



## J: Letter from WDFW Director to Staff on Hatchery Reform Conference

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State of Washington  
**DEPARTMENT OF FISH AND WILDLIFE**

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Name  
Division

Dear Name,

On October 28<sup>th</sup>, the Long Live the Kings and the Mountaineers hosted the “Hatchery Reform: Managing for Success” workshop. This event marked an important step in hatchery reform as it represented the transition from the science-based review and identification of necessary actions to implementation. It also affirmed the commitment by the co-managers to state/tribal implement hatchery reform at a watershed level to achieve our shared goals and objectives.

The Hatchery Scientific Review Group’s (HSRG) process that each of you contributed to was a monumental effort. In reviewing over 200 Puget Sound and Coastal Washington programs, you have participated in a process unparalleled anywhere in the country. Placing your programs and your efforts under the magnifying glass takes courage as well as an extraordinary amount of time and effort. I am glad you were up to this challenge.

Often times such program reviews fail either under their own weight or from a lack of interest on the “reviewee’s” part. I want to thank each of you for your dedication and effort in helping the HSRG make this review process successful. The results of this process – the recommendations and tools like the “All H Analyzer” and “Managing for Success” are excellent contributions to Washington’s hatchery and fishery management programs.



An important next step in implementation is making sure there is co-manager agreement on goals and actions. At the annual co-manager meeting in August, there was agreement by the co-managers to collaborate at the watershed level for implementation of hatchery reform, and optimally to integrate our hatchery and harvest actions. WDFW is developing a schedule in cooperation with the Tribes to begin these watershed level specific discussions. Watershed level discussions by the co-managers will focus on stock goals, hatchery program goals, and identification of appropriate actions to achieve our shared goals. Clearly, this watershed specific collaboration will involve significant effort and commitment by all of us, but it is an important step in implementation of hatchery reform.

To make sure we continue making progress, I am asking Heather Bartlett, Paul Seidel, Pat Frazier, and Ron Warren to provide me with a current status and then regular updates on the following:

- Hatchery Reform Actions
  - Actions completed
  - In progress
  - Funded
  - Remaining to be done, their priority and implementation plans
- Goals of hatchery and harvest programs
  - Stock, escapement and program goals
  - Status of joint discussion, input, review, and agreement with our co-managers
- Managing for Success tool
  - Steps to completion for hatchery, harvest and habitat sections
  - Capability to use to report WDFW salmon recovery actions
  - Viewable by staff and citizens
- Communication
  - Method WDFW employees involved in hatchery reform will be kept updated on progress
  - Method this will be included and salmon recovery reporting

It is important that the great work and momentum for hatchery reform continue. Thank you for your continued efforts.

Sincerely,

Jeffrey P. Koenings, Ph.D.  
Director