



UNITED STATES DEPARTMENT OF COMMERCE
National Oceanic and Atmospheric Administration
NATIONAL MARINE FISHERIES SERVICE

Southwest Fisheries Center
P.O. Box 271
La Jolla, CA 92038

JUL 20 1987

Mr. George Balazs
NMFS, Southwest Fisheries Center
Honolulu Laboratory
2570 Dole Street
Honolulu, Hawaii 96822-2396

Dear George,

It gives me great pleasure in joining with your supervisor to inform you that a Quality Step Increase has been approved for you based on the Outstanding Performance Rating you received. A copy of the award recommendation is attached for your information.

The mission of this organization can only be accomplished through the efforts of dedicated people. The enthusiasm and interest you demonstrate in the performance of your job are truly appreciated. It is a pleasure to have you on the SWFC staff.

Copies of the Recommendation for Recognition and associated correspondence will be placed in your Official Personnel Folder.

Congratulations!

Sincerely,

Izadore Barrett
Director



UNITED STATES
DEPARTMENT
OF COMMERCE



NATIONAL OCEANIC AND ATMOSPHERIC ADMINISTRATION

CERTIFICATE OF RECOGNITION

Presented to

GEORGE BALAZS

IN RECOGNITION OF

OUTSTANDING PERFORMANCE
(4/01/86 - 3/31/87)

Isadore Barrett

IZADORE BARRETT, DIRECTOR
NMFS SOUTHWEST
FISHERIES CENTER



RECOMMENDATION FOR RECOGNITION

INSTRUCTIONS: Submit original and two copies to Incentive Awards Program Officer. SEE REVERSE FOR DEFINITIONS.

1. Name of Employee George Balazs	2. Position Title Zoologist	3. Type of Recognition: <input checked="" type="checkbox"/> Outstanding Performance Rating <input checked="" type="checkbox"/> Quality increase <input type="checkbox"/> Sustained Superior Performance \$ _____ <input type="checkbox"/> Special Act or Service \$ _____ <input type="checkbox"/> Unit Award _____ \$ _____ <input type="checkbox"/> Other (specify) _____
4. Organizational Unit (Division, Section) Honolulu Laboratory, SWFC National Marine Fisheries Service, NOAA		
5. Series/Grade/Step GS0410/11-3	6. Date of Last Promotion N/A	
7. Date of Last Regular Step Increase 4/27/86	8. Previous Recognition and Dates (for last 3 years) 6/9/85 - SSP	
9. Charge Appropriation Number		10. Last Performance Rating <input type="checkbox"/> Outstanding <input checked="" type="checkbox"/> Satisfactory
11. How Long in Present Position 6/1/83		12. Period Covered for this Recognition From: April, 1986 To: March 1987

13. Narrative: Include duties and standards of position, explain how performance exceeded job requirements, and how performance increased productivity, economy, efficiency, or effectiveness of Government operations (if tangible savings, indicate dollar savings, staff hours saved, or what new tasks were undertaken as a result of the savings. Include full impact and benefit to the organization). If nominee is a manager or supervisor, an evaluation of performance in furthering EEO objectives must be indicated. Cite specific examples to clearly support this nomination. (Continue on separate sheet.)

See attached.

14. Signature and Title of Immediate Supervisor <i>[Signature]</i> Leader, Marine Mammals Endangered Species Program	Date	17. Signature and Title of Approving Authority <i>[Signature]</i> Director, SW Fisheries Center	Date 5/22/87
15. Signature and Title of Reviewing Official <i>[Signature]</i>	Date	18. Signature of Committee Chairperson (or other individual if required)	Date
16. Personnel Office Clearance for Outstanding Performance Ratings Only (signature and title) <i>[Signature]</i>	Date 6/9/87	19. Payment Authorized by Personnel Office (signature and title)	Date

Balazs (continued)

Item 13. Narrative:

George Balazs' major duties include 1) development of sea turtle research plans, conducting this research and preparing the technical reports presenting the findings of this work for publication; 2) acting as Leader of the Hawaiian Sea Turtle Recovery Team, working toward completion of a recovery plan by 30 September, 1987; 3) overseeing the Lab's sea turtle stranding program; and, 4) acting as a repository for world-wide information on the impacts of marine debris on sea turtles.

Item 3 above has taken an inordinate amount of time this reporting period because of a much greater incidence in the number of strandings. It has been necessary that Balazs personally handle most of these cases because of the commitments of other staff to other necessary work. Balazs has handled this additional workload with his usual care and efficiency in obtaining as much information as possible from these animals, even though the added cases usually appear outside of normal work hours. He has recruited several students from the Marine Options Program at U.H. to assist in the necropsy of all of these turtles in order to manage the added work in as little time as possible.

In spite of the above, Balazs other duties are being managed at the commendable or outstanding level. His two major reports of the period (turtle tumors and turtle habitat) were on schedule, both exceptionally well done. The tumor paper findings have resulted in the recovery team indicating that research on this problem should receive top priority. The habitat assessment report is the first major contribution of this type to the turtle literature in the Pacific. In addition to excellent progress on these assignments Balazs, at the request of U.H. Hilo, went to Hawaii for a special project at the Punaluu turtle site to train M.O.P. students there in turtle research techniques. Furthermore, his well known turtle work on Hawaii has resulted in a private grant to Hawaii Preparatory Academy to enable students there to assist him in a turtle study at Kiholo Bay. This, as well as the U.H. contact will enable us to collect much turtle data at these two sites at little cost to the program.

The turtle Recovery Team has not been meeting with full membership because of reduced travel funds support. This has not caused the planning to suffer much, because of the added effort Balazs has put into it in order to keep it on schedule, in addition to the many additional requirements on his time mentioned above.

Balazs' overall performance this period is clearly deserving of an Outstanding performance rating and a QSI.

Mr. Balaz is expected to continue at this high level of performance in the same position for at least 60 days after the effective date of the QSI.