

1970s-1990s G.H. BALAZS WORK AND AWARDS FILE 3

UH-Manoa > 1976-1977
GEORGE H. BALAZS +

HIMB & NMFS

GEORGE H. BALAZS
WILDLIFE BIOLOGIST
MARINE MAMMALS AND
ENDANGERED SPECIES PROGRAM



MEMBER, IUCN MARINE TURTLE SPECIALIST GROUP

NATIONAL MARINE FISHERIES SERVICE
P.O. BOX 3830 • 2570 DOLE ST.
HONOLULU, HAWAII 96812

TELEPHONE
(808) 943-1221
(808) 395-6400

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My personal file

BRIEF OVERVIEW OF MARINE TURTLE RESEARCH AT THE
SOUTHWEST FISHERIES CENTER HONOLULU LABORATORY
January 1985

Research of threatened and endangered Pacific sea turtles started at the Southwest Fisheries Center (SWFC) Honolulu Laboratory in June of 1980 following a planning meeting convened in Honolulu (Shomura 1979) and joint sponsorship of a sea turtle workshop held in New Caledonia (South Pacific Commission 1980). Prior to 1980 and dating back to 1972, studies of sea turtles in Hawaii were primarily conducted by the Hawaii Institute of Marine Biology with funding from the University of Hawaii Sea Grant College Program and the State of Hawaii. Before 1972 work on sea turtles was limited to occasional tagging by various State and Federal biologists visiting the remote Northwestern Hawaiian Islands. A complete history of tagging and other sea turtle research efforts in Hawaii can be found in Balazs (1980b, 1983b). Since June of 1979, work on sea turtles has occurred within the Marine Mammals and Endangered Species Program of the SWFC Honolulu Laboratory. There is currently one full-time staff member (GS-11) working on sea turtles and several field technicians devoting portions of their time to sea turtles.

The major accomplishments made to date in the program are listed as follows. The publications resulting directly or in part from this research have been listed at the end of this overview.

Major accomplishments:

1. Radio telemetry conducted of the movements and diving frequencies of adult male and female green turtles at the French Frigate Shoals (Hawaiian) breeding colony.
2. Population assessment of the green turtle stock nesting at East Island, French Frigate Shoals.
3. Continuation of annual systematic tagging and monitoring of the green turtle breeding colony at French Frigate Shoals and other sites in the Northwestern Hawaiian Islands where low level nesting occurs.
4. Investigation of the status and traditional usage of sea turtles in the Tokelāu Islands.
5. Assessment of the status and ecology of sea turtles at Johnston Atoll.
6. Preliminary assessments of sea turtles at Rose Atoll and the Manua group of American Samoa.
7. Improved tagging techniques with flipper tags and experimental contracted research of "living tags" for hatchlings.

8. Major nesting habitat clean-up of man-made debris at French Frigate Shoals.
9. Major contribution of biological and cultural data for the National Marine Fisheries Service 5-year Endangered Species Act status review of sea turtles and concomitant review of the subsistence use of sea turtles by certain Pacific Islanders.
10. Developed a response capability for the stranding of sea turtles throughout the Hawaiian Islands.
11. Provided research expertise, tags, and educational materials to government efforts in Western Samoa, Guam, the Trust Territory, and the Solomon Islands.
12. Contributed a paper on sea turtles to the Workshop on the Fate and Impact of Marine Debris.
13. Conducted cooperative studies with the University of Hawaii Sea Grant College Program on immature green turtles residing in nearshore foraging pastures on the Island of Hawaii.

Work planned or underway for FY 1985.

1. Continuation of 2, 3, 5, 7, 10, and 11 of the above.
2. Characterize different types of foraging and resting habitat on the Islands of Maui, Molokai, Lanai, and Oahu.
3. Initiate formal recovery efforts through the recovery team/recovery plan process.

PUBLICATIONS ON TURTLE RESEARCH AT SWFC HL

Balazs, G. H.

- 1980a. A review of basic biological data on the green turtle in the Northwestern Hawaiian Islands. In R. W. Grigg and R. T. Pfund (editors), Proceedings of the Symposium on Status of Resource Investigations in the Northwestern Hawaiian Islands, April 24-25, 1980, University of Hawaii, Honolulu, Hawaii, p. 42-54. UNIHI-SEAGRANT-MR-80-04.
- 1980b. Synopsis of biological data on the green turtle in the Hawaiian Islands. U.S. Dep. Commer., NOAA Tech. Memo. NMFS, NOAA-TM-NMFS-SWFC-7, 141 p. Also as UNIHI-SEAGRANT-CR-81-02.
- 1982a. Factors affecting the retention of metal tags on sea turtles. Mar. Turtle Newsl. 20:11-14.
- 1982b. Hawaii's fishermen help sea turtles. Hawaii Fish. News 7(11):8-9.
- 1982c. Sea turtles: A shared resource of the Pacific Islands. South Pac. Comm. Fish. Newsl. 232:22-24
- 1983a. Hawaiian turtles in Canada. Kilo i'a, Waikiki Aquarium Newsl. 27:2.
- 1983b. Recovery records of adult green turtles observed or originally tagged at French Frigate Shoals, Northwestern Hawaiian Islands. U.S. Dep. Commer., NOAA Tech. Memo. NMFS, NOAA-TM-NMFS-SWFC-36, 42 p. Also as UNIHI-SEAGRANT-CR-83-03.
- 1983c. Sea turtles and their traditional usage in Tokelau. Atoll Res. Bull. 279:1-29.
- X 1983d. Status review document for Pacific sea turtles. Southwest Fish. Cent. Admin. Rep. H-83-15, 16 p.
- X 1983e. Subsistence use of sea turtles at Pacific Islands under the jurisdiction of the United States. Southwest Fish. Cent. Admin. Rep. H-83-17, 6 p.
- 1984a. A baseline assessment of marine turtles at Johnston Atoll. Contract report to the U.S. Army Corps of Engineers, Honolulu, 62 p.
- X 1984b. History of sea turtles at Polihus Beach, northern Lanai. Southwest Fish. Cent. Admin. Rep. H-84-15, 8 p.
- 1984c. Impact of ocean debris on sea turtles: entanglement and ingestion. Presented to the Workshop on the Fate and Impact of Marine Debris, 26-29 November 1984, Honolulu, Hawaii, 46 p.

Balazs, G. H.

In press. Evidence for the retention of flipper tags on hatchling sea turtles. *Herpetol. Rev.*

Manuscr. in prep. Resuscitation of a comatose green turtle at Johnston Atoll. *Herpetol. Rev.*

Dizon, A. E., and G. H. Balazs.

1982. Radio telemetry of Hawaiian green turtles at their breeding colony. *Mar. Fish. Rev.* 44:13-20.

Gomez, E., and G. H. Balazs.

1983. Marine turtle stamps--promoting conservation. *Newsl. Chel. Doc. Cent.* 2(2-4):15-22.

Hendrickson, J. R.

1980. "Living tags" for sea turtles. Report to Southwest Fish. Cent., Natl. Mar. Fish. Serv., Contract No. 80-ABH-00062, 20 p. + app.

Kam, A. K. H.

1984. An unusual example of basking by a green turtle in the Northwestern Hawaiian Islands. *'Elepaio* 45:1-3.

In press. Green turtle research on Lisianski Island, 1983. Southwest Fish. Cent. Admin. Rep.

Manuscr. in prep. Research of the green turtle, *Chelonia mydas*, at Laysan Island, Lisianski Island, and Pearl and Hermes Reef, summer 1982.

Klemm, R.

1984. Learning about green turtle "lifestyles." *Makai*, 6, 10:1-3 (Univ. Hawaii Sea Grant College Prog. publ.).

Lautenslager, S. R.

1985. Summary of green turtle surveys and tagging activities conducted at French Frigate Shoals, April-August 1983. Southwest Fish. Cent. Admin. Rep. 85-3.

Shomura, R. S.

1979. Summary report of the planning workshop for National Marine Fisheries Service research on marine turtles in the central and western Pacific. Southwest Fish. Cent. Admin. Rep. H-79-23, 13 p.

South Pacific Commission.

1980. Joint SPC/NMFS workshop on marine turtles in the tropical Pacific Islands: Report of meeting, Noumea, New Caledonia, 11-14 December 1979, 16 p.

Wetherall, J. A.

1983. Assessment of the stock of green turtles nesting at East Island, French Frigate Shoals. Southwest Fish. Cent. Admin. Rep. H-83-8, 22 p.

Whittow, G. C., and G. H. Balazs.

1982. Basking behavior of the Hawaiian green turtle (Chelonia mydas). Pac. Sci. 36(2):129-139.

Zug, G. R., and G. H. Balazs.

Manuscr. in prep. Skeletochronological age estimates for Hawaiian green turtles.

July 25, 1985

F/SWC2:GHB

Dr. Martin Rosenberg
Editor, Herpetological Review
Department of Biology
Case Western Reserve University
Cleveland, Ohio 44106

Dear Marty,

Many thanks for offering me the opportunity to review the short manuscript on sampling blood from hatchlings. I've read through the Owens and Ruiz (1980) note, as well as the abbreviated description of dorsal cervical sinus blood sampling by Owens in Biology and Conservation of Sea Turtles. In both cases, the point is made that sea turtles under 100 g (hatchlings) need cardiac puncture. The sinus is said to be difficult to locate in small turtles. Bennett presents information to the contrary, and I believe it is short enough, but with sufficient detail, to warrant publication in Herpetological Review.

If you haven't done so already, you might want to ask Dave Owens for his comments (Dept. Biology, Texas A&M University, College Station, TX 77843).

Best regards.

Sincerely,

George H. Balazs
Zoologist

cc: Balazs ✓
HL

**Center for
Environmental
Education**

February 21, 1984

Dr. Isadore Barrett
Director, Southwest Fisheries Center
National Marine Fisheries Center
P.O. Box 271
La Jolla, California 92038

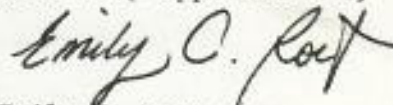
Dear Dr. Barrett:

Enclosed is a copy of the Manual of Sea Turtle Research and Conservation Techniques. Please accept it as a token of appreciation for your efforts through George Balazs on your staff who coedited this publication. We are very grateful to have had Mr. Balazs's assistance in making this an authoritative second edition.

We will be distributing this manual to all the participants of the Western Atlantic Turtle Symposium (WATS) who came together and discussed the conservation of sea turtles in the wider Caribbean region last year. As representatives of over 40 countries participated in this conference, the manual will have major impact on sea turtle conservation worldwide. Additional copies will be sold and proceeds raised from such sales will go into a WATS research fund.

As you may know, the Center for Environmental Education has cooperated with the National Marine Fisheries Service on numerous projects and we look forward to continuing this cooperation with you, Mr. Balazs, and other members of your staff.

With deep appreciation,



Emily C. Roet
Associate Director
Sea Turtle Rescue Fund

February 6, 1986

F/SWC2:GHB

Dr. Martin Rosenberg
Editor, Herpetological Review
Case Western Reserve University
Cleveland, Ohio 44106

Dear Dr. Rosenberg:

Thank you for giving me the opportunity to review manuscript FA86-3-9 entitled, "A warning against the use of Petersen disc tags in turtle studies." The note seems to be well written and certainly contains important new information. I hope that it can be published at an early date.

My only comment is to ask if checking the "fyke nets...several times daily" is really sufficient to prevent turtles from drowning? How long does it take for redbellies to drown when entangled and unable to breathe? Wouldn't it be necessary to watch the net almost continuously, or check it at least every 30 minutes or so? Please consider asking the author these questions.

Sincerely,

George H. Balazs
Zoologist

cc: ✓ Balazs
HL



University of Hawaii at Manoa

Department of Zoology
Edmondson Hall • 2538 The Mall
Honolulu, Hawaii 96822

May 14, 1985

Mr. George Balazs
National Marine Fisheries Service
2570 Dole Street
Honolulu, Hawaii

Dear George:

Once again this is a letter to thank you for the loan of your slides for the Zoology 200 turtle lecture. The students enjoyed seeing them and hearing about your research at French Frigate Shoals and in the high Hawaiian Islands. I look forward to having duplicates of some of your slides for next years class.

Best regards and thanks again
for your assistance with
the course
from

948-
8678

Julie H. Brock
Associate Professor

JHB:ly

FORM CD-74 (2-76) Prescr. by DAO 214-2 TRANSMITTAL SLIP		U.S. DEPT. OF COMM. DATE 1/21
TO: RSS	REF. NO. OR ROOM, BLDG.	
FROM: WGG	REF. NO. OR ROOM, BLDG.	
ACTION		
<input type="checkbox"/> NOTE AND FILE <input type="checkbox"/> NOTE AND RETURN TO ME <input type="checkbox"/> RETURN WITH MORE DETAILS <input type="checkbox"/> NOTE AND SEE ME ABOUT THIS <input type="checkbox"/> PLEASE ANSWER <input type="checkbox"/> PREPARE REPLY FOR MY SIGNATURE <input type="checkbox"/> TAKE APPROPRIATE ACTION	<input type="checkbox"/> PER OUR CONVERSATION <input type="checkbox"/> PER YOUR REQUEST <input type="checkbox"/> FOR YOUR APPROVAL <input type="checkbox"/> FOR YOUR INFORMATION <input type="checkbox"/> FOR YOUR COMMENTS <input type="checkbox"/> SIGNATURE <input type="checkbox"/> INVESTIGATE AND REPORT	

COMMENTS:

Est air & per diem for this trip is \$900. This was not included in the updated travel needs for MMES I gave you last week.

1. Do you have the ceiling??
2. \$\$, even though I've had to cut back seal research plans a great deal this year to make ends meet I am willing to pat the \$ into this. I think we

over

WGG

Bill:

OK, lets send George to this meeting. Would you draft response. I do not have the ceiling; however, we'll just do the same thing we've done in the past...raise the ceiling.

I'll plan on covering this travel from my Corps of Engineer's fund...that is IF we still have it after March 1 (Gramm Rudmen).

RSS 21Jan86

Geo go ahead w/ plans for this

Bill

have a lot to gain by keeping Geo.
on top of this business...



South Carolina
Wildlife & Marine
Resources Department

James A. Timmerman, Jr., Ph.D.
Executive Director
Jefferson C. Fuller, Jr.
Director of
Wildlife and Freshwater Fisheries

January 8, 1986

Dr. Richard Shomura
NOAA/NMFS
Honolulu Laboratory
P. O. Box 3830
Honolulu, Hawaii

Dear Dr. Shomura,

The 6th Annual Workshop on Sea Turtle Biology and Conservation will be held on March 19 - 21 in Waverly, Georgia. The state of South Carolina and the U. S. Fish and Wildlife Service are co-hosting the meeting this year and I have been given the task of putting together the program.

I am writing to request that Dr. Balazs be a part of our program. He is knowledgeable in many areas of sea turtle biology and management and the other participants at the workshop could really benefit from his sharing that with us. I also feel that his attendance would benefit your laboratory's efforts with sea turtles. Most of the Recovery Team members will be at this gathering. As the new leader of the Pacific Team, George could obtain valuable, time-saving suggestions from our team members on how to prepare the Recovery Plan for your region.

The workshop has taken on quite an international flavor in recent years and Dr. Balazs would certainly provide us with information on a region that has not been represented as yet.

The per diem cost of the trip would be very reasonable (\$39.00 per day including three meals) so the major expense is airfare. I hope we can look forward to having Dr. Balazs and if you have any further questions, my number is (803)795-6350.

Thanking you in advance for your consideration, I am,

Sincerely,

Sally Murphy
Sally Murphy
Biologist

/jal

*(803) 795-6350
Sally Murphy*

comments?
list
press
W&M
→ *Do*



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

Mr. George H. Balazs
NMFS, Southwest Fisheries Center
Honolulu Laboratory
2570 Dole Street
Honolulu, HI 96812

Dear George,

It gives me great pleasure in joining with your supervisor to inform you that a Sustained Performance Award in the amount of \$600.00 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



RECOMMENDATION FOR RECOGNITION

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

1. Name of Employee George H. Balazs		2. Position Title Zoologist		3. Type of Recognition: <input checked="" type="checkbox"/> Outstanding Performance Rating <input type="checkbox"/> Quality increase <input checked="" type="checkbox"/> Sustained Superior Performance \$ <u>600.00</u> <input type="checkbox"/> Special Act or Service \$ _____ <input type="checkbox"/> Unit Award _____ \$ _____ <input type="checkbox"/> Other (specify) _____	
4. Organizational Unit (Division, Section) NOAA, NMFS, SWFC, Honolulu Laboratory				10. Last Performance Rating <input type="checkbox"/> Outstanding <input type="checkbox"/> Satisfactory <input checked="" type="checkbox"/> Commendable	
5. Series/Grade/Step 00410/ GS 11/2		6. Date of Last Promotion N/A		12. Period Covered for this Recognition From: 4/1/84 To: 3/31/85	
7. Date of Last Regular Step Increase 4-28-85		8. Previous Recognition and Dates (for last 3 years) Special Act 4/84			
9. Charge Appropriation Number FSR200/8L1A3VW0		11. How Long in Present Position 22 months			

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.)

The major duties of Mr. Balazs' position include development of sea turtle research plans, conducting various research studies and preparing technical reports for publication on this work and acting as leader of the lab's sea turtle stranding program and as the repository for world wide information on the impacts of marine debris on turtles. All of this work was conducted in an outstanding manner resulting in several major contributions to sea turtle science and the recovery effort.

A one year NMFS-Sea Grant sea turtle recruitment and growth study was completed during this period. Even though this was a potentially very difficult project because of logistics problems with the remote study site and utilization of University students from another island, Mr. Balazs' attention to good planning and prioritization of the work schedules resulted in the research being done in an extremely efficient manner even though some very unusually difficult work situations were encountered. In November Mr. Balazs presented an excellent summary of world wide sea turtle impacts associated with marine debris at an international meeting. This was the first time anyone had attempted to collate this material and although an extremely ambitious undertaking under the time constraints it was exceptionally well done. Three other technical papers were also prepared and submitted for publication making this period very productive in spite of the fact that he also spent a great deal of time in the field conducting other long term research studies in turtle migration, growth and mortality. In addition he also manages our sea turtle stranding program, recovering animals from all islands and performing necropsies on them. He provides critical input to the SW Region and other government agencies on potential impacts their activities may have

14. Signature and Title of Immediate Supervisor <i>William L. Selman</i> Leader, Marine Mammals/Endangered Species		Date 5/23/85	17. Signature and Title of Approving Authority <i>Sandra Bennett</i> Director SWFC		Date 5/29/85
15. Signature and Title of Reviewing Official <i>William L. Selman</i>		Date 5-24-85	18. Signature of Committee Chairperson (or other individual if required)		Date
16. Personnel Office Clearance for Outstanding Performance Ratings Only (signature and title)		Date	19. Payment Authorized by Personnel Office (signature and title)		Date

Attachment to CD-326 (George H. Balazs)

on sea turtles. When appropriate he notifies federal enforcement agents about law violations in taking of turtles and cooperates with them as necessary in their investigations. He pursues all potential sources of information relative to stranding cases.

In summary, Mr. Balazs' application to the job and his productivity are indeed exceptional. He works extremely efficiently and elicits a great deal of cooperation from his coworkers. His overall performance certainly exceeds a fully successful or commendable rating during this period.



**UNITED STATES DEPARTMENT OF COMMERCE
National Oceanic and Atmospheric Administration**

NATIONAL OCEAN SERVICE

OFFICE OF OCEANOGRAPHY AND MARINE ASSESSMENT
ROCKVILLE, MARYLAND 20852

Ocean Assessments Division
N/OMA3 - Rockwall 652
July 11, 1986

Mr. George H. Balazs
Southwest Fisheries Center
Honolulu Laboratory
National Marine Fisheries Service
P.O. Box 3830
Honolulu, HI 96812

Dear Mr. Balazs:

The enclosed manuscript, "The Impact of Nondegradable Marine Debris on the Ecology and Survival Outlook of Sea Turtles" by A. Carr, has been submitted for publication in a special issue of Marine Pollution Bulletin. This issue will be devoted to special topics presented at the Sixth International Ocean Disposal Symposium, held April 21-25 at Asilomar Conference Center, in Pacific Grove, California. The two main themes of the issue will be: 1) marine pollution problems caused by persistent plastics and entanglement; and 2) reproductive and population effects of pollutants on marine resource species.

In order to assure high technical quality of the issue, all manuscripts are being peer-reviewed prior to acceptance. Because of your interest and expertise in the topical area covered by the enclosed paper, I would be pleased if you would review it carefully for technical content and accuracy, thoroughness of coverage, and clarity of presentation. A form is enclosed for your comments. Your name will be kept confidential unless you wish to be known to the author, in which case you should sign the comment form.

Please try to complete your review within three weeks and return the completed form to me in the enclosed envelope. If you are unable to complete the review in this period, please return the manuscript immediately and suggest an alternate reviewer.

Thank you very much for your assistance.

Sincerely,

Douglas A. Wolfe, Ph.D.
(Guest Editor, Marine Pollution Bulletin)

Enclosure



8/16

George-

This draft represents approx. $\frac{3}{4}$ of the completed report. I estimate 2-3 more weeks before final completion, given the daily flow of work-related interruptions that seem to demand my personal attention. If you prefer, I can modify this draft in a day or two to form a truncated version that perhaps will be suitable to send to Washington immediately. If not, I'll continue working to the best of my capabilities to complete it in its entirety.

I regret if these delays have caused you, or the lab, any problems. As you may know, I seem to be the sole person everyone wants to turn to for any matter relating to sea turtles in Hawaii and many other areas of the Pacific. I believe I represent the lab admirably in such matters. Nevertheless, I feel troubled when reports like this one become delayed in completion.

GAB

September 15, 1986

F/SWC2:GHB

Dr. Martin J. Rosenberg
Editor, Herpetological Review
Department of Biology
Case Western Reserve University
Cleveland, Ohio 44106

Dear Dr. Rosenberg:

Thank you for sending me the note on cleaning symbiosis to review for Herpetological Review. I have made a few comments directly on the manuscript which may be helpful to the author. He has provided new and interesting information that is certainly worth publishing. I see that the FAO Fisheries Synopsis No. 137, Synopsis of Biological Data on the Hawksbill Turtle (1983) by Wayne Witzell, makes no mention of cleaning symbiosis. This point would be appropriate to state in the note.

Best regards.

Sincerely,

George H. Balazs
Zoologist

Enclosure

cc: George H. Balazs ✓

~~DC~~
HL

Some advice on firing

By Sandra S. Oshiro

Advertiser Labor Writer

Nothing sparks a move to unionize a company quicker than an unfair firing, American Arbitration Association President Robert Coulson said here Friday.

Coulson advised management and personnel officials at a conference on arbitration that when they terminate workers, they should do it in a manner that is humane and professional.

Companies that ignore such advice can find themselves facing union representation battles, wrongful termination suits or a reputation that can erode morale among employees, he warned.

Coulson, an attorney trained at Yale and Harvard Law School, said he didn't realize how "unprotected" workers in non-union companies were until he began research on his book, "The Termination Handbook" distributed by the association.

Most people think employ-

ers must justify a firing, he said. Actually, private sector companies which are not unionized generally can fire their workers "at will" or without cause.

There are exceptions to this principle. Federal laws protect against discriminatory firings based on race, sex and other factors. And the courts are fast chipping away at the fire-at-will doctrine with decisions that protect whistleblowers and other workers whose rights are abused.

But before employers take advantage of their freedom to fire, Coulson points out that there are social costs to consider in terminating a worker.

"If you fire some workers and do it in a blunt way, they will infect their families with a sense of failure," he said. There are direct relationships between the trauma of a firing and divorce, alcoholism and other disruptions in the home, he added.

Coulson said employers



Robert Coulson

Don't do it in "blunt way"

should negotiate a termination that causes the least economic and psychological damage to the employee.

For employers who must carry out firings, Coulson has this advice:

- Have good reasons to terminate workers and be sure the facts are well in hand.

- Designate the workers' direct supervisors to do the firings since they would be familiar with the causes. Personnel directors can sit in

employees: be kind

to explain termination benefits, including severance pay, and help deal with the psychological aspects of a firing.

● Persuade the workers they are being treated fairly.

He said the Conference Board, a national business research organization, also recommends that fired workers be given advance notice of a termination, extended health care coverage and job counseling to help find another job.

"Don't send them away feeling broken and unloved," Coulson said.

If workers still feel unhappy and believe they have valid claims against the company, Coulson suggests setting up a grievance procedure and, finally, bringing in an arbitrator. In arbitration, the parties submit a dispute to a third party for a final and binding decision.

In an interview before his speech, Coulson said about 300 Hawaii lawyers and business people are members of the American Arbitration As-

sociation. The non-profit group promotes arbitration in commercial, labor and family disputes and puts disputing parties in touch with their members.

On the downside, he said arbitration does cost money since it is a private service and not provided by the government.

Parties who call the association are charged an administrative fee and individual arbitrators can charge from \$300 to \$500 a day for their services.

Also, because arbitration is a "human process," Coulson said, the arbitrator can commit errors.

Nonetheless, Coulson said arbitration is gaining popularity because it is a quicker and less costly alternative to the courts.

And he thinks it's an especially good idea for Hawaii.

"People here seem to be much more motivated to reaching an amicable solution than in New York, where I come from," he said.

SEA LIFE PARK



January, 15, 1987

National Marine Fisheries Service
2570 Dole St.
Honolulu, Hawaii 96822

Dear Mr. Balazs,

I would like to thank you for taking the time to help me with my project on sea turtles. The opportunity to see the turtle dissections taught me a great deal, especially since I hadn't known much about them biologically before hand. It was also eye opening to learn to what degree human involvement is responsible for turtle fatalities. (i.e. the plastic bag and the fishing line) It was a very memorable experience in every way, but certainly the stench of the afternoon is the thing that most lingers in my mind.

More importantly I would like to thank you for taking the time to help me think out my paper on Sea Life Park's involvement with sea turtles. I really appreciate the help in clarifying my thoughts and giving my research some direction. I am really hoping that my work will do some good in the recovery of Hawaiian sea turtles.

When I first came to Sea life Park I knew almost nothing about sea turtles. I'm not sure what made me choose them as my topic of study, but now I am very glad that I did. I hadn't realized that they were an endangered species before I took the time to learn more about them. Now that I do know more, I am beginning to understand the importance of people such as yourself in their eventual recovery, and I would like to contribute something too.

Thank you once again for everything you have done. Your enthusiasm is contagious.

Sincerely,

Denise M. Fulton

965 Prospect, #603
Honolulu, Hawaii 96822

January 6, 1987

Mr. George Balazs
Honolulu Laboratory
National Marine Fisheries Service
2570 Dole Street
Honolulu, Hawaii 96822

Dear George,

I want to extend to you a very special THANK YOU for all your assistance while I was developing the Hawaiian Green Sea Turtle and Monk Seal Slide Shows.

Being the "turtle man", you were particularly influential in the outcome of the Green Sea Turtle Program. Your continuous enthusiasm, support and generous sharing of information helped me throughout the development of the project. I recognize and appreciate all the time and effort you put into reviewing not one but two drafts of the narrative. The most important part of a slide program is the photography. Without your generous contribution of quality slides, there would be no Green Sea Turtle Slide Program. Furthermore, I truly appreciate the amount of time you spent searching through your personal slide collection to find slides that matched my descriptions.

I also enjoyed having the opportunity to present the slide program to the Hawaiian Sea Turtle Recovery Team and appreciate your keeping me informed of current sea turtle matters.

I am sure our efforts to educate the youth of Hawaii will increase their awareness of the Hawaiian green sea turtle's plight and will provide more support for the protection of this special animal.

Sincerely,



Cynthia J. Krakowski

Test yourself on the employee

Billions of dollars are spent annually by businesses seeking to increase efficiency. Fiber optics, silicon chips and microprocessors are just a few of the buzz words typically used when top management begins discussing improved productivity.

However, one key element is often overlooked: employee contentment and commitment. While technological development is a necessity, employee contentment, or lack of it, can do more to make or break a business than any other single factor.

In fact, sensitivity to employee needs and desires can produce a work ethic in a community that will help expand business, attract new industry and hold down joblessness.

Realizing this, the Metropolitan Economic Development Council (MEDC) in Richmond, Va., recently prepared an Employee Content-

ment Quiz with 11 questions that you can use to evaluate your own job situation. Experience in Richmond shows it is an area that consistently has high employee job satisfaction and productivity.

If you can answer "yes" to all questions, then you obviously are in a job where you feel part of a team and where you feel you can grow and advance. If you answer "no" to some questions, then this quiz will help you identify reasons why you are unhappy in your present job — areas you might want to discuss with your boss.

1) Do I understand what I am expected to do? Has my boss explained exactly what my job duties include — and what they don't include?
2) Have I received proper training? In most jobs a certain amount of training is necessary.
3) Are refresher and con-



your money's worth
**sylvia
porter**

tinuing education courses offered?

4) Do I have room to grow in my job?

5) Is there room to exercise judgment? May I make personal judgment calls? The ability to use personal judgment, even in small doses, promotes initiative and creativity that frequently helps get jobs done more efficiently.

6) Have I been exposed to other functional areas? The more cross-training employees receive, the greater their job flexibility.
7) Does my job have a fu-

ture? Has my boss discussed possible routes of advancement?

8) Do I have good working conditions? Are they safe? Well-lit? Well-planned and equipped? Working conditions rank very high on an employee's priority list. The more pluses that are present in the workplace, the happier and more dedicated you will be about your job.

9) Is the boss reasonable? If you are frequently told to do things you feel are unreasonable, you will typically show resentment.
10) Does the boss ever tell

contentment quiz

me I've done a good job? Is the boss as free with his praise as he is with his criticism? Positive reinforcement combined with honest criticism can go a long way.

11) Do I have a clear understanding of my pay and benefits? If your boss has explained pay levels and formulas, and how they fit into the overall picture, you will have a better chance of feeling properly compensated for your job and be happier and more productive in your work.

A.J. Christopher Wood, MEDC executive director, suggests that, with some slight word changes, employers as well as employees should take this quiz.

For employers, the bottom line translates into improved employee honesty, reliability, cooperation, attitude and productivity — all factors in a positive "work ethic." When MEDC surveyed Rich-

mond area employers, it found most of them "satisfied" with factors that make up the work ethic.

As a senior consultant at Towers, Perrin, Forster & Crosby, one of the world's largest management consulting firms, put it: "The difference between tomorrow's winners and losers is that the winners in business will be characterized by their ability to get their people moving in the same direction."

(Sylvia Porter's New Money Book for the 80s," 1,328 pages of down-to-earth advice on personal money management, is available through her column. Send \$9.95 plus \$1 for mailing and handling to "Sylvia Porter's New Money Book for the 80s," in care of The Honolulu Advertiser, P.O. Box 419150, Kansas City, Mo. 64141. Make checks payable to Andrews, McMeel & Parker.)

CARIBBEAN CONSERVATION

C O R P O R A T I O N

July 14, 1987

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Mr. George H. Balazs
SWFC Honolulu Laboratory F/SWC2
National Marine Fisheries Service
2570 Dole Street
Honolulu, HI 96822-2396

Dear Mr. Balazs:

I'm writing to invite you to serve on the Marine Turtle Scientific Advisory Committee of the Caribbean Conservation Corporation. During my father's illness we discussed various measures that could be taken to insure the continuation and integrity of the CCC after he was gone. One of the ideas that he wholeheartedly embraced was the creation of scientific advisory committee, consisting of a cadre of his trusted and valued colleagues, that would counsel the CCC on sea turtle research and conservation issues.

The Committee will perform several vital functions. It will be a source of invaluable wisdom in the development and implementation of our sea turtle conservation program. It will provide essential expertise in setting priorities for research that the CCC should support. And it will serve as a forum to develop positions on critical sea turtle issues and, with the approval of the Board of Directors, to express those positions to state, national and international entities with jurisdiction on the welfare of sea turtles.

In addition, the Committee will be asked to review objectives and policies of the Tortuguero tagging project and data base, the Inagua impoundment, and our international collaborative tagging program. My father donated the projects and data to the CCC and they are administered for us by Dr. Karen Bjorndal of the Center for Sea Turtle Research. Advice from the Committee will be sought as we work out a relationship between the CCC and the Center to insure that the projects remain current and worthwhile.

Due to her long association with the CCC and with my father, I've asked Dr. Anne Meylan to serve as Chairman of the Committee.

Appointment to the Committee is for two years and members will be eligible for reappointment. We will try to include in our 1988 budget, funds for members to get together at least once a year and for other expenses of the Committee.



Mr. George H. Balazs
July 14, 1987
Page Two

If you accept this invitation, would you kindly complete the enclosed registration form and return it to me along with a copy of your resume.

The CCC is embarking on a new and exciting era in sea turtle research and conservation. I hope you will agree to join us. Thank you very much.

Sincerely yours,



David Carr
Executive Director

Enclosures

CC: Mr. Charles D. Webster, Chairman
Mr. Colin S. Phipps, President





U.S. DEPARTMENT OF COMMERCE
National Oceanic and Atmospheric Administration
NATIONAL MARINE FISHERIES SERVICE
Southeast Fisheries Center, Honolulu Laboratory
2570 Dole St. • Honolulu, Hawaii 96822-2356

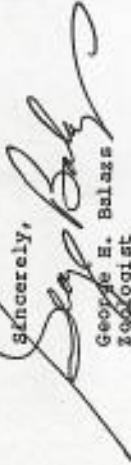
July 21, 1987 F/SKC21CRB

Dr. David Carr
Executive Director
Caribbean Conservation Corporation
P. O. Box 3942
Tallahassee, FL 32315

Dear David,

It is with great honor and commitment that I accept your invitation to serve on the CCC scientific advisory committee for sea turtle research and conservation.

Sincerely,



George H. Balazs
Zoologist

CARIBBEAN CONSERVATION CORPORATION
MARINE TURTLE SCIENTIFIC ADVISORY COMMITTEE
MEMBER REGISTRATION FORM

NAME: George H. Balazs

TITLE: Zoologist; Leader, Hawaiian Sea Turtle Recovery Team

INSTITUTION: Honolulu Laboratory, Southeast Fisheries Center of the
National Marine Fisheries Service

ADDRESS: 2570 Dole Street

CITY, STATE, ZIP: Honolulu, Hawaii 96822-2396

OFFICE TELEPHONE: 808-943-1221

HOME TELEPHONE: 808-395-6409

I AGREE TO SERVE AS A MEMBER OF MARINE TURTLE SCIENTIFIC ADVISORY
COMMITTEE OF THE CARIBBEAN CONSERVATION CORPORATION.

SIGNATURE: George H. Balazs

DATE: July 21, 1987

PLEASE RETURN THIS FORM WITH A COPY OF YOUR RESUME TO CARIBBEAN
CONSERVATION CORPORATION, P. O. BOX 3942, TALLAHASSEE, FLORIDA
32315. TELEPHONE: (904) 385-3306.





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,

A handwritten signature in black ink, appearing to read "Izadore Barrett", is written over a horizontal line.

Izadore Barrett
Director



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		10. Last Performance Rating <input type="checkbox"/> Outstanding <input checked="" type="checkbox"/> Satisfactory	
9. Charge Appropriation Number		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 Leader, Marine Mammals Endangered Species Program		Date		17. Signature and Title of Approving Authority Suzanne Barrett Director, SW Fisheries Center	
15. Signature and Title of Reviewing Official Richard P. Moran		Date		18. Signature of Committee Chairperson (or other individual if required)	
16. Personnel Office Clearance for Outstanding Performance Ratings Only (signature and title) William Doucet		Date 6/9/87		19. Payment Authorized by Personnel Office (signature and title)	
				Date 5/22/87	

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. Balazs 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.

U.S. Department of Commerce PERFORMANCE PLAN, PROGRESS REVIEW & APPRAISAL RECORD

For
Senior Executive Service,
Merit Pay, and General Work Force Employees



THE FORM RECORDS:

- (1) an understanding between the rating official and employee of what is to be accomplished during the appraisal period;
- (2) how those accomplishments will be evaluated;
- (3) the employee's interim progress toward achieving the specified accomplishments;
- (4) the employee's actual accomplishments during the rating period; and
- (5) the final performance rating assigned the employee.

Name of Employee George H. Balazs

Position Title/Series/Grade Zoologist 00410 GS11

Organization NMFS, SWFC, Honolulu Laboratory

Rating Period 4/1/86 - 3/31/87

Covered By: Senior Executive Service Merit Pay

General Work Force

ACKNOWLEDGEMENT OF THE DEVELOPMENT AND RECEIPT OF THE PERFORMANCE PLAN:

SIGNATURE OF EMPLOYEE (Indicates plan has been discussed)	SIGNATURE OF RATING OFFICIAL (Immediate Supervisor)	SIGNATURE OF APPROVING OFFICIAL or SES Appointing Authority
DATE	DATE	DATE

SECTION I—PERFORMANCE PLAN, PROGRESS REVIEW AND APPRAISAL RECORD

Name George H. Balazs	Date 4/25/86	Sheet No. 1 of 3
---------------------------------	------------------------	----------------------------

Item 1. Performance Element and Objective (Identify as Critical or Non-critical, and if it is being tracked at the Departmental level.)

Critical Non-Critical Being Tracked At Departmental Level (Specify Initiative or Project)

Element: **Conduct research and prepare reports.**

Objective: **Conduct turtle field research studies at assigned sites, according to established guidelines, and prepare summary technical reports on findings.**

Weighting Factor (Weights reflect the level of importance and/or amount of time devoted to accomplishing the element. Weight for performance plans must total 100. Enter weight for this element in the adjacent block.) 40

Item 2. Major Activities (Identify activities or results that need to be accomplished in support of the performance element.)

Field research report assignments and research studies (including sites) for this appraisal period are:

1. Conduct and oversee turtle nesting monitoring and tagging at French Frigate and other sites in the Northwestern Hawaiian Islands.
2. Prepare and present a paper on the incidence of tumors in Hawaiian turtles; modify the paper as needed for publication.
3. Compile and summarize all turtle strandings in Hawaii for 1986.
4. Prepare a note on the first record of nesting by a ridley turtle in Hawaii.
5. Modify the turtle habitat report for issuance as an Administrative Report.
6. Compile and summarize records of turtle nesting in the main Hawaiian Islands.
7. Conduct and oversee turtle nesting and monitoring in American Samoa.
8. Update all recovery records for turtles tagged at French Frigate Shoals.

Item 3. Criteria for Evaluation (Use the generic performance standards printed in Appendix A. Supplemental performance standards may also be specified below.)

Due dates for completion of research work and/or completion of technical reports are:

1. 31 August 1986
2. Completion of tumor paper for publication 30 May 1986.
3. 30 January 1987
4. 30 June 1986
5. 30 November 1986.
6. 31 January 1987.
7. 15 October 1986.
8. 31 March 1987.

Optional Initial Block			
Emp.	Date	Supv.	Date

SECTION I—PERFORMANCE PLAN, PROGRESS REVIEW AND APPRAISAL RECORD

Name George H. Balazs	Date 4/25/86	Sheet No. 2 of 3
--------------------------	-----------------	---------------------

Item 1. Performance Element and Objective (Identify as Critical or Non-critical, and if it is being tracked at the Department level.)

Critical Non-Critical Being Tracked At Departmental Level (Specify Initiative or Project)

Element: Develop Hawaiian Sea Turtle Recovery Plan

Objective: Direct Recovery Team in completion of planning actions to recover Hawaiian sea turtles.

Weighting Factor (Weights reflect the level of importance and/or amount of time devoted to accomplishing the element. Weight for performance plans must total 100. Enter weight for this element in the adjacent block.)

25

Item 2. Major Activities (Identify activities or results that need to be accomplished in support of the performance element.)

-Organize and coordinate Hawaiian Sea Turtle Recovery Team meetings to achieve maximum input from members toward development of a recovery plan.

-Take action, as recommended by the Recovery Team, to inform the Regional Director of concerns of the team that should receive immediate attention.

-Modify and expand draft recovery document, in collaboration with the recovery team, as the basis for a draft detailed plan which will eventually be submitted to the Regional Director.

Item 3. Criteria for Evaluation (Use the generic performance standards printed in Appendix A. Supplemental performance standards may also be specified below.)

Optional Initial Block

Emp.	Date	Supv.	Date
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SECTION I—PERFORMANCE PLAN, PROGRESS REVIEW AND APPRAISAL RECORD

Name

George H. Balazs

Date

Sheet No.

3 of 3

Item 1. Performance Element and Objective (Identify as Critical or Non-critical, and if it is being tracked at the Department level.)

Critical Non-Critical Being Tracked At Departmental Level (Specify Initiative or Project)

Element: Perform related tasks

Objective: Cooperate with Region and other agencies in Section 7 consultations, manage turtle stranding program, review documents, and respond to requests from colleagues and others.

Weighting Factor (Weights reflect the level of importance and/or amount of time devoted to accomplishing the element. Weight for performance plans must total 100. Enter weight for this element in the adjacent block.)

35

Item 2. Major Activities (Identify activities or results that need to be accomplished in support of the performance element.)

- Cooperate with all requests from Region or Fish and Wildlife Service (with approval of Laboratory Director or supervisor) for information or comments to assist in Section 7 consultations.
- Direct Lab's turtle stranding program in recovery of animals, work-up and data collection.
- Act as center for collection of worldwide information on turtle interaction problems with marine debris.
- Review and prepare written comments or edit documents as requested by the Program Leader.
- Respond to requests for information and assistance from colleagues and others on matters pertaining to sea turtles. Coordinate as may be necessary.
- Cooperate with Sea Life Park and other private enterprises to collect data and optimize the research and productivity of captive turtles.

Item 3. Criteria for Evaluation (Use the generic performance standards printed in Appendix A. Supplemental performance standards may also be specified below.)

Optional Initial Block

Emp.	Date	Supv.	Date
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16 August 1987

George--

Thought you might be interested in Adest's response to the electroimmobilization business. No need to respond to this (or return the ms.) unless you have some violent reaction you would like to register.

And thanks for sending me all the sea turtle reports. Can't say I waded through all of the tables, but I did find them interesting and useful in adding to my herpetology course "database."

Best wishes,



P.S.

I truly appreciate your thoughtful comments on the stream of sea turtle manuscripts I've sent you over the past few years. You've been a big help.

Dr. Martin J. Rosenberg, Ph.D.
Editor, HR
Department of Biology
Case Western Reserve University
Cleveland, OH 44106 USA

15 June

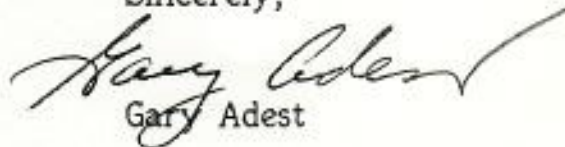
Dear Dr. Rosenberg,

Thank you for your speedy handling of my ms "A Manual Method for Ventilation of Tortoises". I am enclosing two copies of the final version, after having incorporated the editorial changes you and the external reviewers suggested, save one. I am reluctant to suggest that the technique is or may be effective with electro-immobilization because during electro-immobilization there is apparently tonic contraction of skeletal muscle and this would seem to prevent the sort of limb manipulation which is the essence of the described technique. We relied upon chemical immobilization specifically because Gopherus flavomarginatus is a totally intractable animal in the laboratory. It is absolutely impossible to draw blood from the jugulars with the animal's head and neck free to move, as it is during electro-immobilization. However, other species of tortoises are far more cooperative. I suspect that during electro-immobilization the need for manual ventilation doesn't even exist because the respiratory musculature is unaffected. In all, I feel it best not to make the suggestion, but if you feel it is important I will contact my co-author and our project reptilian veterinarian, Jim Jarchow, and we will research the question further.

As you suggested, I have incorporated a diagrammatic series to clarify the position and pressure involved with the technique. I tried to keep it as simple as possible. I assume the accompanying illustration is equivalent to camera-ready copy. If not, please let me know and I will send whatever you require.

Again, thank you for your time and care.

Sincerely,


Gary Adest

A METHOD FOR MANUAL VENTILATION OF TRANQUILIZED TORTOISES

Many modern clinical and field techniques in herpetology require the administration of anesthetic or chemical immobilizing agents. When the subject is immobilized, care must be taken to prevent prolonged apnea. During 1981, Bolson tortoises, Gopherus flavomarginatus, at the Mapimí Biosphere Reserve Laboratorio del Desierto in Durango, México were restrained for blood sampling via jugular venipuncture, cloacal palpation for sex determination, and the administration of oxytocin for induction of oviposition. Immobilization, accompanied by drooping of the upper eyelid (ptosis), and hind limb rigidity, resulted within 3-5 minutes after intramuscular injection of succinylcholine hydrochloride (0.50 mg/kg BW), a neuromuscular blocking agent. Body temperatures of tortoises examined ranged from 27-35 °C. During the course of these procedures, one of us (BB) developed a technique for maintaining adequate ventilation in immobilized tortoises without the need for tracheal intubation. The procedure consists of elevation and extension of the forelimbs while the subject is in a prone position, followed by direct rearward compression of the forelimbs alongside the head and into the axillary space (Figure 1). During this motion the humeri are kept parallel to the long axis of the body and the elbows are flexed at 90 °. As a result, the lungs are filled, as the pleuroperitoneum expands with the extension of the limbs, and emptied (through the nares) as compression occurs. The rigidity of the hind limbs augments this effect by preventing pressure relief through expansion of the abdominal cavity via the inguinal region. One to two complete cycles per minute are sufficient to perfuse adequately immobilized tortoises. We applied the technique continuously during the course of our examination (5-30 minutes) and once every 15 minutes for the next hour. In 6 years of experience since the technique was developed we have never

experienced a fatality or complication in hundreds of uses involving more than 50 animals. The authors believe that the technique would be effective in all tortoises.

ACKNOWLEDGMENTS

We thank the World Wildlife Fund (#3109), Mexican CONACYT and the NSF Latin America INT (#8302864, 8504154) for funding and the Institute of Ecology in México for field support.

GARY A. ADEST

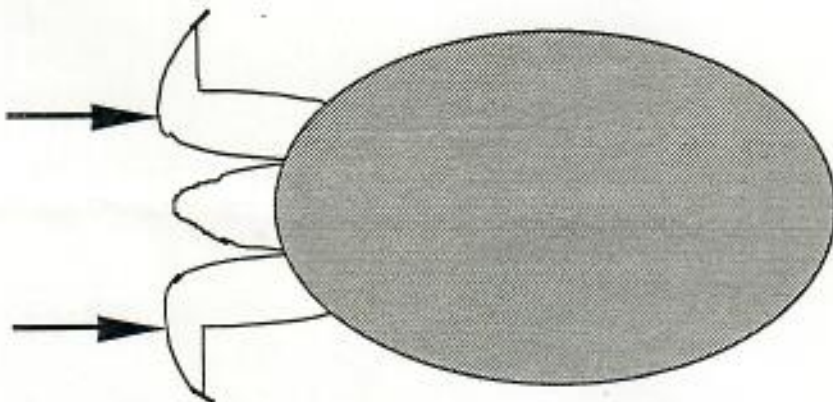
9260-H Regents Road
La Jolla, California 92037, U.S.A.
and

JAMES JARCHOW

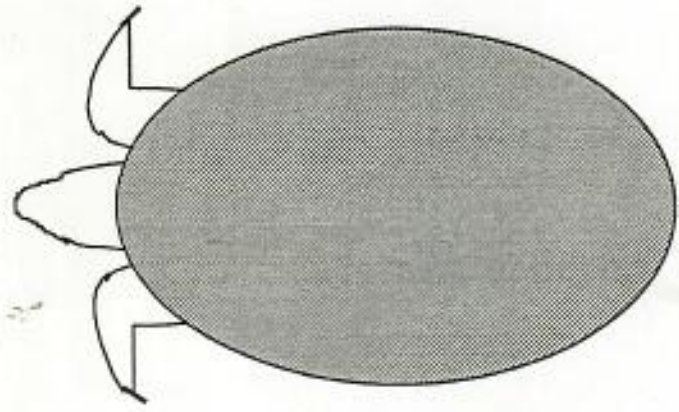
Arizona Sonora Desert Museum
Route 9, Box 900
Tucson, Arizona 85743, U.S.A.
and

BARBARA BRYDOLF

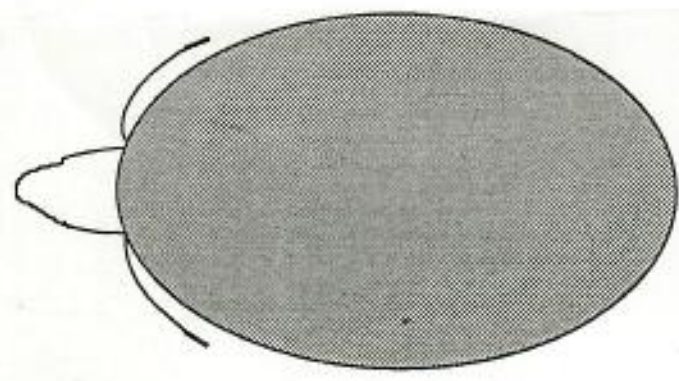
Department of Biology
University of California, San Diego
La Jolla, California 92093, U.S.A.



A

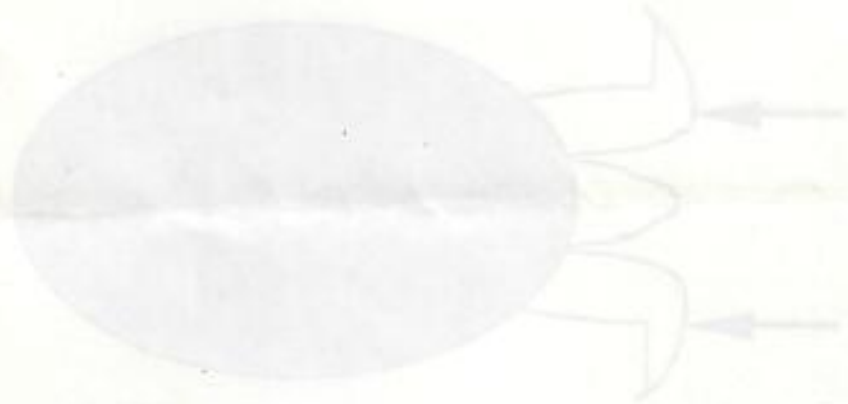


B



C

Figure 1. Dorsal diagrammatic view of limb positions during manual ventilation. A- Beginning technique with humeri extended, parallel to the head; arrows showing points and direction to exert pressure B- Halfway through technique with humeri retracted C- Ending position of technique with forelimbs pressed into the shell openings.





Certificate of Service

Presented to

George H. Balazs

in recognition of ten years of faithful

and loyal Service to the people of Hawaii

Dec. 31, 1981

Date

George R. Ruyshover
Governor

UNITED STATES DEPARTMENT OF COMMERCE



NATIONAL OCEANIC AND ATMOSPHERIC ADMINISTRATION

CERTIFICATE OF RECOGNITION

Presented to

GEORGE H. BALAZS

IN RECOGNITION OF

"YOUR OUTSTANDING WORK ON THE TURTLE ASSESSMENT
PROJECT AT JOHNSTON ISLAND IN ADDITION TO YOUR
ALREADY FULL YEAR RESEARCH SCHEDULE..."

(06/01/83 - 3/31/84)

IZADORE BARRETT, DIRECTOR
SOUTHWEST FISHERIES CENTER



UNITED STATES DEPARTMENT OF COMMERCE



NATIONAL OCEANIC AND ATMOSPHERIC ADMINISTRATION

CERTIFICATE OF RECOGNITION

Presented to

GEORGE H. BALAZS

IN RECOGNITION OF

SUSTAINED SUPERIOR PERFORMANCE

(04/01/84 - 03/31/85)

CASH AWARD





THEODORE BARRETT
DIRECTOR, SWFC

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)

A handwritten signature in cursive script that reads "Izadore Barrett".

IZADORE BARRETT, DIRECTOR
NMFS, SOUTHWEST
FISHERIES CENTER



**U.S. Hawaiian Region
Civil Service Commission**



Presents This Certificate To

GEORGE H. BALAZS

for participation in a program of instruction in

NETWORK TECHNIQUES FOR PROJECT MANAGEMENT

SEPTEMBER 3-5, 1974

HONOLULU, HAWAII

SEPTEMBER 5, 1974

Date

A. J. Buley

Director



October 10, 1988

Mr. George Balazs
National Marine Fisheries Service
2570 Dole Street
Honolulu, Hawaii 96822

Dear George,

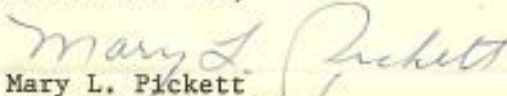
Thank you very much for your excellent lecture on sea turtles for the Fall 1988 Volunteer Docent Program. Your reputation preceded you which accounts for the fact that your session was the best attended of our workshop series. In addition to our potential docents, many staff members and senior docents took advantage of this opportunity. Their comments were unanimously positive.

Most of the workshop participants will be joining us as docents, responsible and knowledgeable volunteers who staff our many education programs. Last year, these volunteers worked with more than 19,000 school students from Hawaii, the mainland and even foreign countries - students ranging in age from preschool through college and senior citizens.

This year's workshop enrollment of 27 is a record for us, which, with 30 returning docents, will allow us to staff all on-site school programs, and begin operation of two new efforts - an outreach program for intermediate and high school levels and a discovery program on endangered species for the general public in the park.

Your participation as a workshop lecturer is essential in this continuing effort to promote awareness of marine animals and environments and the need for their conservation and protection.

Mahalo nui loa,


Mary L. Pickett
Education Associate



U.S. DEPARTMENT OF COMMERCE
National Oceanic and Atmospheric Administration
NATIONAL MARINE FISHERIES SERVICE
Southwest Fisheries Center
Honolulu Laboratory
P. O. Box 3830
Honolulu, Hawaii 96812

February 2, 1982

F/SWC2

Dr. Philip Helfrich, Director
Hawaii Institute of Marine Biology
P. O. Box 1346
Kaneohe, HI 96744

Dear Phil,

Enclosed is an extension of the Intergovernmental Personnel Act (IPA) assignment agreement documenting the detail of Assistant Marine Biologist George H. Balazs, HIMB, to the National Marine Fisheries Service, Honolulu Laboratory, for an additional year starting June 1, 1982.

According to this agreement, Mr. Balazs will continue to be paid his present salary plus fringe benefits by the University of Hawaii. NMFS will reimburse the University accordingly.

We have been extremely pleased with Mr. Balazs' work under this agreement and believe it has been, and will continue to be, advantageous to the University as well as this Laboratory. Mr. Balazs will continue to work in our Marine Mammal and Endangered Species Investigation task. I hope an extension of his assignment meets with your approval.

Would you please have the authorizing officer for the University complete blocks 39, 41, and 43 of Part 15 of the Agreement. Return the signed original in the envelope provided and we will forward it to Seattle for our Personnel Officer's signature. Copies will be made and mailed to you when all signatures have been affixed.

All reimbursement invoices should be sent to the Honolulu Laboratory at the above address. They should carry the identifying document number 03-0-FT2-2, and the appropriations code FT2000/88C5H100.

I will be happy to discuss any aspect of this assignment with you, should you desire.

Sincerely,

Richard S. Shomura
Director, Honolulu Laboratory

Enclosure

ASSIGNMENT AGREEMENT

Title IV of the Intergovernmental Personnel Act of 1970

(5 U.S.C. 3371 - 3376)

INSTRUCTIONS

This agreement constitutes the written record of the obligations and responsibilities of the parties to a temporary assignment arranged under the provisions of the Intergovernmental Personnel Act of 1970.

The term "State or local government," when appearing on this form, also refers to an institution of higher education, an Indian tribal government, and any other eligible organization.

Copies of the completed and signed agreement should be retained by each signatory.

Within 15 days of the effective date of the assignment, two copies of this form must be sent to:

Faculty Fellows and Personnel Mobility Division
Office of Intergovernmental Personnel Programs
Office of Personnel Management
P.O. Box 14184
Washington, DC 20044

Procedural questions on completing the assignment agreement form or on other aspects relating to the mobility program should be addressed to either mobility program coordinators in each Federal agency or to the staff in the Intergovernmental Personnel Programs Division in Office of Personnel Management's regional office.

PART 1—NATURE OF THE ASSIGNMENT AGREEMENT

1. New Agreement Modification Extension

PART 2—INFORMATION ON PARTICIPATING EMPLOYEE

2. Name (Last, First, Middle) BALAZS, George Harvey	3. Social Security Number 33-2018
4. Home Address (Street, City, State, ZIP Code) 992-A Awaawaanoa Place Honolulu, Hawaii 96825	5. - A. Have you ever been on a mobility assignment? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO 5. - B. If "YES", date of each assignment (Month and Year) FROM: 6/1/80 TO: 5/31/81 6/1/81 5/31/82

PART 3—PARTIES TO THE AGREEMENT

6. Federal Agency (List office, bureau or organizational unit which is party to the agreement) Commerce, NOAA, National Marine Fisheries Service, SWFC, Honolulu Laboratory	7. State or Local Government (Identify the governmental agency) University of Hawaii at Manoa Honolulu, Hawaii 96822
8. Is assignment being made through a faculty fellows program? If yes, give name of program.	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO

PART 4—POSITION DATA

A—Position Currently Held			
9. Employment Office Name and Address (Building, Street, City, State and ZIP code) University of Hawaii at Manoa Bachman Hall Honolulu, Hawaii 96822	10. Employee's Position Title Assistant Marine Biologist	11. Office Phone No. (Area Code) (808) 247-6631	
12. Immediate Supervisor (Name and Title) Dr. Philip Helfrich, Director Institute of Marine Biology			
B—Type of Current Appointment			
13. Federal Employees (Check appropriate box.)		14. State and Local Employees	
<input type="checkbox"/> Career Competitive	Indicate GS Level	State or Local Annual Salary \$25,590	Original Date Employed by the State or Local Government October 1971
<input type="checkbox"/> Other (Specify)			
C—Position To Which Assignment Will Be Made			
15. Employment Office Name and Address (Building, Street, City, State and ZIP code) National Marine Fisheries Service Honolulu Laboratory P. O. Box 3830, Honolulu, HI 96812	16. Assignee's Position Title Fishery Biologist	17. Office Phone No. (Area Code) *808) 946-2181	
18. Immediate Supervisor (Name and Title) William G. Gilmartin Wildlife Biologist			

PART 9—FISCAL OBLIGATIONS

Identify, where appropriate, the office to which invoices and time and attendance records should be sent.

26. Federal Agency Obligations (If paying more than 50 percent of a Federal employee's salary beyond a 6-month period, specify rationale for cost-sharing decision.)

Federal Agency will reimburse the State Agency for the salary and fringe benefits of G. Balazs, and will provide office space, typing services, and supplies as normally provided a visiting researcher.

27. State or Local Government Agency Obligations

State agency is responsible for continuing to pay all wages and benefits to G. Balazs, who will report time and attendance to the University of Hawaii for normal record keeping, according to established procedures.

PART 10—CONFLICTS OF INTEREST AND EMPLOYEE CONDUCT

28. Applicable Federal, State or local conflict-of-interest laws have been reviewed with the employee to assure that conflict-of-interest situations do not inadvertently arise during this assignment.
29. The employee has been notified of laws, rules and regulations, and policies on employee conduct which apply to him/her while on this assignment.

PART 11—OPTIONS

30. Indicate coverage or "N.A." if not applicable

A. Federal Employees Group Life Insurance

Covered N.A.

B. Federal Civil Service Retirement

Covered N.A.

C. Federal Employee Health Benefits

Covered N.A.

31. State or Local Agency Benefits (Indicate all State employee benefits that will be retained by the State or local agency employee being assigned to a Federal agency. Also include a statement certifying coverage in all State and local employee benefit programs that are elected by the Federal employee on leave without pay from the Federal agency to a State or local agency.) State employee benefits to be retained by G. Balazs being assigned to a Federal agency, in addition to base pay, are his retirement plan, Social Security (FICA), Health plan, Group life insurance plan, 5-days cumulative vacation, workmen's compensation and unemployment insurance.

32. Other Benefits (Indicate any other employee benefits to be made part of this agreement)

Any travel that may be necessary to the effective performance of his duties while assigned to the Federal agency will be at Federal government expense.

PART 12—TRAVEL AND TRANSPORTATION EXPENSES AND ALLOWANCES

33. Indicate: (1) Whether the Federal agency or State or local agency will pay travel and transportation expenses to, from, and during the assignment as specified in Chapter 334, of the Federal Personnel Manual, and (2) which travel and relocation expenses will be included.

Not applicable

PART 13—APPLICABILITY OF RULES, REGULATIONS AND POLICIES**34. Check Appropriate Boxes**

- YES** A. The rules and policies governing the internal operation and management of the agency to which my assignment is made under this agreement will be observed by me.
 Yes, with exceptions attached
- B. I have been informed that my assignment may be terminated at any time at the option of the Federal agency or the State or local government.
- * C. I have been informed that any travel and transportation expenses covered from Federal agency appropriations may be recoverable as a debt due the United States, if I do not serve until the completion of my assignment (unless terminated earlier by either employer) or one year, whichever is shorter. *not applicable
- D. I have been informed of applicable provisions should my position with my permanent employer become subject to a reduction-in-force procedure.
- E. I agree to serve in the Civil Service upon the completion of my assignment for a period equal to that of my assignment. Should I fail to serve the required time, I have been informed that I will be liable to the United States for all expenses (except salary) of my assignment. (For Federal employees only)

PART 14—CERTIFICATION OF ASSIGNED EMPLOYEE

In signing this agreement, I certify that I understand the terms of this agreement and agree to the rules, regulations and policies as indicated in Part 13 above.

35. Location of Assignment (Name of Organization) National Marine Fisheries Service, SWFC Honolulu Laboratory	36. Date (Month, Day, Year) From: 6/1/82 To: 5/31/83
37. Signature of Assigned Employee	38. Date of Signature (Month, Day, Year)

PART 15—CERTIFICATION OF APPROVING OFFICIALS

In signing this agreement, we certify that:

- the description of duties and responsibilities is current and fully and accurately describes those of the assigned employee;
- this assignment is being entered into to serve a sound, mutual public purpose and not solely for the employee's benefit;
- at the completion of the assignment, the participating employee will be returned to the position he or she occupied at the time this agreement was entered into or a position of like seniority, status and pay.

State or Local Government Agency	Federal Agency
39. Signature of Authorizing Officer	40. Signature of Authorizing Officer
41. Date of Signature (Month, Day, Year)	42. Date of Signature (Month, Day, Year)
43. Typed Name and Title	44. Typed Name and Title Personnel Officer, NASO, Seattle, WA

PRIVACY ACT STATEMENT

Sections 3373 and 3374, Assignment of Employees To or From State or Local Governments, of Title 5, U.S. Code, authorizes collection of this information. The data will be used primarily to formally document and record your temporary assignment to or from a State or local government, institution of higher education, Indian tribal government, or other eligible organization. This information may also be used as the legal basis for personnel and financial transactions, to identify you when requesting information about you, e.g., from prior employers, educational institutions, or law enforcement agencies, or by State, local, or Federal income taxing agencies.

Solicitation of your Social Security Number (SSN) is authorized by Executive Order 9397, which permitted use of the SSN as an identifier of individual records maintained by Federal agencies. Furnishing your SSN or any other data requested is voluntary. However, failure to provide any of the requested information may result in your being ineligible for participation in the Intergovernmental Assignment Program.

George H. Balazs (GS-12) Zoologist, National Marine Fisheries Service
Honolulu Laboratory, 2570 Dole Street, Honolulu,
Hawaii 96822-2396

Other titles: Leader, Marine Turtle Research, Honolulu Laboratory
Leader, Hawaiian Sea Turtle Recovery Team

Professional Affiliation: Member, IUCN Marine Turtle Specialist Group

Research Experience: 9 years with NMFS, Honolulu Laboratory
10 years with University of Hawaii, Hawaii
Institute of Marine Biology (Coconut Is. lab)

Education: B.S. and M.S., University of Hawaii 1967 & 1969

Has now spent the greater portion of his professional life studying Hawaiian and other Pacific populations of sea turtles in order to obtain biological information beneficial to the long term conservation and management of these endangered, magnificent ocean reptiles. Has authored and published some 75 papers and reports over the past 18 years relating to sea turtles.



GEORGE H. BALAZS
ZOOLOGIST AND LEADER,
MARINE TURTLE RESEARCH

NATIONAL MARINE FISHERIES SERVICE
SOUTHWEST FISHERIES CENTER
HONOLULU LABORATORY
2570 DOLE STREET
HONOLULU, HAWAII 96822-2396

TELEPHONE
(808) 943-1240
(808) 395-6409
FAX (808) 942-2062



PACIFIC WHALE FOUNDATION

Kealia Beach Plaza • 101 N. Kihei Rd. Suite 25
Kihei, Maui, HI, USA 96753-8833
(808)879-8860 FAX (808)879-2615

Aloha!

Pacific Whale Foundation is hosting several events to celebrate the 20th Anniversary of Earth Day. We urge you to join us in one or more of these important activities.

WHALES & FRIENDS LECTURE SERIES

Evenings at 7 p.m., Stouffer's Wailea Beach Resort

A Tribute to the Ocean and its Inhabitants featuring lectures on dolphin cognition, monk seals, sea turtles, tropical reef dynamics and humpback whale communication.

*Wednesday
March 21*

If Dolphins Could Talk
Dr. Paul Forestell
Pacific Whale Foundation

*Wednesday
March 28*

Recovery and Protection of the Endangered Hawaiian Monk Seal
Dr. William Gilmartin
National Marine Fisheries Service

*Wednesday
April 4*

Magnificent Marine Turtles
Mr. George Balazs
National Marine Fisheries Service

*Monday
April 9*

The Life and Times of Earth's Largest Animals: Coral Reefs
Dr. Cindy Hunter
Hawaii Institute of Marine Biology

*Monday
April 16*

Tracking Whales by Sound
Dr. Chris Clark
Cornell University

THE GREAT WHALE COUNT

Saturday March 24, 9 a.m. - Noon, Island-Wide

Join PWF whale scientists in a Maui-wide population count of humpback whales. Spotting stations located at Kapalua, Honokowai, Kaaanapali, Lahaina, Olowalu, McGreggor Point, Kealia, Kihei/Wailea, Makena, Waihee, Paia and Hana. Phone 879-8860 to sign up.

WHALE DAY-EARTH DAY 1990

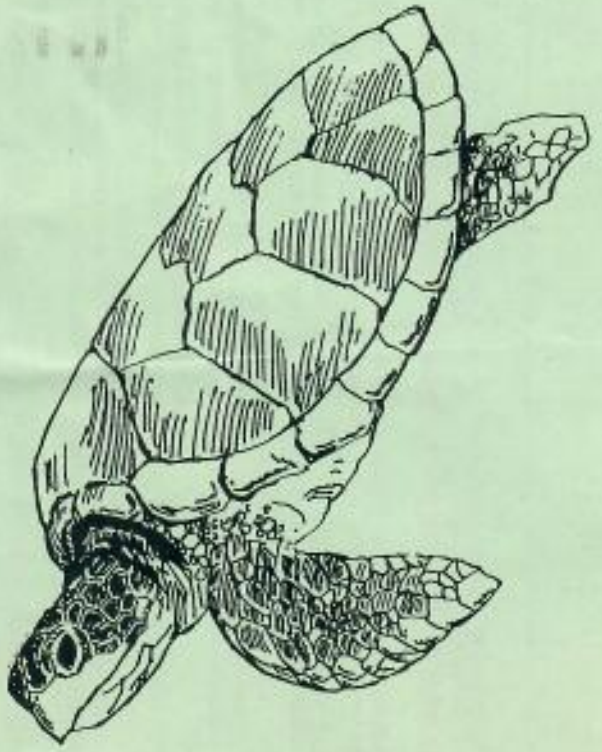
Sunday April 22, 7 a.m.- Sunset, Kalama Park, Kihei

Day begins with a Save The Earth 5K or 10K Walk/Run. Entry by pledge. Volleyball tournament begins at 10 a.m., with live music from 11 a.m. Environmental and political speakers, food and concession booths and information displays by relevant non-profit groups. Your pledge sheet is enclosed.

If you need more information about our Earth Day events phone 879-8860.

Schedule of the Morning
for
BREAKFAST WITH SEA TURTLES

- 8:30 am Breakfast at the Rabbit Island Bar and Grill
Current Research and Findings by George Balazs
- 9:00 am Breakfast for the SLP Sea Turtles with Mallie Luebbe
Special Feeding Session at Sea Turtle Lagoon
- 9:20 am Basic Sea Turtle Biology
Care of Sea Turtle Facilities
Medical Care of Sea Turtles
- 9:45 am Husbandry of Sea Turtles
- 10:00 am Growth Studies
Tag and Release Program
Experimental Education Display Program
- 10:15 am Stranded - Injured Rehabilitation Program
- 10:30 am Aloha...enjoy the park!



From:

TO: Sea Life Park Marine Research
and Education Foundation
Makapu'u Point
Waiananalo, HI 96795

TERRE WILLIAMS
Sea Skipper
ROSE, P.O. Box 997
Kailua HI 96734
257-5420 (w)
TW 257-1614 (w)
FIB.PMP. REPORT - THANKS
SOME



Evaluation
for
Breakfast with Sea Turtles

We appreciate your honest evaluation of our program so that we may continue to improve and develop our programs. Please complete the form, fold it in half and mail it to us. Thank you.

Circle the number that corresponds to your feelings about the statements:
5-strongly agree; 4-agree; 3-neutral; 2-disagree; 1-strongly disagree;
and N-not applicable.

- CONTENT: 1. I felt the material covered was useful and appropriate. 5 4 3 2 1 N
2. The material was presented in a clear interesting fashion. 5 4 3 2 1 N
INSTRUCTOR: 3. The instructors exhibited a thorough knowledge of the subject. 5 4 3 2 1 N
4. The instructors were able to communicate effectively with the participants. 5 4 3 2 1 N
5. The instructors provided an atmosphere for free exchange of ideas. 5 4 3 2 1 N
LOGISTICS: 6. I felt the general atmosphere of the breakfast was conducive to a good learning experience. 5 4 3 2 1 N
7. I felt the seating arrangements and rooms were comfortable. 5 4 3 2 1 N
OVERALL: 8. My objectives in attending this breakfast were met. 5 4 3 2 1 N
9. I would encourage my friends to attend future Sea Life Park classes. 5 4 3 2 1 N

My overall Rating of this class would be:

10	9	8	7	6	5	4	3	2	1
Excellent	Good	Fair	Poor	Very Poor					

Please feel free to write any additional comments.

SEA LIFE PARK MARINE RESEARCH
EDUCATION FOUNDATION

An organization dedicated to furthering marine research and educational opportunities with an emphasis on protected species and injured and stranded animals. (Founded 1986)

OBJECTIVES:

- 1.) To provide resources towards the continuance of programs committed to the rehabilitation and related research of stranded marine animals and sea birds.
- 2.) To further and develop research opportunities in applied animal and marine sciences and education, with special emphasis on marine mammals, rare, protected or endangered species.
- 3.) To study and preserve marine flora and fauna - marine mammals, endemic, protected or endangered species.
- 4.) To stimulate support and understanding of marine environments and inhabitants and their interactions with man through displays, lectures, special events and interpretive materials.
- 5.) To support and establish marine and related educational opportunities for diverse groups, with a focus on outreach programs.
- 6.) To periodically publish a summary of the research and education activities of the Foundation, including articles on related topics.

Your interest and support are very much appreciated. If you would like more information, contact: Sea Life Park Marine Research and Education Foundation, Makapu'u Point, Waianai, Hawaii 96795. (808) 255-7933.

After Dark in the Park

THURSDAYS
7 PM

KILAUEA VISITOR CENTER
(EXCEPT OCT 4 - SEE NOTE)

Sept. 27 1990

MAGNIFICENT AND MYSTICAL MARINE TURTLES

George Balazs, zoologist with the National Marine Fisheries Service, presents a rare view of Hawaii's marine turtles. Learn about the recovery program for the endangered Hawksbill and the legend of Kauila, Turtle Girl of Punalu'u.

October 4

MOONLIGHT ON MAUNA ULU

FULL MOON HIKE TO PU'U HULUHULU

NOTE: Meet at 6 pm at Mauna Ulu parking lot
(four miles down the Chain of Craters Road)

Join Ranger Steve Mattox for a special two mile hike for a spectacular view from the top of Pu'u Huluhulu. See unusual volcanic formations along the way and amazing sights from the summit. Prepare for rough terrain and cool, wet weather. Closed shoes and flashlights are best.

October 11

SANCTUARY IN THE CLOUDS - HAKALAU FOREST WILDLIFE REFUGE

Hakalau Forest National Wildlife Refuge on the slopes of Mauna Kea is a precious sanctuary for the 'akiapola'au the 'akepa and other endangered forest birds unique to Hawaii. Refuge manager Dick Wass explains strategies to enhance the survival of birds and other native species.

SPONSORED BY HAWAII VOLCANOES NATIONAL PARK, DIVISION OF INTERPRETATION. FOR INFORMATION, CALL 967-7311



University of Hawaii at Manoa

Department of General Science
Dean Hall 2 • 2450 Campus Road
Honolulu, Hawaii 96822

18 April 1991

Memo to: George Balazs

From: Sheila Conant, Ph. D. *Sheila*
Associate Professor

Subject: Mahalo!

I wanted to thank you again for coming to both the Atoll class to tell us about the world's sea turtles. I think the students enjoy having a chance to hear from and interact with a variety of people instead of just one. Many of them were particularly looking forward to hearing from you because they've heard so much about that famous sea turtle fellow. I especially appreciate having you come because I know you don't like to do this sort of thing, and because you are so busy.

The course greatly benefits from the visiting expert approach to providing the students with information. Not only do I simply not have command of all the subject material, I would be unable to offer the varied perspectives that such an assortment of highly qualified experts provides.

Thanks again, I'll probably call you again in a year or so. I enclose the syllabus for your information.

Please Post



Summer Sizzles at



Sea Life Park Hawaii

Printed on recycled paper

Sea Life Park Hawaii/Makapu'u Point/Waimanalo, HI 96795

1991 Summer at a Glance

June: Zoo & Aquarium Month, Conservation Today

- 6/8 BC #17: B'fast w/ the Sea Turtles
- 6/15 SCC #9: Fish Observation
- 6/22 SCC #10: Sea Turtles
- 6/15 K&A #3: Fishy Facts
- 6/22 K&A #4: Super Sea Turtles
- 6/25-29 TD #14: Tidepool Discovery

July

- 7/6 K&A #5: Whales & Dolphins
- 7/6 BC #18: B'fast w/ the Seals
- 7/13 SCC #12: Penguins
- 7/20 K&A #6: Seal Lions & Seals
- 7/26 K&A #8 series: Sea Stars
- 7/31 SS #16 series: Sea Turtles
- 7/6 SCC #11: Whales & Dolphins
- 7/9-13 TD #15: Tidepool Discovery
- 7/18 SS #16 series: Marine Debris
- 7/24 SS #16 series: Haw'n Monk Seals
- 7/27 K&A #7: Penguins

August

- 8/2 K&A #8 series: Sea Shells
- 8/7 SS #16 series: Humpback Whales
- 8/10 FA #2: Tidepool Trek
- 8/23 K&A #8 series: Sea Birds
- 8/3 FA #1: Focus on Fish
- 8/9 K&A #8 series: Crusty Critters
- 8/16 K&A #8 series: Octopus

Bulk Rate
U.S. Postage
PAID
Waimanalo, Hawaii
Permit No. 17

George Balazs
Nat'l Marine Fisheries Svc.
2570 Dole St.
Honolulu, HI 96822

Class Registration Form

Advance Registration is recommended at least two weeks prior to class date. Please make checks payable to: Sea Life Park Hawaii. For Sea Savers and Breakfast Club registration, make a separate check out to Sea Life Park Marine Research/Education Foundation. Fill in all information requested & mail to:

Sea Life Park Hawaii
Education Class Registrar
Makapu'u Point
Waimanalo, HI 96795

Limited enrollment—mail now to ensure a spot!

Name: _____

Address (street): _____

(City/Zip): _____

Phone: Day: _____ Eve: _____

• Class title: _____

Class #: _____

Dates: _____

Participant's name(s): _____

Age: _____

Age: _____

Age: _____

Fee: _____

• Class title: _____

Class #: _____

Dates: _____

Participant's name(s): _____

Age: _____

Age: _____

Age: _____

Fee: _____

Total Enclosed: _____



Fee for all of the classes includes same-day admission to all park shows, exhibits and lectures.

Elementary Students

Sea Creatures and Crafts

Students spend Saturdays, 2 to 4:30pm, exploring sea secrets — and enjoying games, stories & a take-home craft.

- Limit: 15 students
- Ages: 6 to 8 years
- Fee: \$10 per participant/section
- Instructor: Meryl Abrams
- SCC #9: Fish Observation June 15
- SCC #10: Sea Turtles June 22
- SCC #11: Whales & Dolphins July 6
- SCC #12: Penguins July 13
- SCC #13: Sea Lions & Seals July 20



Tidepool Discovery

Students "get their feet wet" in five 8-11am sessions, with field trips to nearby beaches and tidepools to see marine animals & fish. Students will be wading only.

- Limit: 18 students
- Fee: \$30 per person/course
- Instructors: Mary Pickett, Terry Hudekman
- TD #14: Tues, June 25—Sat, June 29
- Ages: 6-8 years
- TD #15: Tues, July 9—Sat, July 13
- Ages: 9-12 years



Sea Savers

Earth's oceans cry for help! Learn about Hawaii's endangered marine species & how you can help turn the tide. This informative 2-4pm Wednesday series also includes games & craft activities sponsored in part by the non-profit SLP Marine Research & Education Foundation.

- Limit: 15 students
- Fee & Ages: \$30 per person, 9 to 12 years
- Instructors: Conservation education team
- SS #16: Wildlife, Marine Debris & You July 18
- Hawaiian monk seal July 24
- Sea turtle July 31
- Humpback whale Aug. 7

Need more info? Call the Education Department @259-7933.

Refund Policy

Registration fees are refundable with cancellation rules noted (7) days prior to class. There will be NO refund for cancellations less than seven (7) days prior to class unless the class is full and your seat(s) is/are blank. Full refund will be given if a class is cancelled due to low enrollment.

Preschoolers with Adults

Keiki and Adult Explorations

Join your favorite 4 or 5-year-old for marine animal fun & facts! Stories, songs, role-playing, live animal observations & craft projects fill these Saturdays, 9-11am.

- Limit: 10 adult/child teams
- Fee: \$12.50 per team/section
- Instructor: Meryl Abrams
- K&A #3: Fishy Facts June 15
- K&A #4: Super Sea Turtles June 22
- K&A #5: Whales & Dolphins July 6
- K&A #6: Sea Lions & Seals July 20
- K&A #7: Penguins July 27



Special Seashore Series on Fridays!

- \$55 five-part course per adult/child team:
- Instructor: Kathy Hogue
- K&A #8: Sea Stars Aug. 2
- Sea Shells Aug. 2
- Crusty Critters Aug. 9
- Octopus Aug. 16
- Sea Birds Aug. 23

Family Adventures

Ocean fun with the whole family! 18 participants per section. Each registration must include at least one adult.

Focus on Fish

Get a close-up look at fish with hands-on props, games, bamboo polishing and fish printing! Saturday, 8am—noon.

- Fee & Ages: \$10/person, 6 yrs & up
- Instructor: Mary Pickett
- FA #1: Focus on Fish Aug. 3



Tidepool Trek

Who needs science fiction? Hands-on lecture & visit to nearby tidepools reveal amazing life forms. Saturday, 8am—noon.

- Fee & Ages: \$12/person, 8 yrs & up
- Instructor: Mary Pickett
- FA #2: Tidepool Trek Aug. 10



Special Events

Breakfast Club

SLP Marine Research/Education Foundation and Sea Life Park Hawaii invite you to some very special mornings with this brand new series! Ham & cheese omelettes included in the class fee (brfast sandwich for the keiki). Each registration must include one adult.

Breakfast with the Sea Turtles

Join a Park aquarist and National Marine Fisheries Service (NMFS) sea turtle biologist George Balazs on Saturday, June 8 for the latest on Hawaii's endangered sea turtles.

- Time: 8:30-10:30am
- Ages: 8 yrs to adult
- BC #17: Blast w/ the Sea Turtles
- Limit: 30 people
- Fee: \$12 each, 13 yrs—adult
- \$9 each, 8—12 yr olds

Breakfast with the Seals

Start your Saturday, July 6 with an exclusive tour of the park's sea lion & seal facilities with curator Marlee Breesa. Then enjoy your breakfast overlooking the Haw' Monk Seal Care Center, while NMFS biologist John Henderson shares the latest on work by NMFS (and Sea Life Park Hawaii, its cooperative venture) on the recovery of this very endangered species. Complete your morning by observing a special sea lion training session by one of our experienced trainers.

- Time: 8:30-10:30am
- Ages: 8 yrs to adult
- BC #18: Blast w/ the Seals
- Limit: 30 people
- Fee: \$12 each, 13 yrs—adult
- \$9 each, 8—12 yr olds



June is...

Zoo and Aquarium Month
Congress designated June as Zoo & Aquarium Month in 1963 to help build awareness of the valuable role zoological parks and aquariums serve in the conservation, education and research of wildlife & habitats. Join Sea Life Park Hawaii and the SLP Marine Research/Education Foundation for Zoo & Aquarium Month!
• Discover the Sea—Sea Turtles... at a mobile cart in the park daily at 11:30am.



ZOO & AQUARIUM MONTH

JUNE 1991

June 2 is Conservation Today—The National Event

Join Sea Life Park Hawaii and others across the country to learn how to make our planet better for a greener tomorrow! Visit us on this 2nd annual nationally recognized day—Free admission for 17 yrs & under with a grocery sack full of crushed aluminum cans; 4th rate admission for Whaler's Club members!

Coming in September

Hawaii's Own Conservation Awareness Fair

You can't resist becoming a friend of our planet (if you're not already) with all the education exhibits, games, demonstrations, crafts & activities at this fair! Meet the many organizations, gov't agencies & special interest groups seriously concerned about conserving our beautiful environment. Extra special rates will make it a must for you to join us. Start the new school year as a steward of our planet. Stay tuned for more details!

UNIVERSITY OF FLORIDA
ARCHIE CARR CENTER FOR SEA TURTLE RESEARCH
223 BARTRAM HALL
GAINESVILLE, FL 32611

TELEPHONE 904 392-5194
FAX 904 392-9166

TO: George H. Balazs, Deputy Chairman, Marine Turtle Specialist Group

FROM: Karen A. Bjorndal, Chairman, Marine Turtle Specialist Group

DATE: May 1991

In the name of the Chairman of the IUCN Species Survival Commission (SSC), Dr. George B. Rabb, it gives me pleasure to invite you to become the Deputy Chairman of the IUCN/SSC Marine Turtle Specialist Group. As the Deputy Chairman of the Group, you will become a Member of the SSC.

I enclose a copy of the SSC Members' Guide that will acquaint you with the functioning of IUCN, SSC and its Specialist Groups. I also enclose a copy of the SSC Chairman's report for the last IUCN triennium to give you an idea of the recent activities of the Commission. The revised edition of the SSC Directory will appear during the latter part of 1991 or in early 1992, and to be included it is important that you complete the form enclosed and return it to the address indicated on the form. This will also constitute your acceptance of this invitation to serve the Marine Turtle Specialist Group and the SSC.

Once your reply has been received, you will be added to the membership of the Group, and Dr. Rabb will forward your name to the IUCN Council for formal endorsement. You will also become eligible to receive regular copies of *Species* magazine, and a copy of the SSC Directory.

I have also enclosed a questionnaire about electronic communications. We are currently investigating ways to increase the communication efficiency among group members and would appreciate it if you would take a few moments to complete the questionnaire. We would welcome any suggestions you have concerning the development of an electronic communications network and bulletin board.

I wish to thank you for agreeing to serve as Deputy Chairman of the Group, and I look forward to working closely with you.

cc: G. Rabb
S. Stuart



The Honu Project

3615 Harding Ave., Suite 409, Honolulu, Hawaii 96816 808-988-5979 FAX: 808-734-2315

June 5, 1991

Mr. George H. Balazs
Deputy Chairman
IUCN Marine Turtle Specialist Group
International Union for the
Conservation of Nature
c/o National Marine Fisheries Service
Southwest Fisheries Center
Honolulu Laboratory
2570 Dole Street
Honolulu, Hawaii 96822-2396

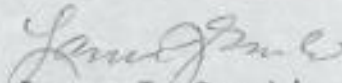
Re: Marine Turtle Conservation

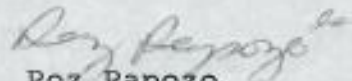
Dear Mr. Balazs:

We are greatly honored to have received the Certificate of Merit which was issued to The Honu Project by the Marine Turtle Specialist Group of the International Union for the Conservation of Nature. Recognition by such an outstanding organization is something that both of us could only have dreamed of when we began our leatherback turtle project a year ago. We have framed the certificate and know it will be a continuing source of inspiration for us.

We would also like to recognize you for being one of the original catalysts in our work. Your talk at Sea Life Park stirred our interest in sea turtle conservation, and the contacts and updated information that you have so kindly been providing us have been immensely useful. Thank you for your continuing encouragement.

Very truly yours,


Laura J. Sasaki


Roz Rapozo

DEC 13 1991

U. S. DEPARTMENT OF LABOR
Occupational Safety and Health Administration
Honolulu Area Office
300 Ala Moana Blvd., Room 5122
P. O. Box 50072
Honolulu, Hawaii 96850
Phone: 808-541-2685

John Key

Admin (L:16)

December 10, 1991

12/11/91
DO/Admin. - Please, can we proceed with all due speed to thoroughly do this recommended cleanup? I would be appreciative,
George

Mr. Jerry A. Wetherall → *do.*
Acting Director
National Oceanic and Atmospheric Administration
NATIONAL MARINE FISHERIES SERVICE
Southwest Fisheries Center Honolulu Laboratory
2570 Dole Street
Honolulu, Hawaii 96822-2396

Dear Mr. Wetherall:

Here are the results of the wipe samples taken for chlorodiphenyl (42% Cl) or PCB on 10/9/91. Samples were taken on glass fiber filters both dry and wet with isopropanol. In each sample the area wiped was approximately 100 cm². GC/Mass Spec was used to confirm the presence of chlorodiphenyls.

<u>Location</u>	<u>Type Sample</u>	<u>Results</u>
Floor	wet	171.0 ug
File Cabinet	wet	62.0 ug
	dry	2.2 ug
Chair	wet	7.4 ug
	dry	6.4 ug
Cleaning rags	dry	17100.0 ug

ug = micrograms

OSHA does not have a standard for surface contamination by PCB's so we spoke to both the State EPA and Federal EPA. The State did not feel that the situation was a hazard especially since the amount spilled from a ballast of a fluorescent light is less than two ounces. Federal EPA has a standard of 10 ug/100 cm² for residential locations. Although the floor and file cabinet are above that limit they also stated that they did not think that your situation posed an significant hazard. PCB's have a very low vapor pressure and are not volatile under normal conditions.

Should you wish to do further cleaning EPA recommends the following methods. Surfaces can be cleaned twice using an appropriate solvent or detergent. The solvents include mineral spirits, deodorized kerosene turpentine and rubbing alcohol. Detergents containing trisodium phosphate may also be used full strength and applied with a damp rag rather than diluted. Contaminated materials should be packed into crumpled newspapers or other sorbent materials and placed in a double thickness plastic bag for proper disposal. The University probably has a repository for toxic wastes.

Thank you for your interest in occupational safety and health. Should you have any questions please do not hesitate to call.

Sincerely,

Walter Chun

Walter Chun
Area Director



DEPARTMENT OF THE NAVY

NAVY ENVIRONMENTAL AND PREVENTIVE MEDICINE UNIT NO. 8
BOX 112
PEARL HARBOR, HAWAII 96860-5040

6260
Ser CI90/0842
25 October 1991

OCT 31 1991

JW (ALD)
1991

10/29
GMB

GMB
(c: JB)

Dr. George W. Boehlert, Director
National Oceanic and Atmospheric Administration
National Marine Fisheries Service
Southwest Fisheries Center Honolulu Laboratory
2570 Dole Street
Honolulu, Hawaii 96822-2396

Dear Dr. Boehlert,

Thank you for your letter of 21 October (F/SWC2:KY:GMB) requesting assistance with the oily substance leaking from a fluorescent lighting fixture in your facility. The sample submitted to our laboratory consisted of an oily paper towel in a one liter wide mouth glass jar. The jar was labeled, "Oily Fluid From Light Ballast 10/1/91."

The analysis was performed on a portion of the paper towel that was soaked through with the oily substance. The procedure consisted of weighing out a 2 inch square piece of paper towel (0.2785 g) in a 15 ml vial. Five milliliters of hexane was added to the vial and it was sonicated for 20 minutes. The sample was cleaned up using a Florisil column and analyzed using a Hewlett-Packard gas chromatograph equipped with an electron capture detector. The results of the analysis indicated that the sample contained 28.2% by weight of Aroclor 1242, a polychlorinated biphenyl (PCB).

If there are any questions on the analysis, please contact Mr. Dwight Fujiwara or myself at 474-4428.

Sincerely,

Roy M. Ishikawa

ROY M. ISHIKAWA
Head, Consolidated Industrial
Hygiene Laboratory Department
By direction of the
Officer in Charge



U.S. DEPARTMENT OF COMMERCE
National Oceanic and Atmospheric Administration
NATIONAL MARINE FISHERIES SERVICE
Southwest Fisheries Center Honolulu Laboratory
2570 Dole St. • Honolulu, Hawaii 96822-2396

October 21, 1991 F/SWC2:KY:GWB

Dr. Roy Ishikawa
CIHL Navy Environmental
& Preventive Medicine Unit 6
Box 112
Pearl Harbor, Hawaii 96860-5040

Dear Dr. Ishikawa:

Recently one of the ballasts from a fluorescent lighting fixture in our facility leaked a blackish smelly substance. Because of our concern with possible PCB contamination, Mr. Dwight Fujiwara of your office was kind enough to agree to test the toxicity of the substance. We understood that he found PCB in the sample substance we gave him.

Based on his finding, we contacted OSHA and requested them to perform a formal analysis and a wipe sample to determine whether any hazardous PCB residual remains. However, since the result of OSHA's analysis will take several weeks, I would appreciate receiving the result of Mr. Fujiwara's chemical analysis. This result is important to us so we can determine what cleanup or precautionary steps are needed.

I would like to take this opportunity to thank you and Mr. Fujiwara for your assistance in this matter.

Sincerely,

George W. Boehlert
Director, Honolulu Laboratory

cc: F/SWC - I. Barrett





WESTERN
PACIFIC
REGIONAL
FISHERY
MANAGEMENT
COUNCIL

10 June 1992

Dr. George Balazs
NMFS Honolulu Laboratory
2570 Dole St.
Honolulu, HI 96822

Dear George:

Thank you for taking time from your busy schedule to help with the protected species briefing last week. I learned a few things about turtles, and realize that we should hold this type of briefing closer to the Council meetings to increase attendance!

Thanks again.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kitty', written in a cursive style.

Kitty M. Simonds
Executive Director

CERTIFICATION FOR WITHIN-GRADE INCREASE

Important: Before completing this form, read the instructions on the reverse side.

1. Employee Name
GEORGE BALAZS

2. Date Ending Waiting Period
NOVEMBER 14, 1992

3. Title, Series, Grade, Step
ZOOLOGIST RES

GS 0410 12 03

4. Organization
NAT MARINE FISHERIES SERVICE
SOUTHWEST REGION, NMFS
SOUTHWEST FISH SCIENCE CENTER
HONOLULU LABORATORY

5. Certification:

- I certify that the employee's work is of an acceptable level of competence to warrant an increase in salary to the next step of the grade.
- I certify that the employee's work is not of an acceptable level of competence to warrant an increase in salary to the next step of the grade.

6. Complete CD-396, "Performance Plan, Progress Review, and Appraisal Record," if employee's current rating does not support the decision to grant or deny the within-grade increase.

Signature of Certifying Official <i>William J. Selman</i>	Title <i>Leader, Protected Species Investigation</i>	Date <i>8/26/92</i>
Signature of Approving Official (when required by operating unit) <i>[Signature]</i>	Title <u>DIRECTOR, HONOLULU LABORATORY</u>	Date AUG 26 1992
Signature of Personnel Office (optional)	Title	Date
Submitting Office No. 1531	Organization Code 54-30-50-0002-02-00-00-00	Agency Code CM54

Return completed form to MARILOU ROY, PERSONNEL by 10/14/92
(Bldg., Room) (Date)

Tax refunds owed isle federal workers

By Gregg K. Kakesako
Star-Bulletin

2-1-92
HSB

More than 19,000 federal workers here are in line for refunds that could total more than \$7 million.

The refunds are going to white-collar workers who've received cost-of-living adjustments over the past four years, to reimburse them for improper Medicare and Social Security deductions.

They stem from a suit filed by a group of teachers working for the Defense Department who challenged the policy of taking Federal Insurance Contributions Act taxes out of overseas cost-of-living and housing allowances.

An appeals court in March ruled that these allowances are not FICA-taxable wages, the Federal Times newspaper reported.

The Internal Revenue Service has since ruled that the court decision applies to non-foreign ar-

cas such as Hawaii, Alaska, Guam, Puerto Rico and the Virgin Islands.

Annette Campbell, Pearl Harbor spokeswoman, said the IRS also has ruled that Medicare taxes cannot be taken out of COLA amounts.

Paul Miller, area manager for the Office of the Personnel Manager, says there is no figure on how much will be refunded although it has been conservatively estimated by other federal officials that it could amount to more than \$7 million.

The big question for affected employees is how long it will take the government to process the refunds.

Campbell said the payments will be in a lump sum, but no one has an answer as to when the checks will be mailed.

Miller estimates that it will take a while to identify employees who have left or switched agencies.

He said some agencies have elected to make the payments in increments and some federal employees already may have received refunds for 1991.

The amount each worker receives depends on which retirement plan the employee has enrolled in, Miller added.

For instance, employees enrolled in the Civil Service Retirement System plan are only supposed to get back their Medicare taxes — an amount equal to 1.45 percent of their COLAs dating back to 1988. No Social Security taxes will be refunded, because these employees do not contribute to the system.

Workers enrolled in the Federal Employees Retirement System are entitled to both FICA and Medicare tax refunds, or about 7.65 percent of their COLAs for the same period.

Interest also must be paid on the withheld funds.

Faculty members need OK for consulting jobs

STAR BULLETIN AUG. 10, 1988

QUESTION: Could you please find out what the official policy is for University of Hawaii faculty members who work two jobs at once? I've never heard of an employer allowing employees to draw two salaries for the same work time, but apparently university "researchers" can.

I understand they regularly collect their salary from the university and also get paid for the same time working as private environmental consultants (I'm not referring to vacation time). Just what is the official university policy on this? Are state taxpayers' dollars being misused?

ANSWER: The union contract between the University of Hawaii Professional Assembly and the university Board of Regents allows full-time researchers or professors to spend one day a week in consulting work for a private company. However, there "must be a clean separation between the time a person is working for the university and the private company," according to David Yount, UH vice president for research and graduate education.

Before a faculty member does outside consulting work, he must file a statement with his supervisor of his plans to do so and the name of the client, Yount said. The supervisor could reject the request, but that would be unusual, he said.



KOKUA LINE

By Harriet Gee

considered in the post for which she/he has been appointed, except with specific approval of the president.

No faculty member shall use university facilities, supplies or equipment other than in the course of her/his university duties, except with the prior approval of the president.

"We encourage faculty members to get involved with the private sector and make their expertise available, otherwise the University of Hawaii will be an ivory tower . . . We attempt to make the university accessible to the community in a meaningful way," he said.

Dr. Byron Bender, UH linguistics professor who also serves as president of the UH Professional Assembly, said the union contract spells out very clearly what a faculty member may and may not do in his outside employment for additional compensation. Here are some of them:

The first guideline says the additional employment may not be so extensive or so demanding as to interfere with the faculty member's "credible performance of the primary obligation to the university."

No faculty member shall accept pay to tutor students in the subject matter of the courses she/he teaches.

No faculty member shall accept any fee, gift or payment of expenses over and above authorized compensation for services ren-

Need help with problems? Call 525-8696 or write Kokua Line, Box 3080, Honolulu 96802.



University of Hawaii at Manoa
SCHOOL OF OCEAN AND EARTH SCIENCE AND TECHNOLOGY

JAN 09 1991

Office of the Dean
MEMORANDUM

January 7, 1991

TO: SOEST Faculty
FROM: C. Barry Raleigh
Dean

Each year, I am obliged to ask each of you to list your planned consulting activities for the coming year.

Also, I would like you to list any business activity that presents a conflict of interest with your duties as a faculty member. The State's Ethics Code lists such activities, such as using University facilities for your business purposes, entering into substantial financial dealings with your subordinates or, using your position with the State for personal profit.

I am concerned that public pronouncements resulting from your business or consulting activities not be made in the name of the University. The public has a right to know whether we speak as a dispassionate observer/scientist, or as a consultant paid either previously or currently. If you are asked to speak or write on such issues, you must clearly preface your remarks with a statement that says you are not speaking on behalf of the University of Hawaii but as a scientist-consultant to Blank Corporation.

Please send me the requested information no later than January 31.

cc: Dr. David Yount

HAWAII

Saturday, May 25, 1991 ■ Star-Bulletin •

Panel to probe moonlighting by EWC staff

□ High-paying jobs are the key targets

By Floyd K. Takeuchi
Star-Bulletin

A Board of Governors' committee has begun a major review of outside consulting work done by East-West Center researchers, partly in response to rumors within the center of \$100,000 contracts.

"I would be surprised if this was a large problem," said Laurence Vogel, a board member and chairman of its Ethics Committee.

But Vogel said there was no way to know the extent of the problem until a "complete examination" is conducted.

The Ethics Committee has hired the accounting firm of Coopers & Lybrand to investigate how many center staffers are doing outside consulting; how much they are paid; and whether that work con-

flicts with their East-West Center duties. There are about 60 researchers at the East-West Center.

The committee also asked attorney James Funaki to offer legal advice, and William "Doc" Stryker of Stryker Weiner Associates to handle public relations.

Marketing specialist Robert Rees has been hired to draw up a new ethics and consulting policy for the center.

Vogel said Rees would be paid \$2,000. Vogel said he did not know how much Coopers & Lybrand, Funaki or Stryker would be paid. But Vogel said the three will charge less than their usual fees.

Interim President Kenji Sumida said the center's current consulting policy does not require disclosure of contracts.

He noted there have been rumors of some center researchers earning \$100,000 in fees for outside work.

Sumida, who was a senior ad-

ministrator in the University of Hawaii system, said UH policy allows up to eight hours of consulting work a week as long as it is disclosed.

The Autumn Ad Hoc Committee, which undertook a comprehensive review of the East-West Center last fall, said in its final report "allegations were made that some center time, staff and facilities had been used for private gain in violation of law and center policy."

The ad hoc committee recommended investigating the rumors.

"We cannot stress strongly enough the need for the center to take prompt action to ensure the highest standards of ethical behavior," the committee said.

Vogel said he expects to have a final report and new ethics policy ready by late July.

Vogel said he wants an ethics code that is "fair, understandable and understood by everyone at the center."



Recognizing

GEORGE H. BALAZS

for Ten Years
of Service in the
Government of the
United States of America

NATIONAL OCEANIC & ATMOSPHERIC ADMINISTRATION

NATIONAL MARINE FISHERIES SERVICE

SOUTHWEST FISHERIES SCIENCE CENTER



U.S. DEPARTMENT OF COMMERCE
National Oceanic and Atmospheric Administration
NATIONAL MARINE FISHERIES SERVICE
Southwest Fisheries Science Center Honolulu Laboratory
2570 Dole St. • Honolulu, Hawaii 96822-2396
(808)943-1221 • Fax: (808)943-1290

October 8, 1993

F/SWC2:WGG:FLF
ACTGCHF-1.WGG

MEMORANDUM FOR: Dr. George W. Boehlert
Director, Honolulu Laboratory

FROM: *William G. Gilman*
William G. Gilman
Task Leader

SUBJECT: Acting Chief and Acting Task Leader

This memorandum is notice that during my absence on Tuesday, October 12, 1993 to Monday, November 22, 1993 George H. Balazs will serve as Acting Chief, Protected Species Investigation and Tim Ragen, Acting Task Leader for Marine Mammal Research Program.



Hawai'i Environmental Education Association

P.O. Box 1236, Honolulu, Hawai'i 96807

September 19, 1994

Mr. George Balaza
2570 Dole St.
Honolulu, Hawaii 96822

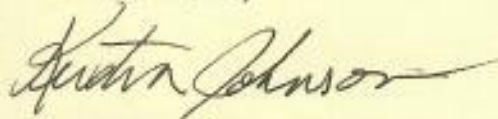
Dear Mr. Balaza:

I would like to extend my warm thanks for your participation in this year's HEEA conference focusing on the theme: *Integrating Cultural and Natural Resources of Hawaii into Environmental Education*. Your presentation, "Magical Mystical Marine Turtles," contributed to the great richness and variety of the sessions we were able to offer. Many, many compliments have been received on the outstanding quality of the presentations this year.

As you know, HEEA is an all-volunteer effort, sustained through board members, volunteers, and the many educational professionals who speak at the conference every year. Your generous contribution of time and expertise helped to make this year's conference a great success.

Thank you for being a part of our efforts to connect and inform environmental educators, professionals, and others who nurture Hawaii's environment through sharing and interpreting the wonders of these islands. Your work makes a difference.

With best wishes,



Kersten Johnson
President, 1993-94



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

Southwest Fisheries Science Center
P.O. Box 271
La Jolla, CA 92038-0271

July 1994

F/SWC

Mr. George H. Balazs
Southwest Fisheries Science Center
Honolulu Laboratory
Honolulu, HI 96822

Dear George,

It gives me great pleasure to join with your supervisor to inform you that a performance award in the amount of \$800.00 has been approved for you.

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

Congratulations!

Sincerely,

Michael F. Tillman, Ph.D.
Science and Research Director
Southwest Region



UNITED STATES
DEPARTMENT
OF COMMERCE



NATIONAL OCEANIC AND ATMOSPHERIC ADMINISTRATION

CERTIFICATE OF RECOGNITION

Presented to

GEORGE H. BALAZS

IN RECOGNITION OF YOUR HIGH LEVEL OF PERFORMANCE
FOR THE PERIOD OF

April 1, 1993 to March 31, 1994



Richard A. Neal for

DR. MICHAEL F. TILLMAN
SCIENCE & RESEARCH DIRECTOR
SOUTHWEST REGION

AWARDS

U.S. Department of Commerce

PERFORMANCE MANAGEMENT RECORD

- Position Review
- Performance Plan
- Progress Review
- Performance Recognition
- Performance Appraisal



Employee's Name George H. Balazs Social Security # 564-54-0156
 Position Title Zoologist
 Pay Plan, Series, Grade/Step 0410 GS12-4
 Organization NOAA, NMFS, Southwest Fisheries Science Center, Honolulu Lab.
 Rating Period 4/1/93 - 3/31/94

- Covered By: Senior Executive Service
 Performance Management and Recognition System
 General Workforce

Position Certification and Authorization of Performance Plan		
I have reviewed the position description of record and certify that it is: Accurate: <input checked="" type="checkbox"/> Less than 4 years old. Inaccurate: <input type="checkbox"/> Minor pen and ink changes attached. <input type="checkbox"/> Over 4 years old; send new coversheet to Personnel. <input type="checkbox"/> Major changes; rewrite must be submitted to Personnel within 45 days.		
This plan is a complete and accurate statement of the work that will be the basis of the employee's performance appraisal.		
Name and Title of First Line Supervisor/ Rating Official <u>William G. Gilman</u> <u>Chief, Protected Species</u>	Signature 	Date <u>4-19-93</u>
Approval		
I agree with the certification of the position description and approve the performance plan.		
Name and Title of Approving Official or SES Appointing Authority <u>Dr. George W. Eschert</u> <u>Director, Honolulu Laboratory</u>	Signature 	Date <u>APR 28 1993</u>
Employee Acknowledgement		
My signature only acknowledges discussion of the position description and receipt of the plan, and does not necessarily signify agreement.	Signature 	Date <u>4/24/93</u>
PRIVACY ACT STATEMENT —DISCLOSURE OF YOUR SOCIAL SECURITY NUMBER ON THIS FORM IS VOLUNTARY. THE NUMBER IS LINKED WITH YOUR NAME IN THE OFFICIAL PERSONNEL RECORDS SYSTEM TO ENSURE UNIQUE IDENTIFICATION OF YOUR RECORDS. THE SOCIAL SECURITY NUMBER WILL BE USED SOLELY TO ENSURE ACCURATE ENTRY OF YOUR PERFORMANCE RATING INTO THE AUTOMATED RECORD SYSTEM.		

SECTION II - PERFORMANCE SUMMARY AND RATING

RECEIVED
JUN 23 1994

Name:

George H. Balazs

SWFC Personnel Office

Item 1. Instructions:

1. List each element in the performance plan; indicate whether it is critical/non-critical and what weight has been assigned to it.
2. Assign a rating level for each element: (5) Outstanding (4) Commendable (3) Fully Successful (2) Marginal/Minimally Satisfactory (SES) (1) Unacceptable/Unsatisfactory (SES)
3. Score each element by multiplying the weight by the rating level.
4. After each element has been scored, compute total score by summing all individual scores. Total score can range from 100 to 500.

Performance Element	Critical or Non-critical (C or NC)	MBO	(Sum of Individual Weights must total 100)	Element Rating (1-5)	Score
Conduct research of sea turtles	C		40	5	200
Prepare research reports	C		30	5	150
Conduct stranding program	C		15	4	60
Assist with other Lab functions	C		15	4	60

TOTAL SCORE

470

FOR SES: Turn to reverse side and continue with Item 3.

Item 2. PERFORMANCE RATING (Based on total score except that if any critical element is less than fully successful the rating can be no higher than the lowest critical element rating.)

- Outstanding (460-500)
 Commendable (380-459)
 Fully Successful (290-379)
 Marginal (200-289)
 Unacceptable (100-199)

Rating Official's Signature and Title: *William A. Schmidt* Date: 4-18-94
Christ. Protege *Marie T. ...*

Approving Official's Signature and Title: *[Signature]* R. MICHAEL ... D. Date: 4/18/94
 DIRECTOR, HONOLULU LABORATORY

Employee's Signature (Indicates appraisal meeting held.): *[Signature]* Employee comments attached? Yes No Date: 4/25/94

Section III. PERFORMANCE RECOGNITION (General Workforce only; see below for PMRS employees.)

- QSI (Outstanding rating required.)
 Performance Award \$ 800 or % _____
 I expect employee's performance to continue at this level.
 Appropriation No. 9WG N4008
 Has employee been promoted within the last 4 months?
 Yes No

Rating Official's Signature and Title: *[Signature]* Date: 4/18/94

Approving Official's Signature and Title: *[Signature]* Date: _____

Final Approving Authority's Signature: *[Signature]* *FOR: Richard A. Neal* Date: 6/23/94
 Deputy Director, SWFSC

Payment authorized by Personnel Office: _____ Date: _____

PMRS EMPLOYEES ONLY: IF THE TOTAL SCORE IS 475 OR MORE AND THE RATING OFFICIAL WISHES TO RECOMMEND AN UNUSUALLY OUTSTANDING PERFORMANCE AWARD OF 10 TO 20% OF BASE PAY, FORWARD A COPY OF THE RATING AND JUSTIFICATION (CD-396 AND CD-396A) THROUGH APPROPRIATE CHANNELS. (THIS AWARD REQUIRES FINAL APPROVAL BY THE SECRETARY OF COMMERCE.)



October 25, 1994

George Balazs
c/o NMFS, Honolulu Lab
2570 Dole Street
Honolulu, HI 96822

Dear George:


Thank you for remembering my inquiry about the availability of your book on seabirds, turtles, and seals. On behalf of the Waikiki Aquarium's Education Department, I would like to thank you for your generous donation of:

Balazs, G. 1976. Hawaii's Seabirds, Turtles, and Seals.
World Wide Distributors, Ltd., Honolulu, HI

We've used this publication with its excellent color photographs as a teaching tool, and it has been particularly useful in our Blue-Water Marine Laboratory program. Since the book is currently out-of-print, your donation of a mint-condition copy is a valuable gift. The book is an important supplement to our reference and teaching library.

Again, our sincere thanks for your gift. You can be sure the book will help the Waikiki Aquarium Education Department in its efforts to communicate the significance of Hawaii's ocean wildlife and the importance of our role as responsible stewards.. Enclosed is a donation form you can complete for your tax records.

Sincerely,


Carol N. Hopper, Ph.D.
Director of Education

cc: Education

Finance & Administration

University of Hawaii-Manoa • Waikiki Aquarium • 2777 Kalakaua Avenue • Honolulu, HI 96815
(808) 923-9741 • FAX: (808) 923-1771



[18] From: Michael Tillman at -NMFS-L1 10/31/94 5:46PM (1472 bytes: 1 ln)
Priority: Urgent
To: Samuel Pooley at -NMFS-HONO, George Balazs at -NMFS-HONO
Receipt Requested
cc: Mike Laurs at -NMFS-HONO, Richard Neal, Ginny Hostler
Subject: Re: Bronze Medal Recipients

----- Message Contents -----

Congratulations to each of you for winning a DOC bronze medal. Normally I'd inform Mike who in turn would tell you but he is on travel and we need to get the word to you ASAP. Note that you as well as a guest may travel to DC at our expense for the award ceremony. Please let Ginny know on Friday if you will attend and if a guest will accompany you. Also note that we have four award winners this year.

Subject: Bronze Medal Recipients
Author: Rolland Schmitt
Date: 10/31/94 4:15 PM

I am pleased to notify you that the following employees of the Southwest Fisheries Science Center have been approved to receive the NOAA Bronze Medal:

George Balazs
Samuel Pooley

William Perrin

Dorothy Roll

The NOAA Awards Ceremony is November 17 at 10:00 a.m. in the SSMC4 Auditorium, Silver Spring, Maryland. Each recipient is allowed one invited guest. Please notify Shirley Smith, F/MS, who plans to attend the ceremony by November 4.

Thanks and congratulations!

UNITED STATES DEPARTMENT OF
COMMERCE
NEWS

WASHINGTON, D.C. 20230

NATIONAL
OCEANIC AND
ATMOSPHERIC
ADMINISTRATION

NOAA 94-R

Contact: Jean Fitch
301-713-2370

FOR IMMEDIATE RELEASE
11/17/94

**NOAA AWARDS BRONZE MEDAL
TO GEORGE H. BALAZS**

The Commerce Department's National Oceanic and Atmospheric Administration has awarded its Bronze Medal to George H. Balazs of the National Marine Fisheries Service for outstanding scientific achievements and leadership in the formulations of research programs vital to the survival of marine turtles in the North Pacific Ocean.

Balazs, who serves as the leader of the marine turtle research program for the Southwest Fisheries Science Center, was presented the award today by NOAA Administrator D. James Baker and other high-ranking NOAA officials during a ceremony at NOAA's headquarters in Silver Spring, Md.

Balazs was commended for scientific achievements and leadership concerning the welfare and survival of marine turtles in the North Pacific Ocean. His work has resulted in the formulation of creative research programs for investigating an often fatal marine turtle disease, and for assessing marine turtle hooking mortality in commercial fisheries.

Balazs received a Bachelor of Science degree and a Master of Science degree in animal sciences from the University of Hawaii. He now resides in Honolulu, Hi., with his wife, Linda, and their three children.

The Bronze Medal is NOAA's highest honorary award granted by each operating unit for significant contributions to that unit.

###

6/22/95

BULLETS AND SUGGESTED KEY WORDS/WORDING

- Highly recommended for promotion from the GS-12 to GS-13 grade.

-Significant accrual of increasingly difficult research duties and program management responsibilities since being appointed Task Leader of Marine Turtle Research Program in 1989.

-Responsibilities have included research implementation, long term research planning, journal publication and report preparation, population monitoring, and mitigation involving

1) Highseas fisheries interactions with marine turtles (driftnet and longline fisheries);

2) Significant disease issues (fibropapillomatosis) of marine turtles;

3) Pacific-wide cooperative research and recovery planning with peers from numerous foreign nations (including serving as sea turtle scientific advisor to the South Pacific Regional Environment Program);

4) Oversight and cooperative research of marine turtles with scientific personnel of JIMAR;

5) Identifying, initiating, and accomplishing contractual work to be conducted by outside scientific specialist in cases where sufficient expertise is unavailable in NMFS;

6) Playing a significant role in convening and accomplishing major expert workshops on issues of significance to NMFS (NOAA Bronze Metal recently awarded for this work):

7) Essential cooperative research and interactions with other federal and state agencies such as the U.S. Fish and Wildlife Service, National Park Service, National Biological Service, and the State of Hawaii Department of Land and Natural Resources;

8) Recent program implementation of stock identification (dna genetics) and satellite biotelemetry research of N. Pacific marine turtles.

- Vital Role

-Fulfilling NMFS responsibilities to Council and ESA

-Outstanding work

-Highly respected by peers

-Significantly enhances image of NMFS in the Pacific

Bill- Note I used the word "accrual" above because it seems to be better descriptive of what's happened than the wordf "accretion" which used in the sample you gave me. Your choice.

I. RESEARCH SITUATION

(GS-12 ZOOLOGIST)

This position is the Leader, Marine Turtle Research Task, in the Marine Mammals and Endangered Species Program, Honolulu Laboratory, Southwest Fisheries Center. The research conducted in the task is directed at assessing the population size, composition and trends, migratory patterns, productivity, growth rates, food sources, causes and levels of mortality, and habitat requirements of threatened and endangered species of sea turtles in Hawaii and elsewhere in the Pacific.

In view of the paucity of background information on these and other research topics relevant to Pacific sea turtles, the incumbent must define problems to be addressed, develop research plans and set priorities, and implement the research with a timetable to successfully obtain results needed for management decisions. The research focuses on high priority needs identified in the Hawaiian Sea Turtle Recovery Plan, which includes special emphasis on immature turtles in their marine foraging habitats, and certain disease and incidental catch problems currently affecting the population. The incumbent is the Leader of the Hawaiian Sea Turtles Recovery Team, and in this capacity provides consultation, when requested directly to the Regional Director of the Southwest Region. The incumbent must have specialized knowledge, which in part is derived from making extensive use of the worldwide literature published on sea turtles. Innovative and new approaches must be used in

developing and designing the necessary research. The incumbent also summarizes the resulting data into technical reports for publication in scientific journals. The data resulting from the research fill critical gaps in the knowledge of the life history and ecology of these difficult to study migratory animals. The research results facilitate management decisions and actions relevant to longterm conservation and recovery of sea turtles.

The incumbent also manages the stranded turtle recovery project in his task, which is responsible for responding to sick, injured, and dead turtles found in the Hawaiian Islands. The incumbent is responsible for conducting necropsies and summarizing data on dead turtles, and for caring for live turtles until they can be rehabilitated and released.

The incumbent is consulted regularly about matters pertaining to sea turtle biology by other NOAA Fisheries scientists, state and other federal agency scientists and managers, enforcement agents, and university and government scientists from other countries.

II. SUPERVISORY RELATIONSHIPS

The Leader, Marine Mammals and Endangered Species Program, a GM-14 Wildlife Biologist, provides administrative guidance to the Task Leader, monitors overall research progress, and generally oversees the task to ensure adherence to program goals. The incumbent manages the finances of the task and may supervise 1-3

GS04-GS07 biological technicians or wildlife biologists. Should the research findings warrant it, the incumbent recommends changes in the programs activities or objectives.

III. GUIDELINES AND ORIGINALITY

Acceptable scientific methods of conducting the research and analyzing the data are the general guides to development of the incumbent's work. Based on the incumbent's professional experience, knowledge of the life history of the animals, the relevant literature, and currently accepted experimental methodology, the incumbent designs, conducts, and reports basic research findings on marine turtle biology and the results of research directed at finding solutions to marine turtle recovery problems. For many reasons, research on marine turtles frequently requires much initiative and ingenuity in adapting research equipment and methods from other animals to these species. The incumbent may, as necessary, initiate collaborative research with other scientists in universities or government agencies to accomplish specific objectives.

IV. QUALIFICATIONS --

The incumbent must have proven professional experience and ability to independently define research needs for endangered and threatened Pacific marine turtles, conduct the research, analyze the data, and prepare summary technical reports for scientific

journal publication. The incumbent must have at least a Master of Science degree in the biological sciences. The incumbent must have the ability to work for extended periods of at least several weeks per year in isolated field environments in the Northwestern Hawaiian Islands or other Pacific islands. The ability to interview native Pacific island fishermen and village elders to obtain current and historical information on the take and cultural use of marine turtles is highly desirable.

George H. Balazs (SSN: ~~562 57 9136~~)

Service Comp Dt.: 06/01/83*

Organization....: 54 30 50 0002 02 00 00 00

HONOLULU LABORATORY

Position.....: GS-0410-12/05

Position Title..: ZOOL RES

Appt Category...: Career

Appt Status.....: Permanent

Work Schedule : Full-Time

Education Level.: Master's Degree

Degree Earned...: Mast

Year of Degree...: 69

Veteran's Preference for RIF : None

Last Three Performance Ratings:

	Evaluation Date	Rating
	-----	-----
Year 1	09/30/94	Outstanding
Year 2	03/31/94	Outstanding
Year 3	03/31/93	Commendable

*NOTE - SCD may be adjusted in RIF due to credit for performance ratings and for periods of service creditable for RIF purposes.

----- Sensitive Personnel Data: Use is Restricted (DOC Policy) -----



UNITED STATES DEPARTMENT OF COMMERCE
National Oceanic and Atmospheric Administration
NATIONAL MARINE FISHERIES SERVICE
1335 East-West Highway
Silver Spring, MD 20910
THE DIRECTOR

August 30, 1995

MEMORANDUM FOR: Employees of the National Marine Fisheries Service

FROM: Rolland A. Schmitt *R. Schmitt*

SUBJECT: Information Request

As you are aware from Dr. Baker's updates on the NOAA budget situation, the Fiscal Year 1996 House markup of our appropriations bill identifies significant budget reductions for our organization. The uncertainty of what the future holds with respect to the Senate markup, any conference results, and what the final appropriations for NOAA will be, requires that we have a contingency plan for staff reductions associated with the House markup. This is particularly true since the longer we wait to begin the preparation process that may lead to staff reductions, the larger the number of reductions that may be required.

During the past year the NMFS management team has aggressively used a variety of available vehicles -- including buyouts, early voluntary retirement, hiring freezes, and termination of selected temporary employees -- to help us streamline our workforce. Unfortunately, we anticipate that the proposed budget cuts may require separating some employees through a formal reduction-in-force (RIF). The precise number is unknown at this time, as are decisions on positions and employees to be impacted.

Your employment records will be used to determine your rights and placement options if you are directly affected by RIF or displaced by other employees. A profile of key information from the automated personnel system is attached to assist you in ensuring that your records are correct. Please review this information to verify its accuracy. We also recommend that you prepare an updated application form (SF-171/172 or OF-612) outlining your full employment history and qualifications. The accuracy of this information is important; the data will be used to determine your rights under RIF procedures if it is necessary to conduct a reduction-in-force. The completed and signed application plus any revisions to the data sheet should be submitted to your servicing human resources office by September 14, 1995. For these purposes only, use of government equipment and time is authorized. If you choose not to submit an updated application, we will rely on the employment history in your Official Personnel Folder.

THE ASSISTANT ADMINISTRATOR
FOR FISHERIES



We recognize the disruptive nature of a reduction-in-force. Please understand that we are preparing these plans only in response to budget reductions that we expect to be enacted by Congress. Should you have any questions or need copies of the forms, please contact your servicing human resources specialist.

Attachment

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle) BALAZS, GEORGE H		2. Social Security Number 09-0156	3. Date of Birth 02/26/43	4. Effective Date 11/13/94
FIRST ACTION		SECOND ACTION		
5-A. Code 893	5-B. Nature of Action WITHIN GRADE INC			
5-C. Code Q7M	5-D. Legal Authority REG 531.404			
5-E. Code	5-F. Legal Authority			

RECEIVED
NOV - 3 1995

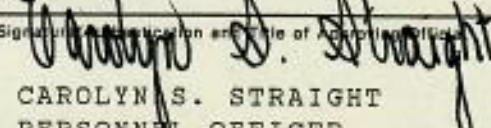
7. FROM: Position Title and Number NMFS/HONOLULU LAB	15. TO: Position Title and Number ZOOL RES 01 SC9088
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8. Pay Plan PA	9. Occ Code	10. Grade/Level 04	11. Step/Rate 44,327.00	12. Total Salary	13. Pay Basis PA	16. Pay Plan GS	17. Occ Code 0410	18. Grade/Level 12	19. Step/Rate 05	20. Total Salary/Award 45,670.00	21. Pay Basis PA
12A. Basic Pay 44,327.00	12B. Locality Adj.	12C. Adj. Basic Pay 44,327.00	12D. Other Pay		20A. Basic Pay 45,670.00	20B. Locality Adj.	20C. Adj. Basic Pay 45,670.00	20D. Other Pay			

14. Name and Location of Position's Organization	22. Name and Location of Position's Organization NATIONAL OCEANIC AND ATMOSPHERIC ADMIN NAT MARINE FISHERIES SERVICE SOUTHWEST REGION, NMFS SOUTHWEST FISH SCIENCE CENTER
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EMPLOYEE DATA			
23. Veterans Preference 1 (None)		24. Tenure 1 (None)	
27. FEGLI W (BASIC-5X ADDITIONAL)		28. Annuitant Indicator 9 (NOT APPLICABLE)	
30. Retirement Plan K (FERS)		31. Service Comp Date Leave 06/01/83	
34. Position Occupied 1 (Competitive Service)		35. FLSA Category E (Exempt)	
38. Duty Station Code 15-2400-003		39. Duty Station (City-County-State or Overseas Location) HONOLULU HONOLULU HI	

POSITION DATA			
40. AGENCY DATA		41.	
42.		43.	
44.		45. Remarks WORK PERFORMANCE IS AT AN ACCEPTABLE LEVEL OF COMPETENCE.	

46. Employing Department or Agency DEPARTMENT OF COMMERCE			50. Signature and Title of Approving Official  CAROLYN S. STRAIGHT PERSONNEL OFFICER
47. Agency Code CM 54	48. Personnel Office ID 1531	49. Approval Date 11/12/94	

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