

# Fisheries Monitoring and Analysis Division Strengths

- We have excellent people on staff, and a well trained and motivated observer workforce.
- We are good at operations, have good and thoughtful scientific staff dedicated to monitoring, and we invested in IT infrastructure ( we build our own applications, and work to automate where possible) many years ago.
- We have strong Council and industry support.
- We have shared industry/NMFS funding (16 - 18M/5M).
- We maintain a close working relationship with our Regional office and Council.

# Fisheries Monitoring and Analysis Division Challenges

- Internal issues in hiring and reduced or static budgets.
- Keeping a large (48,12, 250) workforce safe and supported in a challenging environment.
- Prioritizing work in a program with many objectives.
- Continued implementation of the restructured observer program.
- New entrants to the observer program are unhappy (lawsuit, congressional attention).
- Continued integration and implementation of technology.

# Fisheries Monitoring and Analysis Division

## Proposed Solutions

- Internal issues will be endured, and issues resolved on a case by case basis.
- Enforcement and USCG support for bad situations is key.
- We have set up processes for coordination and prioritization.
- Legal issues will be resolved in the courts.
- We will continue to work through the North Pacific Fishery Management Council process where we have had good support for expansion into new fleets to obtain the information needed to manage.
- We have mapped out a strategic plan for EM/ER which the Council adopted in June.