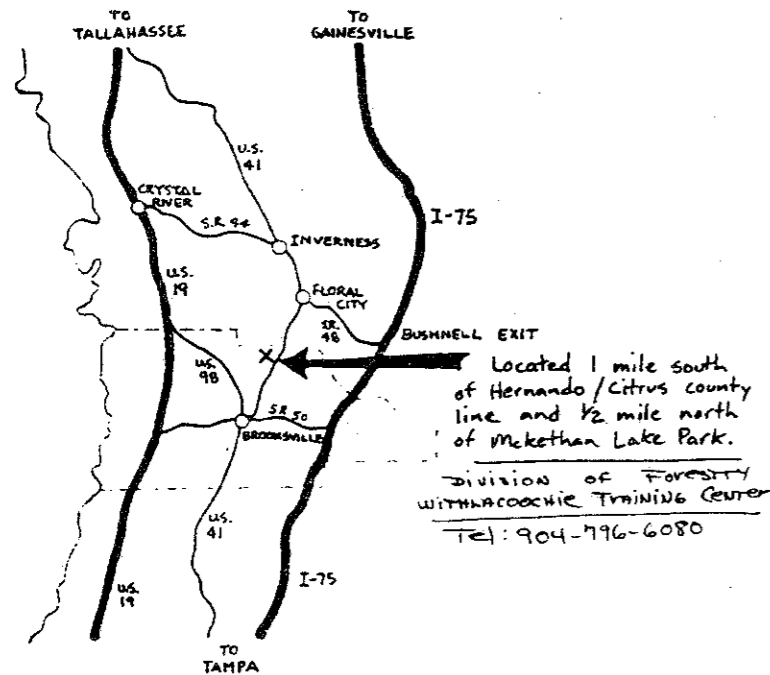


HOW TO GET TO WITHLACOOCHIE



James Tilmant
FAFS Newsletter Editor
NPS South Florida Research Center
P.O. Box 279
Homestead, FL 33030



The Shell-Cracker

FLORIDA CHAPTER OF THE AMERICAN FISHERIES SOCIETY



VOL. 4(2)

NOVEMBER 1984

1985 ANNUAL MEETING DATES SET

Plans have been set for the 1985 Chapter meeting at Withlacoochee State Forest Training Center on February 11-13, 1985. The theme of this year's meeting will be "Fisheries Management in Florida". The program committee has arranged for talks from representatives of several levels of government as well as commercial and sportfishermen user groups. See the enclosed tentative agenda for what promises to be an interesting and informative session.

As in past years, the center will provide dormitory-style lodging and meals for participants requiring overnight accommodations. Pre-registration is required. Those planning to attend please fill out and return the enclosed registration form with a check for the \$15 registration fee no later than December 15, 1984. There will be a \$5 late fee added to registration received after this date. If the number of registrants exceeds the overnight accommodation capacity of the center (76), reservations will be accepted on a first-come, first-served basis. The nearest offsite accommodations are at Brooksville.

CALL FOR CONTRIBUTED PAPERS

The annual meeting of the Florida Chapter, American Fisheries Society, will have a contributed papers session from 1:00 - 5:00 PM on Tuesday, 12 February 1985.

This call solicits papers for oral presentation at that time. Abstracts not exceeding 200 words should be sent to:

Charles Wooley
U.S. Fish and Wildlife Service
1612 June Avenue
Panama City, Fl. 32405

Abstracts must be received by 1 December 1984 to be considered. Twelve (12) minutes will be allotted for presentations and three (3) minutes for questions. Papers are invited on any fisheries topic, but in keeping with the spirit of this year's symposium, preference will be given to fisheries management papers. Student papers are welcomed.

PRESIDENT'S REPORT

AFS National Meeting, Ithaca, N.Y.

The Florida Chapter was well represented at this year's annual meeting at Cornell University. Over a dozen of our members were present, with technical presentations being made by several.

Bill Seaman and I attended the annual leadership luncheon, where we presented our slide series on Florida Aquatic Habitat and Fisheries Resources. This was very well received, and several other chapters have asked for our advice on producing a similar series.

Also on the good news front, Carl Sullivan announced at the meeting that the permanent home fund has reached its goal, and our main office is now paid for. Just think - no more requests for donations!

The bad news comes last. Even though our first president, Rich Gregory, was in charge of the annual raffle, nobody from Florida won any of the items.

Florida Chapter Slide Series

Enclosed with this issue of the newsletter is an announcement that our slide series has been duplicated and is available at the offices listed. Bill Seaman deserves a vote of thanks from the entire membership for his efforts in producing this.

Symposium Publication

The manuscript for our symposium publication "Florida Aquatic Habitat and Fisheries Resources" is almost ready for the printer. Three chapters are finished, two are undergoing final revision, and the introduction is being completed. We'll have these available for distribution at the February meeting in Brooksville. Pre-publication price is still \$10.00 each, and will remain at this level until the meeting. Afterward we're going to charge \$15.00 per copy. To reserve yours (if you haven't already), send \$10.00 to Marty Hale, Treasurer, Fl. AFS, Florida Game and Fresh Water Fish Commission, Post Office Box 1903, Eustis, Florida 32726.

Dingell-Johnson Expansion

In June congress passed an expansion of the Dingell-Johnson bill (called the Wallop-Breaux Fund) which extends the Federal Excise Tax on fishing equipment to include items such as tackle boxes, lines, hooks, trolling motors, etc.

New funds will be appropriated to the states based on the "old" formula of number of licensed anglers and acreage of fishable water. Within individual coastal states "new" monies will be appropriated to marine and freshwater areas based on the estimated numbers of anglers in each; for Florida this runs approximately 52% marine, 48% freshwater. At least 10% of the total state funds (old D-J plus new Wallop-Breaux Funds) must be used for public boating access projects. In addition, up to 10% of total state funds may be used for aquatic resource education programs. At this time nobody knows how much money we're talking about for our state, or when funds will become available.

Salaries

Elsewhere in this newsletter are copies of correspondence to and from Dr. Gissendanner and Col. Brantly concerning the salary issue. It appears that we are making some headway here; at least all the players are aware of the problem. Although it remains to be seen how seriously this is being considered, we should have some definite answers before the first of the year.

Upcoming Annual Meeting

We will most likely be publishing one more newsletter before our February meeting. If any of you have items of general interest to bring before the membership at our business meeting, please let me know as soon as possible so that I can draft an agenda.

NOMINEES FOR PRESIDENT-ELECT

The following members have been selected by the Nominating Committee as candidates for President-Elect. We will be voting on these candidates at the February annual meeting.

James P. Clugston

Gainesville

Marty M. Hale

Jim Clugston returned to Florida in August, 1983, after an absence of about 19 years. Jim began his fishery career in 1959 with the Florida Game and Fresh Water Fish Commission. He was stationed at Fort Lauderdale and Leesburg during his six years in the state. Jim entered federal service in 1965 with the Bureau of Commercial Fisheries (NMFS) at Galveston, Texas. Two years were later spent in the Atlanta Regional Office of the Fish and Wildlife Service as Chief, Section of Anadromous Fish. From 1968 to 1975, Jim was Assistant Unit Leader of the Georgia Cooperative Fishery Research Unit and, from 1975 to his recent Florida assignment, as Chief, Southeast Reservoir Investigations, Clemson, South Carolina. He is presently Director of the service's new (under construction) National Fishery Research Laboratory in Gainesville.

Jim is a life member and has been very active in the American Fisheries Society. He served as secretary-treasurer and president of the society's southern division, on numerous national and division committees, and as program chairman of the 1975 national meeting in Las Vegas. He also is a past-president of the South Carolina Fishery Workers Association and helped in the recent formation of that state's AFS chapter. Jim is a new Associate Editor of the North American Journal of Fisheries Management.

Jim believes "the direction of any chapter must be in response to the needs of its members. The officers' roles are to understand, guide, and coordinate the activities to meet the needs. Obviously, present and past officers have been doing a great job. The rapid growth of the chapter attests to this. An example of a need met is communication--to maintain close contact and exchange information with other fishery workers throughout the state. The Florida chapter is doing an excellent job at this through its annual meeting and The Shellcraker. Directions have been set--the chapter should continue to grow, exchange information, voice unified opinions on issues facing the state's and nation's fisheries, and be a productive influence on the Parent Society."

Marty graduated from Auburn University with a B.S. degree in fisheries management in 1977 and received an M.S degree in fisheries management from Auburn in 1980. After conducting postgraduate research in reservoir and river ecology at Auburn, he was employed as a biologist by the Florida Game and Fresh Water Fish Commission in 1980. In 1981, Marty became supervisor of the statewide Commercial Fisheries Investigations Project. He has published numerous papers on the potential impact commercial fishing gear such as hoop nets, pound nets, and gill nets might have on game fish populations in the St. Johns River. Marty is currently conducting research on catfish in the St. Johns River and is investigating the potential commercial harvest of underutilized fish stocks in Florida.

Marty is a Certified Fisheries Scientist, an associate member of the American Institute of Fishery Research Biologists, serves on the AFS Commercial Advertising Committee and is currently secretary/treasurer of the AFS Florida chapter.

Marty's main priority is for the Florida chapter to continue addressing issues that affect the waters, habitats and fishery resources of Florida, such as the "Wetland Bill" and the Clean Water Act. He would also like to continue improving our image as professionals in the fisheries field to both administrators and the general public. Marty would very much like to see more positive interaction between the three major state environmental agencies, the DNR, DER and GFC. Recent passage of the "Wetlands Bill" will require that this take place in the immediate future. Regulatory agency personnel who deal with water quality and dredge and fill permitting, especially those in key administrative positions, need to be sensitized to the needs of our fishery resources. Our chapter could take a lead in this area by establishing a volunteer group of fishery scientists to develop and present a training session on the connection between quality aquatic habitat and fishery resources, the economic impact of sport and commercial fisheries, and the level of importance fisheries should occupy in the regulatory framework.

(Home Office Cont.)

TWO NEW AFS SECTIONS PROPOSED:
"Computer user group section" - is being organized by Don Chase. Interested members are asked to contact Don at the Fish Management Division, Washington Department of Game, 600 N. Capitol Way, Olympia, WA 98504 or call (206)753-5713(work) (206)943-0330(home).

Genetics section - has been displayed by Dr. William K. Hershberger of the University of Washington School of Fisheries. If you are interested, write Dr. Hershberger at the School of Fisheries WH-10 University of Washington, Seattle, Washington 99195 or call (206)543-4267.

CHAPTER NEWS

CONSERVATION "SUMMIT MEETING"

For the first time, the Chapter was represented at a pre-legislative session "summit meeting" of statewide conservation groups. The primary purpose of this annual meeting is to establish a cohesive priority list of legislation which will be supported by all groups involved.

The Florida Chapter is now a voting member of this organization. Our intent in belonging is twofold; first, to represent the needs of our members and the resources we manage, and second, to provide sound technical advice to the other member organizations. The priority legislation which was unanimously supported was the "Wetlands Protection Bill". This bill expanded state jurisdiction over destruction of wetland habitat, primarily in the area of river floodplains. During the legislative session, the Florida Chapter took part in a day of intensive lobbying in support of the bill, meeting with several key legislators including the President of the Senate. The bill eventually passed both houses, and was signed into law. Vince Williams

MEMBERSHIP REMINDER

An organization's functional effectiveness depends in large part on its size and the activity of its leaders. Size alone is not an accurate measure, but the higher the number of members, the larger the pool from which to choose leaders, officers and workers. We each have special talents, interests and varying amounts of time and ability. The larger the membership pool, the more likely we are to find the expertise and time to accomplish collectively the works of the organization. Therefore, membership is without doubt the very heart, muscle and blood of the organization. All organizations are constantly losing members and it takes active effort just to maintain status quo. Each one of us individually is the most single effective means of obtaining new members. We work daily with top quality professionals which we would all be proud to have as fellow members of the Florida Chapter of AFS. They just need a little convincing and the opportunity presented. Please give some thought to this and some applications to your colleagues. It certainly won't be the \$3.00 cost of membership that prevents their joining. - Ed Joyce (Membership Chairman)

CLEAN WATER ACT

The Florida Chapter has learned that there is an attempt being made to modify Seante Bill 431 which is intended to reauthorize the National Clean Water Act. Modifications proposed would allow municipalities to, at their option, cease requiring industry to pretreat wastes discharged to sewer systems. Vince Williams has written Senator Paula Hawkins on behalf of the Florida Chapter expressing our opposition to such an amendment on the grounds that pre-treatment of industrial wastewater is vital to the maintenance of desired water quality in municipal sewage treatment facility effluent. A copy of this letter can be obtained from Vince. J. Tilmant

SALARY ISSUE

The Florida Chapter is becoming involved in an issue vital to the majority of our members, that is the salary scale for fishery biologists employed by state government. While we manage the second most valuable recreational fisheries in the nation, our salary scale ranks 43rd out of 50 states. On behalf of the Florida Chapter, Vince Williams has contacted the Directors of those agencies which employ Fishery Scientists, the Governors' office, and the members of both House and Senate Natural Resources committees. The following is a letter sent to both Dr. Elton Gissendanner, Executive Director DNR, and Col. Robert Brantly, Executive Director G&FWFC, and their replies.

1324 Meadowbrook Street
Kissimmee, Florida 32743
May 29, 1984

Dr. Elton J. Gissendanner, Executive Director
Department of Natural Resources
3900 Commonwealth Boulevard
Tallahassee, Florida 32303

Colonel Robert M. Brantly, Executive Director
Florida Game and Fresh Water Fish Commission
620 South Meridian Street
Tallahassee, Florida 32301

Gentlemen:

Earlier this year I took the liberty of sending each of you copies of a message which was presented to our members in February. Part of this message dealt with an item of concern for many of us, this being salaries paid to fishery scientists working in state government. Shortly thereafter, Mr. Carl Sullivan (the Executive Director of our parent Society), advised me that he intended to send a copy of his national salary update to Governor Graham. I requested that he provide each of you copies of this report in advance of the Governor, and I assume that you have received the same. If not, please let me know and I will provide these as soon as possible.

To begin with, I would like to emphasize that the Society can not and will not serve as a collective bargaining unit or lobbying organization for salary issues. Our purpose in entering this discussion is to serve the expressed needs of our members by providing information concerning salaries to those (including yourselves) who have the ability to correct existing gross inadequacies. Estus Whitfield has responded favorably to our request for assistance in this area, and has suggested that we contact both of you to further pursue the matter.

As you know, state salary levels for fishery scientists have been very close to the bottom of the national scale the past decade. I am sure there are many reasons for this, but one old argument seems to have been at the forefront. Oftentimes we have been advised that the State Department of Administration will not address salary structure for a particular class of employees unless there is a high annual turnover rate. Fishery scientists have shown themselves to be fairly stable in this regard, and perhaps this has had a dampening effect on compensation.

Our profession is somewhat different from most in that after graduation from a fisheries program there is a relatively long "apprenticeship" period where an individual is retrained in real-world working conditions. During this time of professional development a fishery scientist becomes familiar with the specific resources he is to manage, and in the critical areas of dealing with the public, regulatory agencies, and in the political arena. It is this time that the fishery scientist reaches his professional maturity, and becomes a valuable asset to his employer. It is also at this time that his training and experience allow him to become a more salable commodity on the job market.

We feel that the state can ill afford to loose even a small number of trained professionals to other employers. Granted, vacated positions can easily be filled with recent graduates, but then the state has to go through the tedious and costly re-training process again; our general opinion is that this can take anywhere from two to four years. We hope you will be able to adequately address this particular problem with the Department of Administration. As you can imagine, a 30% to 50% annual turnover rate of trained fishery scientists would absolutely cripple fisheries programs statewide.

We would like to take this opportunity to discuss a few specific suggestions we have in the area of salaries.

First, we suggest that as a realistic target you include in your upcoming biennial budgets salary raises which will move fishery scientists into the top 25% nationwide. We estimate that this would cost approximately \$4,500 per position. This should be done in addition to any general raises given state employees, so that the effect of this adjustment would not be diluted.

Second, we suggest that fishery scientists, in light of the specific training and education required for employment, be placed in a series of classifications by themselves. This would allow for consideration of salary issues based on our specific needs, rather than those of biologists in general. We realize this approach is contrary to the consolidation philosophy of state government, but it may prove necessary if this problem is to be addressed in any effective fashion.

Third, we suggest the creation of a second classification of fishery scientist modeled after the professional engineer series. Since we are comparatively few in numbers and work in many diverse specialty areas a general state licensing examination would probably not be usable in this regard, and specific examinations based on various areas of expertise would be impractical. We propose that the state use as a criteria

for this advanced classification the Fisheries Scientist Certification program conducted by our parent society. I have requested that our Executive Director, Mr. Carl Sullivan, provide both of you with the requirements for professional certification. This is clearly not a rubber stamp certification which anyone can apply for and obtain. There are stringent requirements established for both educational standards and professional competence, the latter judged by a peer review committee. According to our survey 30% of current Florida Chapter members are certified. On the average, for the past ten years, less than 6% certification applications have been approved annually on a national level. If a second classification proves to be impractical, perhaps professional certification could be used as a vehicle to provide individuals thus "licensed" with an annual bonus, perhaps at the level of 10% above their annual salary. Either mechanism would serve well in the goal of retaining highly qualified individuals in state service; however, the former approach would have the added benefit of enhancing the professional image of fishery scientists, as well as the agencies they work for within state government.

Fourth, since the Department of Natural Resources and the Game and Fresh Water Fish Commission are by far the major employers of fishery scientists in state government, we strongly urge that this problem be approached by both agencies in a joint, cooperative effort.

In closing, let me state that we appreciate your concern for our members. If our Chapter can be of any assistance, or if you wish to solicit our opinions on any action you might take, please contact me at your convenience.

Sincerely,
Vince Williams
Vince Williams
President

With
cc: Estus Whitfield
Connor Davis, Marine Fisheries Commission
Carl Sullivan, American Fisheries Society



State of Florida DEPARTMENT OF NATURAL RESOURCES

DR. ELTON J. GISSENDANNER
Executive Director
Marjory Stoenman Douglas Building
3900 Commonwealth Boulevard, Tallahassee, Florida 32303

June 29, 1984

Mr. Vince Williams
President
Florida Chapter of the American
Fisheries Society
1342 Meadowbrook Street
Kissimmee, Florida 32743

Dear Mr. Williams:

Thank you very much for your letter concerning the severe salary problems of the state fishery scientist classifications.

We are most certainly in agreement with you and the American Fisheries Society on the need to make these classifications more competitive with other state and private and federal agencies. We will proceed through the biennial budget request to raise this issue in a formal manner. In addition, our newly established Marine Fisheries Commission has made a similar observation, and will be assisting us in any way possible to get our professionals' salaries corrected.

Again, we greatly appreciate yours and AFS's interest in this problem, and the efforts made to provide the comparable salary information. It will be particularly helpful in our efforts to correct the inadequacies.

Sincerely,
Elton J. Gissendanner
Elton J. Gissendanner
Executive Director

EJG/ej

cc: Estus Whitfield
Connor Davis
Carl Sullivan

FLORIDA GAME AND FRESH WATER FISH COMMISSION

C. TOM RAINY, D.V.M. THOMAS L. HIRSH, SR. WILLIAM G. BOSTICK, JR. J.H. BARCOLO MRS. GILBERT W. HUMPHREY
 Director of Fishery Management Lake Wales Minister of Fishery Farris Bryant Building
 620 South Meridian Street Tallahassee, Florida 32301 (904) 488-1960



ROBERT M. BRANTLY, Executive Director
 F.G. BANKS, Assistant Executive Director

June 22, 1984

Mr. Vinco Williams, President
 Florida Chapter of the American
 Fisheries Society
 1324 Meadowbrook Street
 Kissimmee, FL 32743

Dear Vinco:

This is in reference to your May 29 letter concerning equitable pay for fisheries biologists.

I can assure you that we are also concerned about the pay relationship of our biologists with the other states. While we can understand the need for the state of Florida to consider turnover and recruitment problems in determining pay grade assignments, we strongly feel that unless our pay remains competitive for these classes, we will experience severe problems in the future. On this basis, we expressed our concerns to Secretary Smith in the Department of Administration. We have enclosed a copy of our letter to him regarding this matter.

Since the Legislature mandated that the Department of Administration consolidate classes to reduce the total number of classes, we do not feel that efforts should be made at this time to create separate classes. In addition, it is highly unlikely that the Department of Administration would create a certified fish scientist class series unless it could be documented by need to perform the work or required by law.

I appreciate your input and concerns, and I can assure you that we will continue to be watchful and concerned about adequate pay for our employees in the Commission. If I may be of any further assistance, please let me know.

Sincerely,

Robert M. Brantly
 Colonel Robert M. Brantly
 Executive Director

4464-17
 PSR 3
 Enclosure



Department of Administration

MAY 25 1984

BOB GRAHAM
 Governor
 HEVIN SMITH
 Secretary of Administration

440 CARLTON BUILDING
 TALLAHASSEE, FLORIDA 32301
 (904) 488-2113

PATSY M. BARDICH, Director
 Division of
 Human Resource Management
 DEBE BLOUNT, Chief
 Bureau of
 Human Resource Management
 Improvement

May 22, 1984

MI 1-23-1

MAY 29 1984

Colonel Robert M. Brantly
 Executive Director
 Florida Game and Fresh Water
 Fish Commission
 Farris Bryant Building
 620 South Meridian Street
 Tallahassee, Florida 32301

Dear Colonel Brantly:

Thank you for providing a prioritized list of classes in which your agency has experienced employment problems and the accompanying turnover information substantiating these problems. This information will be helpful to us as we proceed with our 1984 Comprehensive Salary Survey.

If you have any questions or comments regarding this matter, please contact me or Phyllis Bragg of my staff at 487-1481.

Sincerely,

Debe Blount
 Debe Blount, Chief
 Bureau of Human Resource Management Improvement

BR:pbk

EQUAL OPPORTUNITY EMPLOYER

AFFIRMATIVE ACTION EMPLOYER

FROM THE AFS HOME OFFICE

THE 1985 AFS BUDGET has been set at \$956,000, and provides for increasing paid staff from 11 to 12 by employing an additional clerk-typist. Other increases are primarily postage, publication sales promotion, and cost-of-living adjustments.

TWO-TIERED CERTIFICATION - The Excom has directed that effective January 1, 1985, AFS institute a two-tier level of professional certification as follows: The first tier will be known as "Associate Fisheries Scientist" and the second as "Certified Fisheries Scientist." In order to meet requirements for the first tier an individual would be required to make proper application, pay the appropriate fee and meet existing academic requirements for certification. To become a "Certified Fisheries Scientist" an applicant must submit the appropriate application and fee, meet the same academic requirements and have 5 years experience. A Masters degree shall count for one year's experience and a Ph.D. for two additional years. First-tier certification, "Associated Fisheries Scientist" will be retainable for only 10 years, by which time the individual would have to apply for second tier status if he or she wishes to retain certification.

AN AFS FEDERAL FISHERIES reorganization committee has been jointly appointed by President Janice Hughes and President-Elect Bill Platts. The ad hoc committee will develop a proposal for the reorganization of the federal government's role in fisheries resource matters. This effort has been triggered by what AFS members perceive to be a continuing deterioration of federal commitments and initiatives in the entire fisheries area. The committee has been asked to work with all possible dispatch so that a firm proposal might be ready for submission to Congress and the Administration early next year.

THE AFS NAME CHANGE INITIATIVE failed by the decisive margin of two or one. While the no-change proponents handily won out, those who favored a change were split almost evenly between the North American Fisheries Society and The Fisheries Society.

EFFORTS TO PROTECT AND INCREASE APPROPRIATIONS TO THE NATIONAL MARINE FISHERIES SERVICE seem to be paying off. Concerned conservation groups, including AFS, have played a vital role in convincing the House Appropriations Committee to not only overturn the Administration's request for a 40% cut in NMFS funding, but to add an additional 21.7 million dollars.

STAN MOBERLY HAS BEEN ELECTED new AFS Second Vice President in a spirited race with Dr. Terry Haines. Moberly is from Juneau, Alaska.

CONGRESSMAN JOHN BREAUX, more than any other man, is responsible for the recently expanded D-J success. As Chairman of the Subcommittee on Fish, Wildlife Resources, and the Environment, he was the primary sponsor and principal congressional proponent.

FISH TUMORS continue to attract considerable public attention, particularly in relation to the possibility that they pose some health hazard to humans. In order to develop an AFS policy statement on the subject, the Executive Committee has asked the Fish Health Section to establish an ad hoc committee (which is to include medical authorities) to modify, improve, and approve the Fish Health Section draft statement on fish tumors. Following approval, the statement is to be published in FISHERIES.

THE IMPACT OF FISHING CONTESTS on fisheries resources is being studied by the AFS Fisheries Management Section. One of the "tools" being used is a concise one-page questionnaire which has been mailed to the directors of the 50 state conservation agencies. Anyone with information relevant to the subject should write to Lee C. Redmond, President, Fisheries Management Section, P.O. Box 180, Jefferson City, MO, 65102.

A FISH PHOTOGRAPH COMMITTEE may be appointed in the near future to guide the collection identification, preservation, and "sharing" of the best possible photographs and slides of fish species native to American waters. If you or a colleague have a special interest or talent in fish photography or photo collection and would like to work with the committee, please advise the central office.

May 9, 1984

Mr. Hevin Smith, Secretary
 Department of Administration
 Room 435, Carlton Building
 Tallahassee, FL 32301

Dear Hevin:

This is in reference to your memorandum concerning the review of the Compensation Plan for 1985-87 biennium.

We feel that the review of the compensation plan should include a survey of the scientific occupational group. Specifically, we have determined that the Biological Scientist class series represents an under-compensated class. Our turnover rate is not reflective of the potential problem facing our scientific programs should our biologist suddenly leave for competitive pay.

We have enclosed two studies on the pay for government-employed wildlife and fisheries biologists. As you will note, the state of Florida ranks well below the national average in both studies. One study concludes that Florida is one of the states "in the most desperate need of substantial salary increases" for fisheries and wildlife biologists. Since we recruit nationwide for these positions, we must compete against states offering substantially higher pay to fisheries and wildlife biologist applicants.

We firmly believe that a state which has emphasized a commitment to conservation of its natural resources should compensate the employees dedicated to this goal at a competitive level. We therefore urge that a study be conducted on this pay inequity.

If you have any questions, or if we may provide further information, please contact us.

Sincerely,

Colonel Robert M. Brantly
 Executive Director

4464-17
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 Enclosure