

**Bonneville Power Administration
Fish and Wildlife Program FY98 Watershed Proposal Form**

Section 1. General administrative information

Title Umatilla Tribal Fish And Wildlife Enforcement

Bonneville project number, if an ongoing project 8017

Business name of agency, institution or organization requesting funding
CONFEDERATED TRIBES OF THE UMATILLA INDIAN RESERVATION

Business acronym (if appropriate) CTUIR

Proposal contact person or principal investigator:

Name Ron D. Harnden
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Subcontractors.

Organization	Mailing Address	City, ST Zip	Contact Name
N/A			

NPPC Program Measure Number(s) which this project addresses.
7.6; 8.5C.2

NMFS Biological Opinion Number(s) which this project addresses.
N/A

Other planning document references.
Wy Kan Ush Me Wa Kush Wit, Page 5A-2/5.

Subbasin.

Short description.

Reduce unlawful take of anadromous salmonids and resident fish, and protect their critical habitats throughout the Columbia Basin.

Section 2. Key words

Mark	Programmatic Categories	Mark	Activities	Mark	Project Types
X	Anadromous fish		Construction	*	Watershed
*	Resident fish		O & M		Biodiversity/genetics
*	Wildlife		Production		Population dynamics
	Oceans/estuaries		Research	X	Ecosystems
	Climate		Monitoring/eval.		Flow/survival
	Other		Resource mgmt		Fish disease
			Planning/admin.		Supplementation
		X	Enforcement		Wildlife habitat enhancement/restoration
			Acquisitions		

Other keywords.

N/A

Section 3. Relationships to other Bonneville projects

Project #	Project title/description	Nature of relationship

Section 4. Objectives, tasks and schedules

Objectives and tasks

Obj 1,2,3	Objective	Task a,b,c	Task
1	Increased adult salmon passage, survival through the migration corridor via reductions in illegal take.	a	Continue the level of law enforcement officers in the field.
1		b	Provide training relative to fisheries enforcement.

1		c	Continue enforcement efforts and public awareness during anadromous salmonid runs.
1		d	Support enforcement efforts of Task Force agencies.
1		e	Continue enforcement efforts of the protection of critical habitats.
1		f	Maintain an integrated Task Force reporting system.
2	Improve cost-effectiveness of fisheries and habitat enforcement efforts via improved coordination with other Columbia Basin enforcement and regulatory agencies.	a	Coordinate with other federal, state and tribal law enforcement and fishery management programs.
2		b	Coordinate field patrols .
2		c	Conduct environmental and habitat enforcement throughout tributary watersheds in coordination with regulatory agencies.
2		d	Coordinate field operations in specific locations with local law enforcement agencies.
2		e	Work within tribal policy guidelines in an effort to expand enforcement to include protection of spawning and habitat areas.
3	Optimize voluntary compliance of laws and rules to protect Columbia Basin fishes and their critical habitats via increased public involvement.	a	Increase public awareness of the illegal harvest and habitat degradation on Columbia River Basin salmonid stocks with an emphasis on conservation.
3		b	Enhance the public awareness and deterrent effect of various law enforcement efforts.
4	Develop an operational plan that will compliment the goals and objectives of state, tribal and federal fish and wildlife management entities.	a	Develop cooperative enforcement plans for CTUIR.
4		b	Coordinate with regional fish and wildlife management, planning and funding entities within the Columbia Basin to identify and prioritize law enforcement

			activities.
5	Maximize the accountability of the enhanced law enforcement program and achievement of results for the protection of fish and their critical habitats via monitoring and evaluation of the effectiveness of the program .	a	Develop performance standards and specific quantitative and qualitative criteria to objectively measure achievement of results.
5		b	Collect and summarize law enforcement statistics using a consistent scientifically valid methodology and document the results of the CTUIR law enforcement program through quarterly progress and annual completion reports.

Objective schedules and costs

Objective #	Start Date mm/yyyy	End Date mm/yyyy	Cost %
1	1/1998	12/1998	20.00%
2	1/1998	12/1998	20.00%
3	1/1998	12/1998	20.00%
4	1/1998	12/1998	20.00%
5	1/1998	12/1998	20.00%
			TOTAL 100.00%

Schedule constraints.

Funding disruption will terminate program

Completion date.

Indefinite

Section 5. Budget

FY99 budget by line item

Item	Note	FY98
Personnel	FY 1998 Budget	\$99,117
Fringe benefits		\$27,000
Supplies, materials, non-expendable property		\$4,100
Operations & maintenance		\$35,750

Capital acquisitions or improvements (e.g. land, buildings, major equip.)		
PIT tags	# of tags:	
Travel		\$10,000
Indirect costs	34%	\$58,809
Subcontracts		
Other		
TOTAL		\$234,776

Outyear costs

Outyear costs	FY99	FY2000	FY01	FY02
Total budget	\$246,505	\$258,830	\$271,776	\$285,365
O&M as % of total	15.00%	15.00%	15.00%	15.00%

Section 6. Abstract

Law enforcement is an integral and essential component of natural resource management. Enforcement of existing fish, wildlife and habitat regulations is needed to insure compliance rates and protect fish stocks, wildlife populations and their critical habitats. Coordination of State and Tribal government operations, public awareness and public participation are all benefits of natural resource enforcement.

A CTUIR Fish and Wildlife Enforcement division will provide three enforcement officers for enforcement activities on 1855 Treaty reserved mainstems and tributaries. Coordination between all jurisdictions involved in the enforcement effort will increase effectiveness and alleviate duplication of efforts. Officers will enforce fisheries and habitat regulations on reservation and ceded lands. Enforcement officers will protect anadromous fish, resident fish and critical habitats on reservation and ceded lands. An organized evaluation of desired and actual achievement (budget, personnel, equipment, coordination, contacts, warnings, arrests, seizures and critical habitat protected) will analyze the impact of the program.

Increased enforcement presence will act as a deterrent to illegal activity and public awareness programs will increase support and understanding of the goals of the program. Increased survival rates of both juvenile and adult salmonids and protection of critical habitats are the goal of this program.

Section 7. Project description

a. Technical and/or scientific background.

The CTUIR will maintain a holistic program for fish and wildlife enforcement with specific emphasis on anadromous fish listed under ESA. The program supports inter-agency communication and cooperation with tribal, state and federal agencies in the “gravel-to- gravel” management philosophy adopted for the recovery of Columbia River salmonids, and other anadromous fish. CTUIR has the treaty rights and responsibilities as a sovereign nation to enforce laws, rules, and codes pertaining to co-management of the Columbia River Basin fishery resources.

b. Proposal objectives.

CTUIR Fish and Wildlife Enforcement has the following objectives:

Objective 1. Provide enhanced enforcement of laws and rules for the protection of anadromous and resident fish throughout the Columbia Basin -- with an emphasis on depleted stocks on reservations and ceded lands that are listed and petitioned/proposed for listing under the Endangered Species Act.

Product: Enhanced personnel, equipment, training, enforcement effort, and integrated operational plan resulting in better coordination and effectiveness of the BPA-funded Law Enforcement Program and ultimately increased protection of the fishery resource.

Objective 2. Improve cost-effectiveness of fisheries and habitat enforcement efforts via improved coordination with other Columbia Basin enforcement and regulatory agencies (e.g., USFWS, NMFS, WDFW, IDFG, OSP, tribal, regulatory agencies, and local governments).

Product: Increased cooperation to improve law enforcement effectiveness, results orientation, and accountability throughout the Columbia River Basin.

Objective 3. Optimize voluntary compliance of laws and rules to protect Columbia Basin fishes and their critical habitats via increased public involvement and deterrence of illegal activities.

Product: Increased public awareness of problems associated with illegal take and habitat degradation, increased public participation in reporting and deterring violations, increased deterrence in law and rule violations and improved voluntary compliance of fish and wildlife laws and rules. These improvements in public support for resource law enforcement efforts will ultimately result in enhanced voluntary compliance and survival rates of depleted fish stocks in the Columbia Basin.

Objective 4. Maximize the annual and long-term efficacy of enforcement efforts through the development of an operational plan for Columbia Basin fisheries and critical habitat that will complement the goals and objectives of state, tribal and federal fish and wildlife management entities and cognizant regulatory agencies within a framework of recovery and comprehensive ecosystem management plans.

Product: *Increased efficiency and effectiveness of CTUIR law enforcement efforts in cooperation with state, tribal and federal fish and wildlife management goals with an emphasis on protection and enhancement of depleted Columbia Basin fish stocks and the ecosystems upon which they depend.*

Objective 5. Maximize the accountability of the enhanced law enforcement program and achievement of results for the protection of fish and their critical habitats via monitoring and evaluation (M&E) of the effectiveness of the program in terms of qualitative and quantitative performance criteria.

Product: *A comprehensive evaluation of the efficacy of all aspects of the CTUIR enforcement program through establishment of performance measures, collection of scientifically valid data, written documentation, project reviews and facilitation of third-party evaluation. Adaptive management of the law enforcement operations based on M&E: improve efficiency, effectiveness and accountability of the overall program.*

c. Rationale and significance to Regional Programs.

CTUIR will develop cooperative enforcement plans including a specific section on responsibilities, goals and objectives, planned activities and expected results within the tributary sub-basins of the Columbia River. The plans will include enforcement which will:

Protect existing fish and wildlife habitats in the Columbia and Snake River tributaries in Northeast Oregon and Southeast Washington by reducing illegal commodity driven activities (grazing, logging, mining, vehicular trespass, etc.) which result in erosion and sedimentation in streams.

Help maximize benefits of past and current BPA funded fisheries habitat enhancement projects in the Umatilla, Walla Walla, and Grande Ronde Basins by reducing impacts of instream fill/removal type activities. Maximize benefits of existing BPA funded hatchery satellite facilities in the Umatilla, Walla Walla, and Grande Ronde basins by reducing

vandalism, poaching, and violations of restrictive fishery regulations in the facility vicinities.

Maximize benefits of the BPA funded Umatilla salmon restoration program and natural production monitoring and evaluation project by reducing poaching and illegal harvest activities in salmon holding and spawning areas.

Maximize benefits of the BPA funded Squaw Creek sub-watershed fish and wildlife management area by reducing illegal commodity driven activities previously mentioned.

Maximize benefits of the US Army Corps of Engineers lands near the mouth of the Walla Walla and Yakima Rivers managed under BPA funding for wildlife management by reducing activities which illegally alter and impact habitats.

Maximize benefits of other BPA funded wildlife mitigation acquisition projects by reducing activities which illegally alter and impact habitats.

Maximize benefits of the BPA funded Wanaket Wildlife Management area near Umatilla, Oregon by enforcement of specific hunting regulations and other illegal activities that alter and impact habitats.

Coordinate with regional fish and wildlife management, planning and funding entities within Columbia Basin (e.g. PFMC, PSMFC, Columbia River Compact committees, Recovery Plan Teams, NPPC and BPA) to identify and prioritize law enforcement activities in the Columbia Basin that will complement and maximize the efficiency of regional management goals relative to the protection and enhancement of anadromous and resident fish stocks and their critical habitats.

Provide the various fish and wildlife management entities with objective data and qualitative interpretations relative to CTUIR law enforcement perspectives on fishery management goals and objectives via meetings, presentations and written reports.

CTUIR law enforcement efforts will support state, tribal and federal fish and wildlife management goals, with an emphasis on protection and enhancement of depleted Columbia Basin fish stocks and the ecosystems upon which they depend.

d. Project history

Past law Enforcement efforts have been primarily for the Columbia mainstem. In 1991 the BPA allocated funding to the Columbia River Inter-Tribal Fisheries Enforcement which allowed only for the regulation and monitoring of the mainstem Columbia Fisheries. As negotiated in the Treaty of 1855, the Confederated Tribes of the Umatilla Indian Reservation (CTUIR) retain fishing rights in all usual and accustomed waters.

The CTUIR had been deficient in manpower and funding to provide fisheries enforcement on the Umatilla River (mainstem/tributaries), Walla Walla River (mainstem/tributaries), Tucannon River (mainstem), John Day River (mainstem/tributaries), Lower Yakima River (mainstem), Snake River (mainstem/tributaries) and other tributaries.

CTUIR Fish and Wildlife Enforcement program began in March of 1997 as a component of BPA project number 5505500, which has not changed. A budget of \$268,874 was allocated for the first year of operations.

Monthly reports have been filed with NMFS in a formatted data base. Quarterly reports have been filed with BPA using the same format. Included were financial summary reports. Planning documents were completed and filed with CTUIR for 1998.

Once the program was established, equipment and personnel were secured. Patrols began with the spring fish runs and have continued since then. In addition, public awareness projects such as a brochure explaining the program were completed. Efforts continue in this area with educational partnerships and public presentations.

Since this project has not completed its first year, no formal evaluation has taken place. Adaptive changes in the program are based on immediate problems and viable solutions. An independent performance assessment during the following year will evaluate the effectiveness and accountability of the program and provide a constructive critique to ensure efficiency.

e. Methods.

Tasks below correspond to objectives listed in field b. The proposed method of completion for each objective is described in greater detail as tasks and subtasks. The expected products were listed above with the related objectives, tasks are intended to lead to the described products.

Task 1.1. Increase the level of law enforcement officers in the field; and maintain the equipment, facilities, and management systems to maximize the overall fisheries and habitat enforcement effectiveness focused on tributary sub-basins on reservations and ceded lands, including additional protection for depleted fish stocks throughout the Columbia Basin.

Task 1.2. Provide required basic training of fisheries enforcement personnel relative to tribal-specific and basin-wide enforcement responsibilities. Basic training includes: inter-agency enforcement operations and coordination; uniform collection and reporting of all relevant data for a computer based system; public education of fisheries management and natural resource protection issues; operation of boats and specialized equipment; use of firearms and weapons; personal defense tactics; physical fitness; tribal, state and federal

laws; the provisions of the Endangered Species Act; laws of arrest, search and seizure; fisheries biology and management; and environmental crime.

Task 1.3. Increase enforcement efforts and public awareness during anadromous salmonid runs throughout the Columbia Basin through coordination with appropriate law enforcement agencies with overlapping jurisdictions.

Task 1.4. Increase enforcement efforts (as in task 1.3) for protection of resident fish in tributary sub-basins, and provide task force support throughout the Columbia Basin.

Task 1.5. Increase enforcement efforts (as in task 1.3) for protection of the Columbia Basin ecosystem and critical habitat of the anadromous and resident fish in fish and wildlife in tributary watersheds.

Task 1.6. Maintain an integrated (i.e., Tribal, inter-agency) Task Team reporting system (Enforcement Action Plans and After-Action Critiques) that will be utilized by fisheries patrol officers basin-wide as a common methodology for developing enforcement plans and specific strategies to provide increased protection for depressed anadromous and resident fish stocks.

Task 2.1. The CTUIR program will be coordinated with other federal, state and tribal law enforcement and fishery management programs to maximize recovery efforts and minimize program redundancy.

Task 2.2. Inter-agency law enforcement operations will be coordinated and conducted with participating natural resources agencies including the sharing of equipment and personnel for effective utilization of all available resources.

Task 2.3. Field patrols will be coordinated and developed to maximize cost effectiveness and primary goal of the program.

Task 2.4. Conduct environmental and habitat enforcement throughout tributary watersheds in coordination with tribal, state and federal regulatory agencies.

Task 2.5. To the extent practicable, coordinate field operations in a specific locations with local law enforcement agencies, e.g., city police, county sheriff's, and tribal police.

Task 2.6. Work within tribal policy guidelines in an effort to expand enforcement to include protection of spawning and habitat areas in conjunction with "gravel to gravel management" and achieve better coordination with tribal conservation enforcement efforts.

Task 2.7. Explore opportunities for and benefits of increased enforcement in spawning grounds in tribal ceded areas, e.g., the "Tribal Ranger Program" concept developed by member tribes.

Task 2.8. Coordinate with other participating enforcement agencies and their designated monitoring and evaluation (M&E) fisheries consultant to provide data and assistance for the evaluation of the efficacy and accountability of the BPA-funded fish & wildlife enforcement program.

Task 3.1. Increase public awareness of the illegal harvest and habitat degradation on Columbia River Basin anadromous salmonid stocks and resident fish species and wildlife habitats throughout tributary watersheds with emphasis on the need to conserve depleted naturally spawning stocks. Educate the general public as well as resource user groups (e.g. sport and commercial fish harvesters, irrigators, ranchers, timber harvesters and power producers) as to the critical and important role that protective enforcement plays in comprehensive recovery plans for salmon and resident fish.

Subtask 3.1.1. Educate the public on the major issues related to restoration of depleted fish stocks in the Columbia Basin with a focus on voluntary compliance and community policing by providing information in a variety of formats and developing objective multi-media news releases.

Subtask 3.1.2. Educate the fishing and recreation public on the critical habitats.

Subtask 3.1.3. Coordinate with public information officers of all cooperating agencies (USFWS, NMFS, WDFW, OSP/ODFW, MFWP, identification of depleted anadromous and resident fish stocks and their IDFG and BPA).

Subtask 3.1.4. Continue to upgrade and enhance tribal “in-house” public relations efforts (in concert with the BPA Public Education component) to educate the general public as to the importance of tribal treaty fishing rights and to demonstrate the effectiveness and importance of a professional “preventative” law enforcement program.

Task 3.2. Enhance the public awareness and deterrent effect of various law enforcement efforts outlined in Objective 1.

Subtask 3.2.1. Develop methods to enhance public involvement in law enforcement efforts, e.g. toll-free fish violator hot-lines, volunteer programs and ride-along efforts.

Subtask 3.2.2. Enhance deterrent efforts by publicizing the successes in apprehending and convicting poachers and other fish and wildlife criminals such as illegal marketing, restaurants purchasing illegal fish, illegal water diversions, activities degrading fish habitat and environmental crime by publishing the names and violations in various media.

Task 4.1. Develop cooperative enforcement plans for CTUIR, including a specific section on responsibilities, goals and objectives, planned activities and expected results within the tributary sub-basins of the Columbia River.

Through field patrolling and monitoring, Enforcement will:

Subtask 4.1.1. Protect existing fish and wildlife habitats in the Columbia and Snake River tributaries in Northeast Oregon and Southeast Washington by reducing illegal commodity driven activities (grazing, logging, mining, vehicular trespass, etc.) which result in erosion and sedimentation in streams.

Subtask 4.1.2. Help maximize benefits of past and current BPA funded fisheries habitat enhancement projects in the Umatilla, Walla Walla, and Grande Ronde Basins by reducing impacts of instream fill/removal type activities.

Subtask 4.1.3. Maximize benefits of existing BPA funded hatchery satellite facilities in the Umatilla, Walla Walla, and Grande Ronde basins by reducing vandalism, poaching, and violations of restrictive fishery regulations in the facility vicinities.

Subtask 4.1.4. Maximize benefits of the BPA funded Umatilla salmon restoration program and natural production monitoring and evaluation project by reducing poaching and illegal harvest activities in salmon holding and spawning areas.

Subtask 4.1.5. Maximize benefits of the BPA funded Squaw Creek sub-watershed fish and wildlife management area by reducing illegal commodity driven activities previously mentioned in subtask 4.1.1.

Subtask 4.1.6. Maximize benefits of the US Army Corps of Engineers lands near the mouth of the Walla Walla and Yakima Rivers managed under BPA funding for wildlife management by reducing activities which illegally alter and impact habitats.

Subtask 4.1.7. Maximize benefits of other BPA funded wildlife mitigation acquisition projects by reducing activities which illegally alter and impact habitats.

Subtask 4.1.8. Maximize benefits of the BPA funded Wanaket Wildlife Management area near Umatilla, Oregon by enforcement of specific hunting regulations and other illegal activities that alter and impact habitats.

Subtask 4.1.9. Coordinate with regional fish and wildlife management, planning and funding entities within Columbia Basin (e.g. PFMC, PSMFC, Columbia River Compact committees, Recovery Plan Teams, NPPC and BPA) to identify and prioritize law enforcement activities in the Columbia Basin that will complement and maximize the efficiency of regional management goals relative to the protection and enhancement of anadromous and resident fish stocks and their critical habitats.

Subtask 4.1.10. Provide the various fish and wildlife management entities with objective data and qualitative interpretations relative to CTUIR law enforcement perspectives on fishery management goals and objectives via meetings, presentations and written reports.

Task 5.1. Develop performance standards and specific quantitative and qualitative criteria to objectively measure achievement of results.

Subtask 5.1.1. Develop targets and criteria for specific performance objectives of the law enforcement program including: improved public awareness and public participation; enhanced deterrence and voluntary compliance; decreased illegal take of anadromous and resident fish stocks; increased survival and inter-dam passage, improved spawning escapement and protection of critical fish habitats throughout the Columbia River Basin.

Subtask 5.1.2. Evaluate actual annual performance in terms of how enforcement efforts resulted in accomplishment of specific performance objectives according to the predetermined criteria.

Task 5.2. Collect and summarize law enforcement statistics using a consistent scientifically valid methodology and document the results of the CTUIR law enforcement program through quarterly progress reports, annual completion reports and annual project review presentations.

Subtask 5.2.1. Coordinate with State, Federal and Tribal natural resource agencies and its member agencies to provide comprehensive CTUIR law enforcement information in a consistent format. Gather law enforcement statistics using a consistent methodology that is compatible with the NMFS data management system.

Subtask 5.2.2. Coordinate the dissemination of CTUIR law enforcement statistics to cooperating entities through the NMFS data management system on a monthly basis.

Subtask 5.2.3. Prepare quarterly and annual reports to summarize and analyze relevant data according to specified evaluation criteria.

Schedule: Quarterly reports: March, June, September, December 1998
Annual report: Draft, December 31, 1998 and Final, March 1, 1999

Subtask 5.2.4. Present relevant law enforcement results of the preceding year and proposals for the next year's work at the annual CBFWA, NPPC or BPA project reviews.

Task 5.3. Cooperate with the independent third-party evaluation of the law enforcement program by providing all requested information and peer review of evaluation documentation.

Task 5.4. Adaptively manage the law enforcement program by making required changes as indicated by the performance measurements and independent evaluation.

f. Facilities and equipment.

CTUIR currently provides all the necessary office space and related expenses for this program. Law enforcement-related equipment was purchased from the initial 1997 FY budget. This included uniforms, computers, surveillance, protection and communication equipment. Expected expenses will involve only maintenance of the current equipment and consumable supplies. Vehicles must be leased for a pre-determined time period and mileage allotment. No major purchases of equipment will be requested in the FY 1998 budget.

g. References.

Vigg, Steven. 1995. Increased levels of harvest and habitat law enforcement and public awareness for anadromous salmonids and resident fish in the Columbia River Basin—Project 92-024 Final Report for the demonstration period, 1992-94. June 31, 1995. Bonneville Power Administration, Portland, Oregon.

Vigg, Steven. 1996. Needs assessment of tribal law enforcement in the Columbia River tributaries relative to Columbia River anadromous salmonid mitigation and restoration. August 1, 1996. Columbia River Inter-Tribal Fish Commission, Portland, Oregon.

Wy-Kan-Ush Wa-Kish-Wit. 1996. Columbia River Treaty Tribes, The Columbia River anadromous fish restoration plan of the Nez Perce, Umatilla, Warm Springs, and Yakama Tribes.

Section 8. Relationships to other projects

CTUIR Enforcement supports the efforts of State and Federal Regulatory Agencies, county and local organizations to enforce fish, wildlife and habitat laws. Each agency has areas of primary responsibility and areas which overlap with other agencies. Since numbers of personnel are limited, these overlapping areas allow for the coordination of efforts of individuals, maximizing the efficacy of those efforts.

Other projects will be supported and enhanced by the role of CTUIR Enforcement. Fisheries habitat enhancement projects, hatchery satellite facilities and restoration programs will be supported by the enforcement of regulations and a reduction in illegal activities such as poaching and vandalism. Wildlife mitigation acquisition projects will be maximized by reducing activities which illegally alter and impact habitats.

Section 9. Key personnel

CTUIR Fish and Wildlife Law Enforcement Department is currently staffed by four individuals: one supervisor and three officers. One full time (40 hours per week) officer position is funded by the general CTUIR Law Enforcement budget. Each of the remaining three positions are 40 hours per week. All officers are certified police officers in the State of Oregon. Specific training in fish and wildlife enforcement has been

completed by all officers in the last nine months. Both personal and professional experience make each officer an asset to the program.

Each officer is responsible for investigation of criminal offenses and potential offenses. Each makes observations and inspections of habitat areas and harvests. Included in assigned responsibilities are public awareness and communication activities. The sergeant is responsible for the supervision and coordination of departmental activities.

Staff names:

Harnden, Ron D., Sergeant
Pond, Amos
Pond, Clifford
Metheney, Steve

Ron D. Harnden

P. O. Box 237
Athena, Oregon 97813

Employment History:

1997-Current	CTUIR Fish and Wildlife Law Enforcement, Sergeant	Pendleton, OR
1990-1997	Umatilla County Sheriff's Department, Undersheriff	Pendleton, OR
1985-1990	City of Athena Police Department, Officer	Athena, OR
1979-1985	Reichhold Energy Corporation, Landman	Beaverton, OR

Highlights of Qualifications:

Administrative Law Enforcement

- *Budget preparation and management
 - Completion of budget proposals
 - Securing and scheduling of personnel
 - Inventory control and ordering of materials and supplies
- *Policy and procedures
 - Research, development and implementation
 - Training and staff development
- *Public relations
 - Emergency and crisis management
 - Preparing and delivering information releases for the media
- *Personnel matters
 - Hiring and discharge decisions
 - Staff evaluations

Basic Law Enforcement

- *Investigation of criminal offenses: evidence collection, interviews, crime scenes

- *Knowledge of court processes: submission and presentation of evidence, procedures
- *Community services: crime prevention, community policing, educational presentations

Certificates from Oregon Board of Public Safety Standards and Training:

- *Executive *Middle Management *Supervision
- *Advanced *Intermediate *Basic

Relevant Continuing Education:

- Environmental Law for Tribes, Las Vegas, NV
- BIA Certification, Tacoma, WA
- Game Enforcement on Indian Lands, Reno, Nevada
- Archaeological Resources Protection Act Training, Grand Coulee, WA
- Oregon Executive Development Institute, Portland, OR

Section 10. Information/technology transfer

Collection and summation of law enforcement statistics will be done using a consistent and scientifically valid methodology. Documentation of the results of the CTUIR law enforcement program will be made through quarterly progress reports, annual completion reports and annual project review presentations.

Enforcement statistics collected will be compatible with other natural resource enforcement agencies data management system.

Coordination and the dissemination of CTUIR law enforcement statistics to cooperating entities will be made through the fisheries enforcement data management system maintained by NMFS on a monthly basis. Quarterly and annual reports summarizing and analyzing relevant data according to specified evaluation criteria will be made in March, June, September and December 1998. The draft of the annual report will be complete on December 31, 1998 and final report on March 1, 1999.

A presentation of relevant law enforcement results of the preceding year and proposals for the next year's work will be made at the annual CBFWA, NPPC or BPA project reviews.