



# Director's Achievement Awards for 2005

ADF&G Division of Commercial Fisheries  
From the Office of the Director, Denby S. Lloyd

The Director's Achievement Award for Outstanding Service is given to employees whose performance is clearly superior to that of others in similar positions or to employees who have made significant contributions to the division over the last year. Candidates for an award are nominated by staff through their respective Regional Supervisors or Section Chiefs. The Director's Achievement Award for Meritorious Service is the highest award given by the division to an employee who has shown excellence in his or her work during the preceding year or years. I am pleased to announce that the following individuals have been selected to receive the Director's Achievement Awards for 2005.



**Victoria O'Connell**  
Region I • Fishery Biologist III  
Sitka



**Sandra Seagren**  
Region II • Program Technician •  
Soldotna



**Fred Bue**  
Region III • Fishery Biologist III  
Fairbanks



**Christy Nielsen**  
Region IV • Administrative Manager I  
Kodiak



**Roberta Fisher**  
Region V Headquarters • Administrative Manager IV  
Juneau



**Ron Josephson**  
Region V Headquarters • Fishery Biologist IV  
Juneau  
**Meritorious Service Award**



# Director's Achievement Award for Outstanding Service for 2005

ADF&G Division of Commercial Fisheries • From the Office of the Director, Denby S. Lloyd

## Victoria O'Connell

Region I • Fishery Biologist III • Sitka

Tory O'Connell started working for the Division of Commercial Fisheries in 1982. Her career with the department has focused on groundfish fishery management and research in Southeast Alaska and she has become a leading groundfish expert in the Pacific Northwest. She has earned a high level of respect from her colleagues, staff, and the commercial fishing industry.

Tory started work with the department as a seasonal employee in the groundfish project. She quickly moved into a biologist's role, and became a critical part of the Southeast Alaska groundfish team. In 1995 she took over the helm of the groundfish project, where she has worked ever since.

Tory has been managing some of the most valuable fisheries in Southeast Alaska. She has been responsible for supervision and administration of management and research programs in Southeast Alaska and the eastern Gulf of Alaska for sablefish, rockfish, lingcod, flatfish and Pacific cod. Her work has been instrumental in development of stock assessment programs for sablefish and rockfish. Her efforts have led to implementation of abundance-based management for these species—a major step forward in advancing sustainable harvest. Additionally, Tory has been a leader in



protecting groundfish resources that are at high-risk levels of overexploitation.

Tory has served with many organizations including the North Pacific Fishery Management Council's Gulf of Alaska Plan Team, the Technical Subcommittee of the Canada/U.S. Groundfish Committee, the National Marine Fisheries Service–National Ecosystem Principles Advisory Panel, the North Pacific Fishery Management Council's Essential Fish Habitat Technical Committee, and the Marine Fisheries Section of the American Fisheries Society. In April

2000, she successfully staged the Western Groundfish Conference in Sitka, bringing together a wide range of groundfish scientists and managers to share knowledge, which helped to provide direction for future research programs.

One of the brightest points in Tory's career was her lead in establishing the Edgecumbe Pinnacles groundfish reserve near Sitka. This is an area that is rich in marine life because of its unique habitat, and it is now much less vulnerable to injury due to commercial fishing.

Tory has made outstanding contributions to our understanding of the biology and prudent management of commercially utilized groundfish species. Her contributions have earned her the Director's Achievement Award for Outstanding Service.



# Director's Achievement Award for Outstanding Service for 2005

ADF&G Division of Commercial Fisheries • From the Office of the Director, Denby S. Lloyd

## Sandra Seagren

Region II • Program Technician • Soldotna

Sandi has worked for the Department of Fish and Game for 28 years in the Soldotna/Kenai office. Sandi's position as a Program Technician for the Division of Commercial Fisheries entails a wide variety of responsibilities and assignments, including clerical support for 10 division biologists, as well as numerous long-term and seasonal technicians. Sandi's responsibilities also include bookkeeping for as many as 30 separate projects, accounting for the expenditure of over \$1 million in state funds annually. This position tracks the employment, time sheets, and pay status for as many as 60 seasonal employees, and provides clerical support for Division of Wildlife Conservation employees when time allows. When requested to assist in a task by one of the staff, she never says "no" and, more often than not, provides input that saves staff time and potential embarrassment.

Sandi serves as one of the primary public contacts regarding commercial, sport, and personal use/subsistence fisheries for salmon, herring, shellfish, groundfish and wildlife issues in the Cook Inlet Area. In this position, Sandi must be knowledgeable of the status of all state and federally managed fisheries and hunting seasons, including the guideline harvest levels, gear regulations, open seasons, and permits required. Intense public competition for limited fish and wildlife resources frequently results in many members of the public making phone contact with the Soldotna office, or visiting in person, all of which Sandi handles with courtesy and respect.

Sandi does a superb job of staying informed on resource allocation issues and does a very effective job



of handling these public contacts in a professional manner. What is even more admirable is that she competently accomplishes her day-to-day duties in this often stressful working environment. Her extensive knowledge of complex sport, personal use/subsistence and commercial fishing and hunting regulations allows Sandi to routinely handle most requests for information from the public. She works very hard to keep herself apprised of

changes in regulations and provides accurate and timely information to all requests. Her extraordinary patience and cheerful demeanor contribute to making most public contacts a positive experience and her manner in dealing with members of the public reflects well on all state employees.

Although unrelated to her duties, Sandi also plays a central role in maintaining office morale. For many years, Sandi has managed the coffee fund. While she is not a coffee drinker herself, she maintains a list of contributors and deadbeats, buys supplies, makes coffee and cleans up that area on a regular basis. Sandi is also generally the person who organizes office get-togethers and potlucks, which is very beneficial for building staff camaraderie that would otherwise languish.

A more dedicated employee would be hard to find within the division. Sandi has received and deserved more "outstanding" evaluations than most current department employees have years of service.

It is for these, and more reasons not listed here, that Sandi Seagren is granted the Director's Achievement Award for Outstanding Service.



# Director's Achievement Award for Outstanding Service for 2005

ADF&G Division of Commercial Fisheries • From the Office of the Director, Denby S. Lloyd

## Fred Bue

Region III • Fishery Biologist III • Fairbanks

Fred Bue began his career with the Department of Fish and Game as a Fisheries Technician in the Norton Sound Area in 1978. For several years he worked during the summer and while studying at the University of Alaska, Fairbanks. Most of Fred's work experience was in the Norton Sound herring and salmon fisheries. As the Assistant Area Management Biologist during the 1990s, Fred ended up being the "only" Norton Sound biologist in 2000. That year the Area Biologist retired and another Fisheries Biologist II was on leave for the summer, which made Fred the "acting biologists" for Norton Sound. Fred managed the fisheries, supervised the project crews and everything else that needed to be done. Unfortunately, this was also the biggest salmon disaster year on record in Norton Sound and the AYK Region.

Fred was involved with the first "stock of concern" designations under the Sustainable Salmon Fisheries Policy, beginning in September 2000. As he prepared for the Norton Sound portion of the Board of Fisheries meeting in January 2001, he was packing up his family and belongings after 20 years of living in Nome to take a new position as Yukon Area fall season manager in Fairbanks. In order to move to Fairbanks and complete four Board of Fisheries written reports and two oral reports, Fred worked late many nights—as evidenced by 4:00 a.m. email



messages. Fred is an example of an extremely dedicated state employee, striving to do the best job possible for the resources and the people of the State of Alaska.

Fred has done well at Board of Fisheries meetings. He also attends meetings of the dozen different Fish and Game Advisory Committees covering the Yukon River drainage, because it is another important aspect of his job. He is extremely dedicated, works many hours, works with many groups, including the U.S./Canada Joint Technical and Yukon Panel, and tries to be on top of all issues affecting Yukon River fisheries.

Not only has Fred worked diligently to conserve salmon during poor Yukon River runs, he has also worked hard to provide fishing opportunities for subsistence fishermen and, during the past three years—as the Yukon River fall chum run has improved—to provide a commercial harvest of surplus fish. Fred has worked closely with salmon buyers to provide quality fish to improve fall chum and coho salmon markets. This was much more time consuming than managing the fishery as it has been in the past. The Department, as well as the people of the Yukon, are very fortunate to have Fred Bue working as a Fishery Management Biologist for the Yukon Area. We are pleased to grant Fred the Director's Achievement Award for Outstanding Service.



# Director's Achievement Award for Outstanding Service for 2005

ADF&G Division of Commercial Fisheries • From the Office of the Director, Denby S. Lloyd

## Christy Nielsen

Region IV • Administrative Manager I • Kodiak

Christy Nielsen is the Westward Region Administrative Manager. She oversees all administrative functions for the Westward Region, including preparation of the annual budget request and allocation, administering contracts/lease agreements, managing building facilities, and supervising all personnel/payroll functions within the region. This combination of duties makes Christy of critical importance to all area and regional staff.

Ms. Nielsen began her work with the department of Fish and Game as an Administrative Assistant for DOT in Anchorage, and progressed through the Fisheries Rehabilitation, Enhancement, and Development (FRED) Division and was promoted in April of 1999 to her current position.

Christy does an excellent job of explaining budgetary procedures to department staff as well



as those associated with department cooperative agreements, and she ensures that correct procedures are followed. Christy is instrumental in helping staff through their pre-audits and various budget requirements, always saving staff time, effort, and frustration. She also is an able right hand to the Regional Supervisor for all budgeting, administration, and personnel concerns.

Christy is very flexible in accommodating and coordinating the various demands placed on her by regional and headquarters staff. She always exhibits a helpful and responsive attitude, is very patient, and answers questions in a conscientious manner. Her dedication to the department, her good humor, work ethic, and her collective contributions over the years warrant her recognition and award of the Director's Achievement Award for Outstanding Service.



# Director's Achievement Award for Outstanding Service for 2005

ADF&G Division of Commercial Fisheries • From the Office of the Director, Denby S. Lloyd

## Roberta Fisher

Region V Headquarters • Administrative Manager IV • Juneau

Roberta Fisher has been the Administrative Manager IV for the Division of Commercial Fisheries since August 1998. This is the highest-ranking administrative position in the division, and Roberta is responsible for overall management of the division's budget of more than \$54 million dollars. Roberta also represents the division on administrative issues when collaborating with other divisions and other departments. She is an active member of the division's leadership team and works closely with the director and other staff at headquarters on legislative and policy issues.

Roberta began her career with the Department of Fish and Game in July of 1977 when she took a job as a clerk typist with the Division of Fisheries Rehabilitation, Enhancement, and Development (FRED). She held a number of positions of increasing responsibility with FRED until the merger of FRED with the Division of Commercial Fisheries. In recognition of her outstanding service with FRED, Roberta was awarded that division's meritorious service award in 1985. After the merger, she was put in charge of the combined FRED and Commercial Fisheries divisions' administrative unit for the Anchorage regional office.

Roberta has often been appointed to serve on steering committees, task forces and design teams, because of her leadership qualities, her abilities to work with other people, and her outstanding



understanding of administrative issues. She was picked to serve on the administrative team during the planning process for the merger of FRED and the Division of Commercial Fisheries. She was selected by the Director of the Division of Personnel to serve on a design team to reengineer the state's personnel services and she served as a member of the steering committee that developed a new budget

preparation system for state government. In her current position, Roberta is often asked to lend her expertise and leadership to various initiatives. Roberta is dedicated to her staff and has undertaken extraordinary efforts in their interest. For example, in 2005 she won a 13-month battle with the Division of Personnel to reverse their demotion of four of the division's regional administrative staff.

Roberta is constantly working to enhance her own expertise and her understanding of administrative issues, as evidenced by her completion of 35 classes that earned her a Certified Public Manager certificate in 2003. Her commitment to the division's employees, to fulfilling the division's mission, and to providing outstanding public service makes her an exceptional divisional employee. It is a pleasure to recognize her outstanding service with the Director's Achievement Award for Outstanding Service.



# Director's Achievement Award for Meritorious Service for 2005

ADF&G Division of Commercial Fisheries • From the Office of the Director, Denby S. Lloyd

## Ron Josephson

Region V Headquarters • Fishery Biologist IV • Juneau

### Meritorious Service Award

Ron Josephson started his Fish and Game career up at Big Lake Hatchery as an eager farm kid from Minnesota. He quickly established himself as someone who could get things done in the field. Eventually he made his way to Southeast Alaska, first working in Ketchikan, and finally settling in Juneau. In those early days Ron still had superhuman strength, often demonstrating that he could carry almost as much as three regular big guys and do more physical work than any two other people. In the early 1980s Ron also had more field know-how than anyone in the Southeast Region of the Division of Fisheries Rehabilitation, Enhancement, and Development.

Ron came to the Department with years of outdoor experience gained hunting, fishing, trapping and working with his brother Roy in Minnesota. Ron also brought construction experience, which was often used to the Department's benefit as Ron helped put in weirs, field camps, or helped with hatchery operations. As Ron moved from his position as an assistant biologist to an area biologist, he grew into one of the best supervisors in the Douglas office over the last couple of decades. Ron always used his own example as a powerful motivator to excellence, not only for those that worked for him, but for everyone that worked around him. His attitude and approach to his work, and his positive and cheery style of leadership brought out the best in people. His diligence, craftsmanship, and ability to see tasks through to completion set a high standard for his peers.



His leadership skills and focus on excellence continued with his move to head the Mark, Tag, and Aging Lab. When Ron moved to this position he agreed to continue to serve as Alaskan co-chair of the Enhancement Subcommittee of the Transboundary Committee for the Pacific Salmon Commission. He has shown outstanding leadership on this committee, which often deals with highly controversial issues. But then Ron has always been an effective ambassador of the Department with the public, with everyone he has worked with in the Pacific Salmon Commission, and with our colleagues in the Private Non-Profit organizations and other agencies.

A sampling of Ron's accomplishments includes successfully leading the habitat project that monitored mitigation work associated with improvements to the Haines airport, essentially installing the King Salmon River weir by himself one year when the Snettisham Hatchery personnel asked for his help, and handling the transfer of the Snettisham Hatchery Chinook program to the Douglas Island Pink and Chum (DIPAC) operation. Without Ron, it is no exaggeration to say that this Chinook program would have failed. DIPAC is, of course, to be credited for taking this program over and operating it successfully, but had Ron not led the transition, DIPAC would not have been given this opportunity.

Although we could list many, many projects that Ron helped see through to successful completion, Ron's greatest contribution is his ability to lead and inspire, and it is for his leadership that we grant him the Director's Achievement Award for Meritorious Service.