of the position you are applying for and fulfil the duties of a member of the R&E board.

Make sure to include involvement in representing or advising organizations or interest groups, and experience related to sport fishing, commercial fishing, or fishery management.

- You may attach a resume or work history supplement, if desired.
- Please be specific and define your role.

Trout Unlimited Arlington, VA (Remote)

Oregon Field Coordinator 11/2017 Present

- Work with industry, businesses, political leaders, agriculture, anglers, and local communities to develop and implement long-term plans to conserve quality habitat for native fish and wildlife on public land throughout the state.

- Educate target audiences regarding what is needed to conserve and protect wild and native trout, salmon, and steelhead.

- Lead communications efforts across social media, blog, and email platforms for Trout Unlimited's Wild Steelheaders United initiative with membership over 30,000 across the US and Canada.

Membership Engagement Manager 01/2015 11/2017

- Led strategic planning, internal and external communications, and inter-organizational coordination to improve volunteer management processes and policies for more than 300,000 grassroots members and 400 chapters and councils across US.

- Managed organizational best practices and trainings to foster an inclusive culture amongst Trout Unlimited's grassroots volunteers and meet diversity outreach and retention goals for regional and national coldwater conservation efforts.

- Oversaw Embrace A Stream grants program with annual budget over \$300k, grew participation by 100% and increased fundraising 150% over 24-month period.

- Supervised two full time employees and grassroots volunteer management structure in Oregon, Washington, and California.

University of Oregon Nonprofit Clinic Eugene, OR

Courtesy Nonprofit Clinic Consultant 01/2020-Present

- Advised group of Nonprofit Management, Conflict and Dispute Resolution, and Law graduate students in a hands-on clinic environment conducting review of local nonprofit guidance structures, bylaws, articles of incorporation, and policies and procedures.

- Furthered knowledge of nonprofit management best practices, organizational development, and leadership concepts.

UnderSolen Media Portland, OR

Contractor and Consultant 01/2014 12/2014

- Provided media outreach strategies to clients and engaged elected officials by organizing voices from sportswomen and men, outdoor recreation, hospitality, and other industries with interest in promoting tourism and outdoor recreation in Oregon.

Calapooia Watershed Council Brownsville, OR

Communications and Development Director 09/2012 12/2014

- Directed public outreach efforts, media relations, and communications with members, stakeholders, and policy makers, and managed an annual budget of over \$100k for Council's education and outreach programs.

- Worked with local business leaders, commercial agriculture, private timber, and governmental partners in rural and urban communities and diverse political and socioeconomic settings to achieve Council's conservation goals.

- Managed youth watershed education efforts in three school districts in Linn County, developed curriculum for elementary and middle school students, oversaw budget expenditures, and wrote grants to support program.

SUPPLEMENTAL QUESTION

- Describe what you believe are the main issues facing sport fisheries, commercial fisheries, and/or fishery management in Oregon and identify which fish management issues are important to you.

From my perspective, the main issue facing sport fisheries, commercial fisheries, and fisheries management in Oregon is climate change and the impacts it is having on ocean conditions and the overall health and viability of our anadromous fish populations. In the face of climate change, it's crucial that Oregonians do everything in our power to ensure freshwater habitat is maintained and restored, and that coldwater resources are protected to provide favorable conditions for fish that return from the Pacific to spawn in our state waters.

I also believe providing recreational and commercial fishing opportunity through the use of hatcheries is important in maintaining opportunity while protecting wild and native populations. We have a serious maintenance backlog in our state run fish hatcheries that must be addressed if we are to continue offering high quality hatchery fish opportunities for sport and commercial fishermen alike.

REFERENCES

Please identify three references that may be contacted in the event you are selected as a top candidate. Individuals or representatives of associations/organizations are acceptable.

Letters of support from ODFW staff, associations, or similar groups are encouraged. If you have any letters or statements of support from these or the references please attach them.

Reference #1

| | | | | | |
|----------------------|-----------------|-------------|----|------------|-------|
| Name | Dean Finnerty | | | | |
| Affiliation (if any) | Trout Unlimited | | | | |
| Mailing address | [REDACTED] | | | | |
| Town/City | Cottage Grove | State | OR | Zip code | 97424 |
| Phone number | [REDACTED] | Alternate # | | Fax number | |
| E-mail | [REDACTED] | | | | |

Reference #2

| | | | | | |
|----------------------|---|-------------|----|------------|-------|
| Name | Michael O'Casey | | | | |
| Affiliation (if any) | Theodore Roosevelt Conservation Partnership | | | | |
| Mailing address | [REDACTED] | | | | |
| Town/City | Bend | State | OR | Zip code | 97703 |
| Phone number | [REDACTED] | Alternate # | | Fax number | |
| E-mail | [REDACTED] | | | | |

Reference #3

| | | | | | |
|---------------------------|--|-------------|----|------------|-------|
| Name | Bruce McIntosh | | | | |
| Affiliation (if any) | Oregon Department of Fish and Wildlife | | | | |
| Mailing address or PO Box | [REDACTED] | | | | |
| Town/City | Corvallis | State | OR | Zip code | 97333 |
| Phone number | [REDACTED] | Alternate # | | Fax number | |
| E-mail | [REDACTED] | | | | |

Please scan and send this application via email to odfw.step@state.or.us or via mail to:

Restoration and Enhancement Program
Oregon Department of Fish and Wildlife
4034 Fairview Industrial Drive SE
Salem, Oregon 97302

Applications must be sent via email or post-marked by the posted deadline in order to be considered for the position.



Interest Form

Fish Restoration and Enhancement Board

This form is used to obtain general information and qualification of persons interested in serving on the R&E Board. This information is used by Oregon Fish and Wildlife to develop R&E Board appointment recommendations for the Fish and Wildlife Commission and announcements related to the appointment.



| APPLICANT INFORMATION | | | | | |
|---|---------------------------|----------------------------|------------|------------|-------|
| Name | Garth Wyatt | | | | |
| Affiliation (if any) | Portland General Electric | | | | |
| Occupation <input type="checkbox"/> Retired | Fisheries Biologist | | | | |
| Mailing address or PO Box | [REDACTED] | | | | |
| Town/City | Oregon City | State | OR | Zip code | 97045 |
| Phone number | [REDACTED] | Cell number Or alternate # | [REDACTED] | Fax number | |
| E-mail | [REDACTED] | | | | |
| Applicant signature | | | | | |
| By signing above: <ul style="list-style-type: none"> ➤ You certify that all the information is true. ➤ You certify that you are a legal citizen of Oregon and the United States. ➤ You will accept appointment to the Fish Restoration and Enhancement Board if selected by the Oregon Fish and Wildlife Commission. ➤ You have an email address and are able and willing to check your email on a near-daily basis and conduct some Board business via email. ➤ You will you be able to make scheduled meetings across the state. | | | | | |

| POSITION APPLYING FOR | | |
|---|--|--|
| Check the boxes for each of the positions you are currently applying for and check the boxes that best describe your interests or involvement that allow you to be a representative for that position. If you qualify for more than one position you may check the other boxes you are interested in. This information may be used to contact you for future vacancies. | | |
| <input type="checkbox"/> Sport Fishing <input type="checkbox"/> Inland -Warm water <input type="checkbox"/> Inland – Trout <input type="checkbox"/> Inland – Salmon/steelhead <input type="checkbox"/> Ocean – Salmon (sport) <input type="checkbox"/> Ocean – Other fish (sport) <input type="checkbox"/> Other –explain | <input type="checkbox"/> Commercial <input type="checkbox"/> Seafood Processor <input type="checkbox"/> Processing related <input type="checkbox"/> Gill Netter <input type="checkbox"/> Gill Net related <input type="checkbox"/> Troller <input type="checkbox"/> Troll related | <input checked="" type="checkbox"/> Public At Large <input checked="" type="checkbox"/> Watershed Council <input type="checkbox"/> Sportsman’s Group <input type="checkbox"/> STEP Group <input type="checkbox"/> Concerned Citizen <input checked="" type="checkbox"/> Concerned Angler <input type="checkbox"/> Other – explain |

STATEMENT OF INTEREST

Use the space below to tell us why you are interested in being a representative on the R&E Board and why you think you would make a good R&E Board member.

I would like to employ the knowledge I have gained as a fish biologist to provide technical support in the review of project funding to enhance Oregon's fisheries and native fish.

I believe I would make an excellent candidate for the R and E board based on my experience as a professional fish biologist and avid angler. The combination of both of these lifelong pursuits provides me with a unique perspective that will aid in evaluating R and E projects to be funded that provide the greatest benefit to the citizens of the state of Oregon. I would like to employ my professional training as a fish biologist to evaluate applications for efficacy and applicability to increase the likelihood the state of Oregon receives maximum return on its restoration and enhancement dollars. Focusing dollars on well-designed projects with clear objectives will enhance the mission of the R and E board. My professional background encompasses habitat restoration (LWD projects/gravel augmentation/effects of restorative minimum flows), fishery enhancement while working on the Hood River spring Chinook supplementation program, fishway/fish passage design, evaluation of fish passage enhancements, fish productivity evaluations, dam removal, baseline population monitoring, and facilitating passage around hydro-systems. My experience working on the project committee with the Oregon Wildlife Foundation, technical advisory committee Clackamas River Basin Council, and North Willamette Fisheries Leadership group provided the opportunity to work collaboratively with people from a diverse background towards a mutual goal of improving the fisheries of the state of Oregon.

My statewide angling background provides familiarity with many, if not most, of the recreational fisheries in the state Oregon. The geographic scope of my life has been centered in Oregon as I grew up in Madras Oregon along the Deschutes River where I caught my first rainbow trout and steelhead along with fishing many of the still water fisheries in the area. I attended college at Oregon State University where I exploited the nearby Alsea River for winter steelhead, coho, and fall Chinook. In the spring we migrated East to the South Santiam to focus on spring Chinook and summer steelhead. Throughout my 20's we made annual jaunts to fish the Umpqua River system. I now reside in Oregon City and have taken full advantage of the Clackamas, Willamette, and North Coast Rivers. I also enjoy chasing warm water fish (smallmouth and walleye) in the John Day and Columbia Rivers. Additionally, I've been a white water enthusiast for 20 plus years and have spent time on the John Day, Grande Ronde, and Snake River. I have been an avid angler now for over 20 years and spend at least 50 days a year on the water.

Given my aforementioned background and familiarity with both the biology and fisheries in the state of Oregon I consider myself a suitable candidate for "public at large" position the R and E board.

EXPERIENCE/ INVOLVEMENT

Use the space below to describe any work experience and/or involvement that has provided you with the knowledge, skills, or abilities to successfully represent the interests of the position you are applying for and fulfil the duties of a member of the R&E board.

Make sure to include involvement in representing or advising organizations or interest groups, and experience related to sport fishing, commercial fishing, or fishery management.

- You may attach a resume or work history supplement, if desired.
- Please be specific and define your role.

My work experience as a biologist has provided me with the knowledge, skills, and abilities to successfully represent the interests of the “public at large-concerned angler” position:

1. Lifelong resident and angler of the state of Oregon.
2. Oregon Department of Fish and Wildlife EBA Tillamook Oregon (1 field season)-I worked on pilot project evaluating the spatial and temporal overlap of hatchery winter steelhead with wild winter steelhead on the Nestucca River. This position familiarized me with coastal ecotype streams and winter steelhead spawning behavior.
3. Oregon Department of Environmental Quality-NRS-1 Coastal Monitoring and Assessment Program specialist (2 field seasons). This position entailed sampling water quality with various data sondes, benthic substrate (Van Veen sampler), and fish (cottids) up and down the Oregon Coast from Gold Beach to Hammond. Sampled every major coastal bay for physical water quality parameters and benthic substrate to be analyzed for heavy metals/toxins. My role was to operate/calibrate the field gear and accurately record field data.
4. Oregon Department of Fish and Wildlife EBA Pikeminnow Project (1 field season)- I worked on the Northern Pikeminnow Project on the Columbia River. My primary responsibilities were to operate an electro-fishing boat, capture stunned fish, PIT tag, gastric lavage, and record accurate data. I also mounted and pressed scales for age analysis. An ancillary benefit is that I traveled every river mile of the Columbia River from Kalama to Priest Rapids dam and I was afforded the opportunity to observe many of the fish species present in the Columbia River.
5. Confederated Tribes of the Warm Springs Reservation of Oregon-Fish Biologist Hood River Oregon (1.5 years) Hood River spring Chinook supplementation program. Implemented the field component of the spring Chinook reintroduction program and the habitat monitoring and evaluation component. Gained insight into the value of a reintroduction project, Tribal fishery, a high exploitation rate, fish culture, and habitat restoration. Primary methods utilized to evaluate the fishery include creel, PIT tags, and spawning surveys. Primary objectives were to evaluate the program by quantifying the residual rate of hatchery fish, success of acclimation, and quantifying escapement. Restoration projects included large woody debris (including pre-post project monitoring) designed to restore spring Chinook habitat and an irrigation district piping project.
6. Hood River Watershed Council-While I was employed with the CTWSRO I regularly attended and gave presentations to the watershed council. The relationships developed within that council still persist today and made me realize how valuable a well run watershed council is to its respective basin.
7. Portland General Electric-Fish Biologist Estacada Oregon (2007-present). In my tenure at PGE my job has been very diverse from conducting a large scale dam removal project and subsequent monitoring (Marmot Dam), fish facility design, native fish restoration (Timothy Lake spawning disruption program), M & E study plan design and review, operations liaison, assisting in the development of habitat and instream flow restoration monitoring, PIT tag monitoring system design/build, radio-telemetry monitoring system design/build, spawning surveys, gravel augmentation design, hatchery/wild productivity analyses, interagency coordination, database management, and overall working with a diverse group of stakeholders to design unique solutions to complicated problems. Probably the most applicable skill was participating in an application review process to allocate funding from a fund and going through a collaborative study plan/reporting review process with regulatory personnel.
8. Past Secretary/Treasurer of Oregon Chapter of the American Fisheries Society.
9. Represent PGE in the North Willamette Fisheries Leadership Group-Group of concerned anglers, business owners, ODFW district staff, and outside professional staff that assess and attempt to improve the recreational fisheries in the local area.
10. Currently serve on the Oregon Wildlife Heritage Foundation (OWHF) project committee to develop, evaluate, select, and fund projects that advance the mission of the OWHF.
11. Currently serve on the technical advisory committee for the Clackamas River Basin Council focused investment partnership.

SUPPLEMENTAL QUESTION

- Describe what you believe are the main issues facing sport fisheries, commercial fisheries, and/or fishery management in Oregon and identify which fish management issues are important to you.
1. I believe the main issues facing sport/commercial fisheries and fishery management in Oregon are the loss or blockage of key habitat and degraded/impaired water quality decreasing runs of wild fish resulting in ESA listings which regulate our ability to authorize fisheries. Diminished bag limits and season durations are likely the biggest threat to angler participation and the economic viability of commercial fisheries. Improved environmental regulation/hatchery practices/harvest regulation will likely be offset by population growth further reducing the quantity and quality of habitat. We must stabilize habitat loss (both urbanization and commercial interests), recover impaired habitat and water quality (not just specific sites but basin wide processes), and restore access to high quality habitat that is currently blocked to support recreational or commercial fisheries in the long term. Recovering ESA listed wild stocks will allow fishery managers to prolong seasons and increase harvest of both wild and hatchery origin fish.
 2. I feel the most important fishery management actions in Oregon are:
 - a. Reconnect populations to high quality habitat that is currently blocked. Examples would be but are not limited to ACOE Willamette Valley Projects, various small scale diversion dams, and coastal estuary rearing habitat that are currently diked.
 - b. Continue to improve passage through the federal Columbia River hydro-system.
 - c. Restore suitable instream flows to river reaches where possible.
 - d. Restore estuarine processes that are currently interrupted through channelization.
 - e. Address avian, piscivore, and marine mammal predation on both smolts and adults.
 - f. Reform ocean harvest agreements between Canada, OR, WA, and Alaska.
 - g. Create a viable funding solution for restoration activities and the ODFW.
 - h. Increase the use of hatchery supplementation where applicable and decrease where necessary.
 - i. Promote emergent fisheries and leverage existing fisheries in good health
 - j. Improve escapement monitoring in basins without dam counts to more accurately quantify abundance over traditional methods.
 - k. Keep license fees affordable to the masses.

REFERENCES

Please identify three references that may be contacted in the event you are selected as a top candidate. Individuals or representatives of associations/organizations are acceptable.

Letters of support from ODFW staff, associations, or similar groups are encouraged. If you have any letters or statements of support from these or the references please attach them.

Reference #1

| | | | | | |
|----------------------|--|-------------|----|------------|-------|
| Name | Ben Walczak | | | | |
| Affiliation (if any) | Oregon Department of Fish and Wildlife | | | | |
| Mailing address | [REDACTED] | | | | |
| Town/City | Clackamas | State | OR | Zip code | 97015 |
| Phone number | [REDACTED] | Alternate # | | Fax number | |
| E-mail | [REDACTED] | | | | |

Reference #2

| | | | | | |
|----------------------|---|-------------|----|------------|-------|
| Name | Ryan Gerstenberger | | | | |
| Affiliation (if any) | Confederated Tribes of the Warm Springs Reservation of Oregon | | | | |
| Mailing address | [REDACTED] | | | | |
| Town/City | Parkdale | State | OR | Zip code | 97041 |
| Phone number | [REDACTED] | Alternate # | | Fax number | |
| E-mail | [REDACTED] | | | | |

Reference #3

| | | | | | |
|---------------------------|-------------------------------------|-------------|----|------------|---------|
| Name | John Esler | | | | |
| Affiliation (if any) | Portland General Electric (retired) | | | | |
| Mailing address or PO Box | unknown | | | | |
| Town/City | Portland | State | OR | Zip code | unknown |
| Phone number | [REDACTED] | Alternate # | | Fax number | |
| E-mail | [REDACTED] | | | | |

Please scan and send this application via email to odfw.step@state.or.us or via mail to:

Restoration and Enhancement Program
Oregon Department of Fish and Wildlife
4034 Fairview Industrial Drive SE
Salem, Oregon 97302

Applications must be sent via email or post-marked by the posted deadline in order to be considered for the position.



Oregon

Kate Brown, Governor

Department of Fish and Wildlife

Northwest Region
17330 SE Evelyn Street
Clackamas, OR 97015-9514
(971) 673-6000
FAX (971) 673-6070

September 9, 2020

Restoration and Enhancement Program
Oregon Department of Fish and Wildlife
4034 Fairview Industrial Drive SE
Salem, OR 97302



RE: Public-At-Large Restoration and Enhancement Board Position

Dear Fish and Wildlife Commission,

The Oregon Department of Fish and Wildlife (ODFW) North Willamette Watershed District office supports Garth Wyatt's application for the open Public-At-Large position on the Restoration and Enhancement Board. Garth's passion for fisheries is immediately apparent to all who interact with him. I have had the pleasure of collaborating with Garth, in his capacity as a fish biologist for Portland General Electric, on numerous projects for the past ten years and have found his comments to be respectful and thoughtful while keeping the resource at the forefront.

Working as a fish biologist has allowed Garth to develop a unique skillset that includes experience siting acclimation ponds, designing fish passage evaluation studies, implementing restoration projects, and working to vastly improve fish passage in the Clackamas River. Outside of his job, Garth is a member of the project committee for the Oregon Wildlife Foundation and has served as the Treasurer for the Oregon Chapter of the American Fisheries Society. As an avid angler, Garth also donates his time helping collect winter steelhead broodstock on the Clackamas River.

Please call if you have any questions.

Sincerely,

Ben Walczak
District Fish Biologist
North Willamette Watershed District
Oregon Department of Fish and Wildlife
17330 SE Evelyn Street
Clackamas, OR 97015
ben.walczak@state.or.us