

State of Alaska FY2009 Governor's Operating Budget

Department of Fish and Game Commercial Fisheries Entry Commission RDU/Component Budget Summary

RDU/Component: Commercial Fisheries Entry Commission

(There is only one component in this RDU. To reduce duplicate information, we did not print a separate RDU section.)

Contribution to Department's Mission

Limit entry into commercial fisheries for purposes of resource conservation and to prevent economic distress among fishermen and those dependent on them for a livelihood.

Core Services

- Limit entry into commercial fisheries and set maximum number of participants (as governed by Alaska law).
- Provide annual licensing and permitting of fishermen and vessels.
- Facilitate and monitor the transfer of limited entry permits.
- Establish and implement systems to rank eligible applicants according to the relative hardship they would suffer by not initially receiving an entry permit for a limited fishery.
- Process and classify entry permit applications according to ranking system.
- Adjudicate ranking system claims not resolved by initial classification.
- Issue entry permits in limited fisheries, interim-use permits in unlimited fisheries, licenses for all vessels employed in Alaska's commercial fisheries, and vessel entry permits for the Bering Sea hair crab and statewide scallop fisheries.
- Process requests for emergency and permanent transfers of entry permits and emergency transfers of interim-use permits, and compile and report data on the demographic characteristics of permit holders and prices paid for permits.
- Enforce the Limited Entry Act by regulating permit transfer activities, conducting investigations, and initiating administrative enforcement proceedings.
- Monitor unlimited fisheries to assess their rate of development and their potential need for limitation.
- Establish moratoria on new entrants to fisheries when authorized to do so.
- Monitor the long-term effects of limited entry.
- Monitor limited fisheries to obtain information needed for considering optimum numbers in those fisheries, and to determine the need for adjustment to the size of a given fleet.
- Participate in the development of comprehensive fisheries economic data and research, and make this information available to policy makers, federal fishery managers, state and private agencies and members of the public.
- Work closely with other management agencies to develop and coordinate fisheries policy.
- Administer the demerit point system for suspending commercial fishing privileges based on convictions of fishing law violations in salmon fisheries.
- Administer annual permit renewal and vessel fees in accordance with statutory requirements

End Result	Strategies to Achieve End Result
<p>A: Maximum number of viable, sustainable commercial fishing jobs in Alaska.</p> <p><u>Target #1:</u> Over 5-year period, 5% increase (rebound) in salmon permit values. <u>Measure #1:</u> Percent change in salmon permit values over a 5-year period.</p> <p><u>Target #2:</u> Over 5-year period, 0% decline in permit values in non-salmon fisheries. <u>Measure #2:</u> Percent change in permit values in non-salmon fisheries over a 5-year period.</p> <p><u>Target #3:</u> Over 5-year period, 5% increase in number of limited entry permits fished. <u>Measure #3:</u> Percent change in permits fished over a 5-</p>	<p>A1: Stabilize participation levels in commercial fisheries by limiting entry into individual fisheries.</p> <p><u>Target #1:</u> 100% of fishery limitations implemented meet constitutional and statutory criteria for limited entry. <u>Measure #1:</u> Percent of limitations upheld when challenged in court on statutory or constitutional grounds.</p> <p>A2: Timely processing of annual permit/license renewals and permit transfers to help fishermen avoid lost fishing time.</p> <p><u>Target #1:</u> Process 90% of all vessel license and permit renewals and requests for duplicates within 3 days of receipt of fully completed application. <u>Measure #1:</u> Percent of renewals and duplicates</p>

<p>year period.</p> <p><u>Target #4:</u> Over 5-year period, less than 5% decline in number of permits renewed in unlimited fisheries.</p> <p><u>Measure #4:</u> Percent change in permits renewed in unlimited fisheries over a 5-year period.</p>	<p>processed within 3 days.</p> <p><u>Target #2:</u> Process 90% of all emergency transfer requests within 4 days of receipt of a fully completed application.</p> <p><u>Measure #2:</u> Percent of emergency transfers processed within 4 days.</p> <p><u>Target #3:</u> Process 90% of all permanent transfer requests within 5 days of receipt of a fully completed application.</p> <p><u>Measure #3:</u> Percent of permanent transfers processed within 5 days.</p> <p>A3: Issue hearing officer and commissioner decisions that are timely, fair, and legally sound.</p> <p><u>Target #1:</u> During the course of each year, reduce the number of adjudication cases before the commission by at least 10%.</p> <p><u>Measure #1:</u> The number of decisions produced by the commission each year measured as a percentage of the number of cases pending before the commission during the course of the year.</p> <p>A4: Assist fishery managers and enforcers by providing clear, accurate, accessible documentation of persons/vessels legally authorized to fish.</p> <p><u>Target #1:</u> 95% of all annual permit cards, vessel licenses, and permit transfers are accurately and appropriately issued.</p> <p><u>Measure #1:</u> Percent of issued permits, licenses, and transfers returned for re-issuance due to inaccuracies or otherwise found to be inaccurately issued.</p>
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<p style="text-align: center;">Major Activities to Advance Strategies</p>	
<ul style="list-style-type: none"> • Issue annual renewals of permits and licenses. • Conduct research necessary for limiting fisheries. • Determine whether to limit individual fisheries. • Conduct public input process for all regulatory actions. • Draft and adopt appropriate point systems for ranking permit applicants. • Make initial point determinations for applications for limited entry permits. • Adjudicate appealed decisions. 	<ul style="list-style-type: none"> • Issue permanent and temporary permit transfers. • Conduct optimum number studies. • Respond to information requests. • Maintain up-to-date, extensive, accurate, accessible database of CFEC permits and licenses and general fisheries data. • Provide information to Board of Fisheries, fishery managers, and other agencies and policy-makers. • Maintain electronic transmission of information on fisheries convictions between court system and CFEC; issue demerit points and permit suspensions.

FY2009 Resources Allocated to Achieve Results

FY2009 Component Budget: \$3,637,100

Personnel:

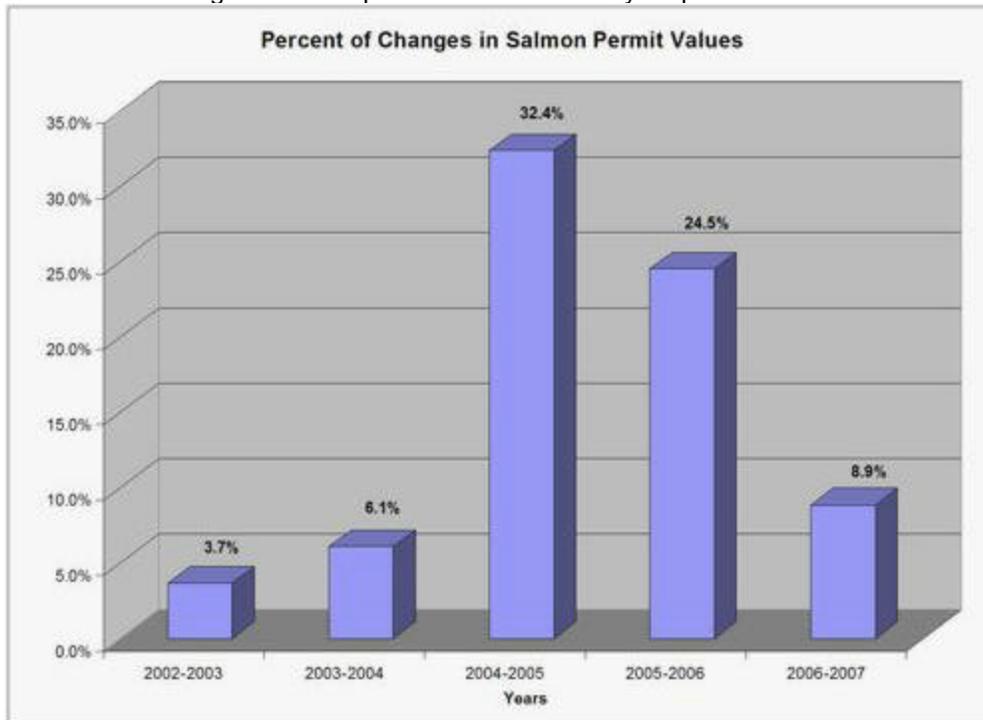
Full time	29
Part time	4
Total	33

Performance Measure Detail

A: Result - Maximum number of viable, sustainable commercial fishing jobs in Alaska.

Target #1: Over 5-year period, 5% increase (rebound) in salmon permit values.

Measure #1: Percent change in salmon permit values over a 5-year period.



Percentage Change in Salmon Permit Values

Year	to	% Change
2002	2003	+3.7%
2003	2004	+6.1%
2004	2005	+32.4%
2005	2006	+24.5%
2006	2007	+8.9%

From 2002 to 2007 there is an overall 94.4% change.

Analysis of results and challenges: The values of entry permits are determined in the market by fishermen buying and selling permits. The market value of an entry permit ultimately depends upon the expected future profitability of the fishery. The market value of an entry permit will change as expectations about the future profitability of the fishery change. Expected future profitability depends upon factors such as expected harvest sizes, expected ex-vessel prices, and the expected number of permits in the fishery.

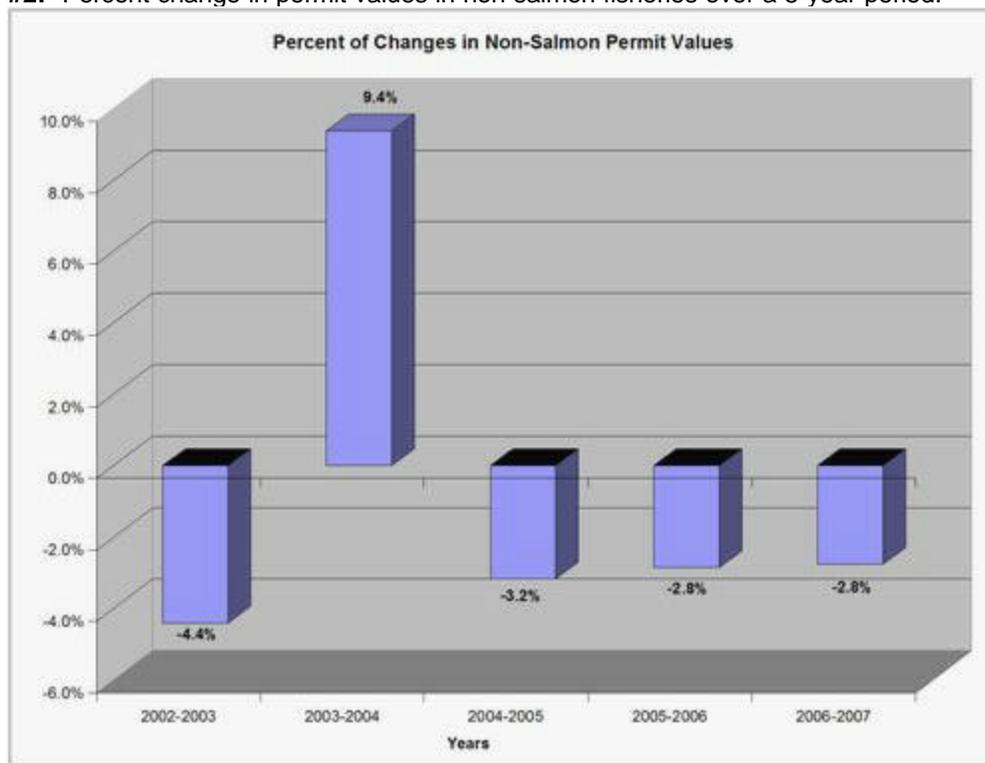
Overall, the total value for salmon permits for the year 2002 was \$200,628,900. The total value for 2007 (as of

June 30, 2007) is \$395,968,700. The percentage change from 2002 to 2007 is 97.4%. The total value of permits for the salmon fisheries have tended to move up after reaching a low in 2002.

Please note: The itemized data for permit values does not fit the standard table format above. We have created a spreadsheet showing June 2002 through June 2007 average permit values by fishing area and calculated the percent of change from year to year. The spreadsheet can be viewed at: <http://www.cfec.state.ak.us/mm/spermitvalues.pdf>.

Target #2: Over 5-year period, 0% decline in permit values in non-salmon fisheries.

Measure #2: Percent change in permit values in non-salmon fisheries over a 5-year period.



Percentage Change in Non-Salmon Permit Values

Year	To	% Change
2002	2003	-4.4%
2003	2004	+9.4%
2004	2005	-3.2%
2005	2006	-2.8%
2006	2007	-2.8%

From 2002 to 2007 there is an overall -4.3% change.

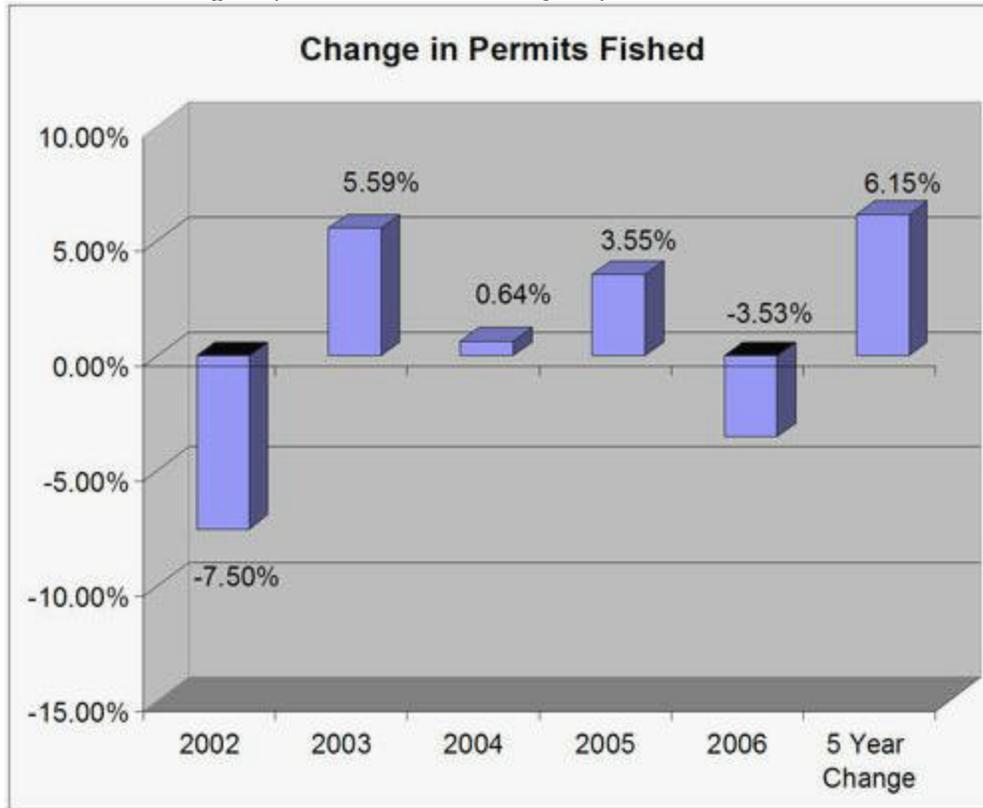
Analysis of results and challenges: The value of entry permits are determined in the market by fishermen buying and selling permits. The market value of an entry permit ultimately depends upon the expected future profitability of the fishery. The market value of an entry permit will change as expectations about the future profitability of the fishery change. Expected future profitability depends upon factors such as expected harvest sizes, expected ex-vessel prices, and the expected number of permits in the fishery.

Overall, the total value for limited entry permits in non salmon fisheries for the year 2002 was \$56,786,000. Total value for 2007 (as of June 30, 2007) is \$54,319,900. The percentage change from 2002 to 2007 is -4.3%.

Please note: The itemized data for permit values does not fit the standard table format above. We have created a spreadsheet showing June 2002 through June 2007 average permit values by fishing area and calculated the percent of change from year to year. The entire spreadsheet can be viewed at: <http://www.cfec.state.ak.us/mm/nspermitvalues.pdf>

Target #3: Over 5-year period, 5% increase in number of limited entry permits fished.

Measure #3: Percent change in permits fished over a 5-year period.



Change in permits fished

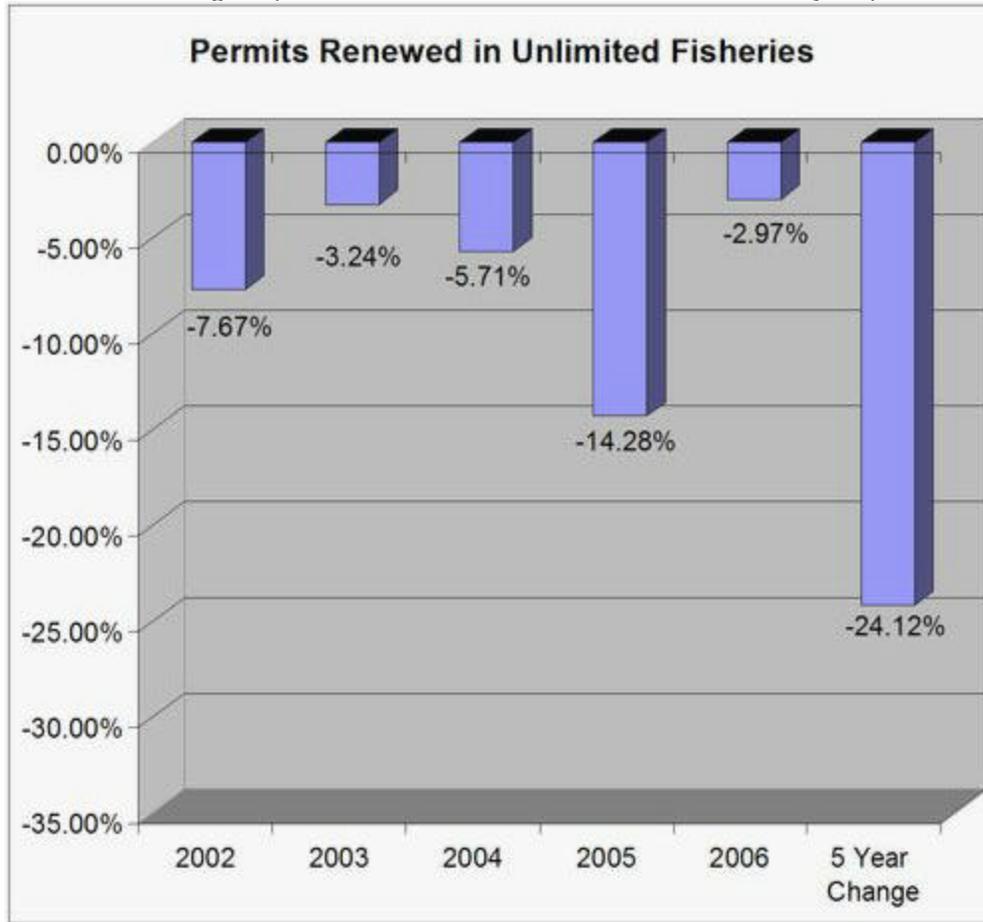
Year	Permits Fished	% Change
2002	8110	-7.50%
2003	8563	+5.59%
2004	8618	+0.64%
2005	8924	+3.55%
2006	8609	-3.53%

From 2002 to 2006 there is an overall 6.15% change.

Analysis of results and challenges: Permits fished declined in salmon fisheries through 2002 due partially to lower ex-vessel prices. Over the last five years, permits fished have increased since 2002 by 6.15%.

Target #4: Over 5-year period, less than 5% decline in number of permits renewed in unlimited fisheries.

Measure #4: Percent change in permits renewed in unlimited fisheries over a 5-year period.



Unlimited Fisheries

Year	Permits Renewed	% Change
FY 2002	8126	-7.67%
FY 2003	7863	-3.24%
FY 2004	7414	-5.71%
FY 2005	6355	-14.28%
FY 2006	6166	-2.97%

From 2002 to 2006 there is an overall -24.12% change.

Analysis of results and challenges: Over the past five years, the number of CFEC permits renewed in unlimited fisheries has declined by 24.12%. Some unlimited fisheries (i.e., not limited by the State) are governed by federal fleet rationalization programs. Continuing fleet consolidations occurring in the halibut and sablefish IFQ fisheries and the new BSAI crab rationalization program have led to substantial declines in the number of CFEC permits renewed for these fisheries. Declines in permit renewals have also been seen in many of the western herring fisheries due, in part, to declines in ex-vessel prices for herring. Declines in permit renewals have also occurred in some groundfish fisheries. Further declines can be expected with future consolidation and rationalization programs.

A1: Strategy - Stabilize participation levels in commercial fisheries by limiting entry into individual fisheries.

Target #1: 100% of fishery limitations implemented meet constitutional and statutory criteria for limited entry.

Measure #1: Percent of limitations upheld when challenged in court on statutory or constitutional grounds.

Percentage Upheld

Year	YTD
2002	100%
2003	N/A
2004	100%
2005	100%
2006	100%
2007	100%

Analysis of results and challenges: From the year 2000, 100% of our final court decisions have upheld the commission with respect to statutory and constitutional issues. There are currently 22 cases pending in court which challenge commission limitation decisions.

A2: Strategy - Timely processing of annual permit/license renewals and permit transfers to help fishermen avoid lost fishing time.

Target #1: Process 90% of all vessel license and permit renewals and requests for duplicates within 3 days of receipt of fully completed application.

Measure #1: Percent of renewals and duplicates processed within 3 days.

Percent of Renewals and Duplicates Processed in 3 Days

Year	YTD
2003	93%
2004	93.2%
2005	95.19%
2006	96%
2007	96.02%

Analysis of results and challenges: The CFEC licensing group is dedicated to processing all vessel licenses, permit renewals and request for duplicate permits without delay to get fishermen out on the water and working as quickly as possible. Since 2003, CFEC has increased its success rate by over 3%.

Target #2: Process 90% of all emergency transfer requests within 4 days of receipt of a fully completed application.

Measure #2: Percent of emergency transfers processed within 4 days.

Emergency Transfer Processing

Year	YTD
2003	94%
2004	95.5%
2005	97.33%
2006	97.20%
2007	97.02%

Analysis of results and challenges: The CFEC licensing group is dedicated to processing all emergency transfer requests without delay. Since 2003 we have increase our rate of processing these requests by over 3%.

Target #3: Process 90% of all permanent transfer requests within 5 days of receipt of a fully completed application.

Measure #3: Percent of permanent transfers processed within 5 days.

Percent of Permanent Transfers

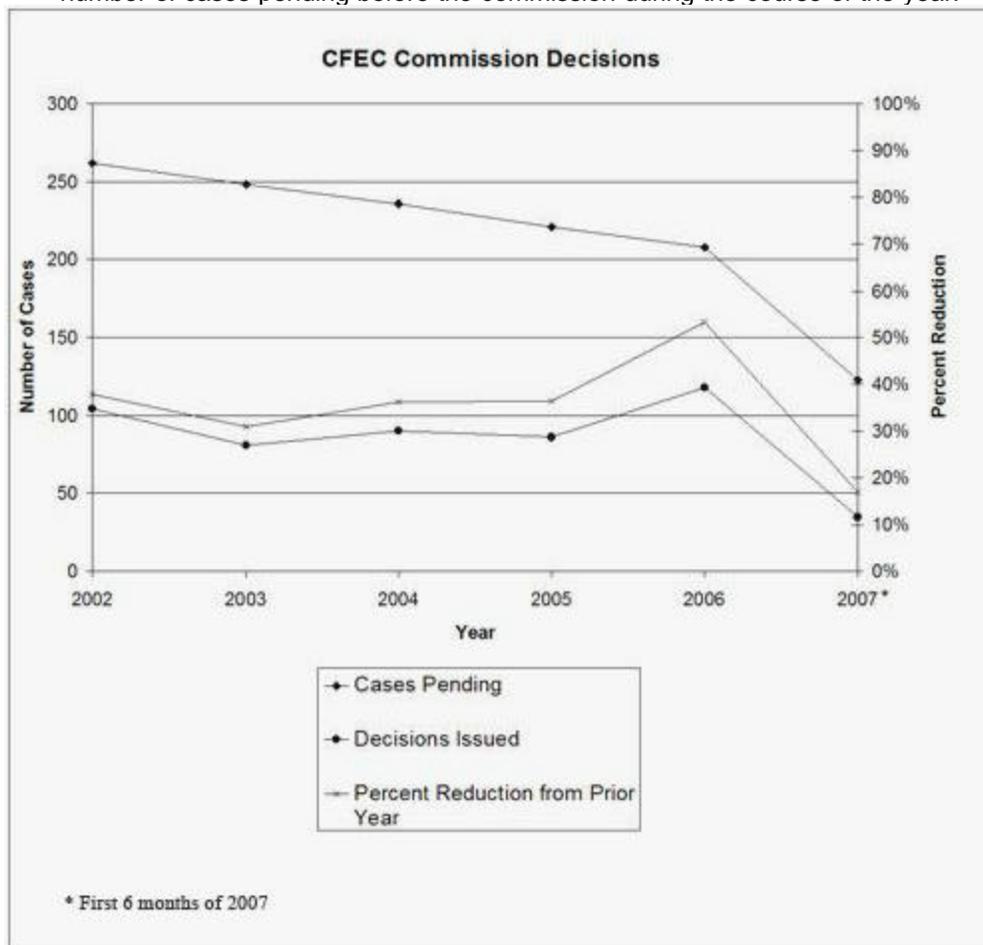
Year	YTD
2003	90%
2004	96.40%
2005	89.19%
2006	94.80%
2007	96.90%

Analysis of results and challenges: The CFEC licensing group is dedicated to processing all permanent transfer requests quickly and efficiently for fishermen. Since 2003, we have increased the percentage of requests processed within our goal by 7%.

A3: Strategy - Issue hearing officer and commissioner decisions that are timely, fair, and legally sound.

Target #1: During the course of each year, reduce the number of adjudication cases before the commission by at least 10%.

Measure #1: The number of decisions produced by the commission each year measured as a percentage of the number of cases pending before the commission during the course of the year.



Analysis of results and challenges: The primary purpose of Commission Adjudications is to evaluate, classify

and adjudicate applications for limited entry permits. Entry permit applicants are classified (ranked) in a system that measures each applicant's past participation and economic dependence on the fishery. Denied applicants may appeal and receive final decisions from the commissioners. During the first six months of 2007, the commission decided 35 out of 123 cases pending before the commission, exceeding our 10% reduction target.

A4: Strategy - Assist fishery managers and enforcers by providing clear, accurate, accessible documentation of persons/vessels legally authorized to fish.

Target #1: 95% of all annual permit cards, vessel licenses, and permit transfers are accurately and appropriately issued.

Measure #1: Percent of issued permits, licenses, and transfers returned for re-issuance due to inaccuracies or otherwise found to be inaccurately issued.

Percent re-issued

Year	YTD
2003	<0.5%
2004	<0.5%
2005	<0.5%
2006	<0.5%
2007	<0.3%

Analysis of results and challenges: The CFEC staff continues to hold itself to high standards and works carefully to accurately and appropriately issue annual permit cards, vessel licenses and permit transfers to avoid lost fishing time for Alaska's commercial fishermen.

Key Component Challenges

The Commercial Fisheries Entry Commission's (CFEC or commission) major challenge in FY 2009 will be to meet its missions and measures targets and continue the level of service that it is now providing to the Alaska fishing community. The following list includes new and continuing challenges to the agency.

- Continue to improve compatibility with e-landing technology to provide real time fishery data collection and analysis.
- Work with legislature to continue vessel license programs for weathervane scallop and Bering Sea hair crab fisheries.
- Work with Board of Fisheries to respond to board proposals, including those for restructuring salmon fisheries.
- Recruit and retain staff in the face of increasing competition for personnel from the federal government, state classified service and other entities.
- Provide complete, dependable and timely fishery statistical information to the general public, government agencies, Alaskan communities, fishery groups, and associations.
- Continue multi-year streamline licensing processes using available technology to make the licensing system easier and more efficient for both the public and the agency. CFEC is in the midst of a major multi-year project to rewrite and upgrade its licensing and web delivery systems.
- Work with United Fishermen of Alaska and other fishermen and groups on fleet reduction alternatives, including buy-back and other options.
- Monitor federal efforts to manage Gulf of Alaska (GOA) groundfish in the Exclusive Economic Zone. Federal actions may lead to increased pressures on groundfish in waters managed under state jurisdiction from displaced fishermen and others who want to exploit the open status of Alaska's groundfish fisheries.
- Work with fishermen groups as well as state and federal agencies to meet the GOA groundfish issues confronting the state.
- CFEC will continue to work closely with ADF&G, the Alaska Board of Fisheries and interested fishery groups on issues relating to GOA groundfish.
- Develop a complete database to support research and analysis of state water GOA groundfish.
- Meet the state's obligations under the Carlson class action, which challenges the permit fees Alaska has charged nonresident fishermen. These obligations include maintaining a database of permits held and current mailing addresses for Carlson class members. Loss of the lawsuit could require the state pay huge refunds (tens of millions of dollars) to nonresident fishermen. It is imperative for Alaska to maintain the resources to defend the State in court and to respond to whatever judgment is rendered.

- Complete hearings and issue decisions on pending applications for entry permits in limited fisheries.
- Monitor fisheries for which we have received petitions for limitation.
- Work with Department of Law to defend against current legal challenges to the limited entry program.
- Continue to implement the new fee structure over the next year to reflect Senate Bill 93, passed in the 2005 legislative session. CFEC revenue funds the operations of the commission as well as statutory contributions to the Fishermen's Fund, and a portion of the Division of Commercial Fisheries.
- Monitor the IRS to ensure Alaska limited entry permit holders (and other citizens) are afforded every opportunity to achieve voluntary compliance with their federal tax obligations.

Significant Changes in Results to be Delivered in FY2009

The commission will continue to deliver a high level of service to the Alaska commercial fishing community to ensure Alaskan fishermen can continue fishing and earn a livelihood for themselves and those dependent upon them. However, the commission is facing new challenges, including new electronic technology and Gulf of Alaska (GOA) fishery management requirements.

The increased demand for implementation of new electronic fish ticket technology will require increased investment in staff and technology to meet the challenge. With the creation of electronic reporting (e-landings), real time reporting, data entry, and validation is now possible. As part of the multi-agency e-landing program, CFEC is upgrading our permit card technology to help facilitate electronic reporting. For example, the commission must employ mag striping or bar coding on the permit card to eliminate data entry errors and reduce the data entry burden imposed on processors and ADF&G staff using the e-landings system. This technology will allow more information to be stored on the permit card, which will likely be needed as the management of use-privileges in Alaska's fisheries becomes increasingly complex.

The evolution of electronic reporting is requiring the CFEC current licensing system to be updated. Substantial changes to the licensing system are being made to accommodate this new technology. The change is necessary to support our ability to respond to increasing fishery data demands, including real time validation of the permit holder during a landing and timely communication with other fishery management agencies.

Additionally, GOA groundfish rationalization presents a major challenge to state water groundfish management. Presently, the state lacks the analyses necessary to develop the needed plans for this fishery.

The commission will be required to carefully analyze GOA groundfish fisheries to determine the need for restricted access and, if needed, the type of restricted access programs that would meet state constitutional requirements and would benefit Alaska and its fisheries.

CFEC is a small agency that has met its missions and measures with a declining staff for years. The current reality is that new challenges facing the commission will likely overwhelm existing resources. CFEC has had no new positions in at least 15 years. In fact during that time, CFEC has been required to cut nearly 30% of its full-time staff. Being a small agency with 86% of its budget in personnel costs, CFEC has been forced to absorb cuts in its personnel budget. Consequently, CFEC is concerned about its capacity to meet these new challenges.

CFEC, a receipt supported agency, entered FY06 at the brink of a budget crisis. Diminishing revenues from fees charged left CFEC within only a few thousand dollars of failing to meet its obligations. Passage of SB93 during the 2005 legislature authorized an increase in fees charged. The commission adopted regulations in October 2005 and this trend has been reversed. CFEC implemented new fees in calendar year 2006 and is phasing in the higher fees over a 3 year period. The final fee adjustment will be in calendar year 2008. CFEC fee revenues are now sufficient to fund commission operations and to provide funds to the Fishermen's Fund and the Division of Commercial Fisheries.

Major Component Accomplishments in 2007

- Continued work on a significant upgrade of CFEC computer systems to bring equipment and programs up to current state standards and to maximize effective use of technology to keep up with the ever-increasing workload of the agency.
- As directed by the Superior Court, continued updating the database for tracking current addresses of class members in the Carlson v. State class action.
- Worked with Department of Law in its defense of the state in Carlson before the Alaska Superior Court and in the current appeal to the Alaska Supreme Court.

- Continued to provide information to assist policy makers and the fishing industry in their ongoing examination of fleet consolidation measures.
- Participated with the Board of Fisheries in monitoring fisheries.
- Participated in Alaska's Fishing Communities Conference.
- Participated with University of Alaska Sea Grant's Alaska Young Fishermen's Summit.
- Continued to work with the IRS to explore means to help permit holders achieve voluntary tax compliance and to avoid attempted seizures and forced sales of Alaska limited entry permits.
- Commissioners, Hearing Officers and Paralegals completed adjudications and issued 116 decisions in fiscal year 2007.
- Continued imaging of all correspondence files, licensing files, commission decisions and court appeals to make these resources quickly available electronically to commission staff.
- In process of issuing an estimated 21,000 interim-use and entry permits to commercial fishermen for calendar year 2007.
- In process of issuing an estimated 9,600 vessel licenses for calendar year 2007.
- Continued to implement a new fee structure authorized by SB93 in 2005.
- In process of completing action on about 780 Requests for Emergency Transfer of limited entry permits within a 4-day turnaround time in calendar year 2007.
- In process of completing action on about 1,000 Requests for Permanent Transfer of limited entry permits within a 5-day turnaround time for calendar year 2007.
- Completed annual permit transfer study of changes in the distribution of Alaska's limited entry permits.
- Produced monthly reports of permit values.
- Monitored fisheries the commission has been petitioned to limit.
- Worked with Department of Law on disputed claims appealed to superior or supreme court.
- Worked for passage of HB 16, providing testimony to House Fisheries Committee in support of sunset date extension.
- Worked for passage of HB 188 to authorize Board of Fisheries to allocate fishery resources within a fishery.

Statutory and Regulatory Authority

AS 16.43.010-990

20 AAC 05.010 - 20 AAC 05.1990

Contact Information

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**Commercial Fisheries Entry Commission
Component Financial Summary**

All dollars shown in thousands

	FY2007 Actuals	FY2008 Management Plan	FY2009 Governor
Non-Formula Program:			
Component Expenditures:			
71000 Personal Services	2,768.1	2,946.0	2,952.4
72000 Travel	29.9	31.5	31.5
73000 Services	463.5	561.1	561.1
74000 Commodities	63.9	77.1	77.1
75000 Capital Outlay	17.3	15.0	15.0
77000 Grants, Benefits	0.0	0.0	0.0
78000 Miscellaneous	0.0	0.0	0.0
Expenditure Totals	3,342.7	3,630.7	3,637.1
Funding Sources:			
1002 Federal Receipts	0.0	114.4	114.4
1004 General Fund Receipts	302.5	0.0	0.0
1007 Inter-Agency Receipts	21.3	0.0	0.0
1201 Commercial Fisheries Entry Commission Receipts	3,018.9	3,516.3	3,522.7
Funding Totals	3,342.7	3,630.7	3,637.1

Estimated Revenue Collections

Description	Master Revenue Account	FY2007 Actuals	FY2008 Management Plan	FY2009 Governor
Unrestricted Revenues				
Commercial Fisheries Entry Comm Rcpts	51132	1,314.3	0.0	0.0
Unrestricted Fund	68515	383.3	0.0	0.0
Unrestricted Total		1,697.6	0.0	0.0
Restricted Revenues				
Federal Receipts	51010	0.0	114.4	114.4
Interagency Receipts	51015	21.3	0.0	0.0
Commercial Fisheries Entry Comm Rcpts	51132	3,018.9	3,516.3	3,522.7
Restricted Total		3,040.2	3,630.7	3,637.1
Total Estimated Revenues		4,737.8	3,630.7	3,637.1

**Summary of Component Budget Changes
From FY2008 Management Plan to FY2009 Governor**

All dollars shown in thousands

	<u>General Funds</u>	<u>Federal Funds</u>	<u>Other Funds</u>	<u>Total Funds</u>
FY2008 Management Plan	0.0	114.4	3,516.3	3,630.7
Adjustments which will continue current level of service:				
-FY 09 Health Insurance Increases for Exempt Employees	0.0	0.0	6.4	6.4
FY2009 Governor	0.0	114.4	3,522.7	3,637.1

**Commercial Fisheries Entry Commission
Personal Services Information**

Authorized Positions		Personal Services Costs		
	<u>FY2008</u>	<u>FY2009</u>		
	<u>Management</u>	<u>Governor</u>		
	<u>Plan</u>			
Full-time	29	29	Annual Salaries	1,968,342
Part-time	4	4	Premium Pay	0
Nonpermanent	0	0	Annual Benefits	1,048,121
			<i>Less 2.12% Vacancy Factor</i>	(64,063)
			Lump Sum Premium Pay	0
Totals	33	33	Total Personal Services	2,952,400

Position Classification Summary

Job Class Title	Anchorage	Fairbanks	Juneau	Others	Total
Adjudications Project Leader	0	0	1	0	1
Administrative Officer	0	0	1	0	1
Analyst/Programmer II	0	0	1	0	1
Analyst/Programmer IV	0	0	2	0	2
Analyst/Programmer V	0	0	1	0	1
Clerk	0	0	1	0	1
Comm Fish - Permitting Ck II	0	0	1	0	1
Comm Fish Permit Clerk IV	0	0	1	0	1
Comm Fish Permit Clerk VI	0	0	1	0	1
Comm Fish Permitting Ck III	0	0	2	0	2
Commissioner, CFEC	0	0	3	0	3
Data Systems Technician	0	0	1	0	1
Economist	0	0	1	0	1
Executive Secretary III	0	0	1	0	1
Fisheries Analyst	0	0	1	0	1
Hearing Officer II	0	0	3	0	3
It Data Processing Svcs Leader	0	0	1	0	1
Law Office Specialist III	0	0	1	0	1
Licensing Project Leader	0	0	1	0	1
Managing Paralegal	0	0	1	0	1
Microcomputer Technician	0	0	1	0	1
Paralegal II	0	0	1	0	1
Research Analyst II	0	0	1	0	1
Research Analyst III	0	0	2	0	2
Research&Planning Proj. Leader	0	0	1	0	1
Transfer Officer	0	0	1	0	1
Totals	0	0	33	0	33