January - March 2015 Quarterly Report
Strategic Plan Implementation

The following updates include the major activities or accomplishments during the quarter that further the July 2014 – June 2017 PFBC Strategic Plan. The bulleted list does not include every detail about what is being done on a particular goal, just the highlights that help to track implementation.

If there is nothing listed for a particular goal, either there was nothing major to report during the quarter, or work has yet to commence on the goal.

Overall, please also note that it is intended to be a tracking tool for the strategic plan rather than an auditing tool.

Funding

Issue 1: Revenues are insufficient to support the Commission’s current levels of programs and services and meet increasing fixed, variable, and mandatory personnel costs.

As outlined in the preamble, the Commission is required to meet mounting health care, retirement, and other personnel obligations beyond its control while also dealing with the increasing costs of doing business that face any agency or company. To meet its obligations and maintain agency operations, the agency is reallocating spending while living within its means. Concurrent with narrowing the scope of its activities, the agency needs to maximize the funding generated from the traditional revenue streams of fishing license sales and boat registrations while also pursuing new sources of revenue to support the work it performs on behalf of aquatic resources, anglers and boaters, and individuals and businesses throughout Pennsylvania.

Strategy 1A: Reduce expenses and reallocate spending.

Goal 1A: Implement a Spending Reallocation Plan within which the Commission does not spend more than it generates in revenue each fiscal year and maintains agency administrative and support services necessary to deliver programs and services.

A. Through June 2017, implement, review, and update the Spending Reallocation Plan (SRP) to reflect evolving fiscal realities.
B. By July 2015, present updated SRP to the Board of Commissioners.
C. Through June 2017, work with PFBC staff and partners to identify and implement projects using restricted revenue account funds to address settlement agreement conditions and PFBC priorities.

Strategy 1B: Increase traditional revenue sources and secure alternative funding to deliver core programs and services to benefit anglers, boaters, and trust species; deliver select discretionary programs and services to benefit all Pennsylvanians; and meet mandatory personnel costs.
Goal 1B: Increase revenues.

A. Through June 2017, implement operational decisions to increase revenues.
   1. Continue to grow Natural Gas and Water Access programs.
   2. By June 2017, develop, implement, and evaluate annual marketing campaign plans designed to increase license sales (and corresponding federal reimbursements) by 10% through the end of license year 2017.
      o Marketing/advertising activities to promote the “Catch the Value” campaign for 2015 were undertaken in an attempt to drive sales in advance of the two trout season openers
   3. By July 2015, secure dedicated funding to support the water rescue program.

B. Through June 2017, advocate for legislative solutions to maintain and increase revenues.
   1. Identify, develop, and advocate for state legislative opportunities to maintain and increase agency revenues.
   2. In cooperation with the Association of Fish and Wildlife Agencies (AFWA), advocate for federal legislation to maintain and increase agency revenues.

C. Through June 2017, promulgate regulatory changes to increase revenues.
   1. By January 2015, require senior resident lifetime license holders to purchase a trout/salmon permit annually to fish for trout.
Conservation

Issue 2: Current and increasing threats to our aquatic resources demand the Commission provide high quality services to insure essential resource management and protection and improved fishing.

High quality fishing opportunities require healthy, functioning ecosystems comprised of diverse aquatic communities. Pennsylvania’s fish, amphibians, reptiles, and other aquatic resources face a number of threats, including power generation and associated fossil fuel extraction and transmission line construction; municipal and industrial surface and ground water withdrawals; point and non-point discharges; road construction and other encroachments; and the introduction and proliferation of invasive species. Continued assessment of the quality of our Commonwealth’s aquatic resources and prudent implementation of fisheries management programs assures high quality angling in the waters of the Commonwealth. The following priority actions build on past successes to protect, conserve, and enhance both game and non-game species and their habitats in support of the Commission’s Resource First philosophy.

Strategy 2: Provide high quality resource management and protection to reduce the impacts of current and increasing threats to aquatic resources.

Goal 2: Protect, conserve, and enhance aquatic resources and habitats.

A. By January 2015 complete a revision to the Strategic Plan for Management of Trout Fisheries in Pennsylvania to include the following:
   1. Through June 2017, continue efforts to improve Pennsylvania’s tailwater trout fisheries.
   2. Immediately begin implementation of recommendations from the stocked trout efficiency study.
   3. By December 2015, design an angler survey to provide a statewide assessment of angler use, angler catch, angler opinions, and an economic contribution of trout angling on trout stocked lakes in order to make informed decisions regarding future trout stocking allocations in lakes.
   4. By December 2015, complete evaluations of all current fingerling stocking efforts and provide recommendations for future implementation of the program.

B. Through June 2017, continue implementation of river management plans for the Delaware, Susquehanna, and Three Rivers systems.
   1. Efforts specific to all three river systems will include:
      b. Sampling requirements specific to meeting objectives outlined in the species-specific warmwater management plans for Muskellunge, Walleye, and Catfish.
   2. Efforts specific to the Susquehanna River will include:
a. Continued participation on interagency technical committees assessing water quality of the Susquehanna River and the impacts to the Smallmouth Bass population.

b. With partners, implement a fish community sampling procedure to more broadly track the condition of the fishery.

c. By June 2017, identify a method and criteria to determine the impairment status of the river.
   o Staff participated in 2nd and 3rd CADDIS workshops, involving staff from USEPA, DEP, USGS, USFWS, and SRBC in an effort to evaluate candidate causes for the decline in the smallmouth bass population in the Susquehanna River. The next step in the process is preparation of a draft report.

3. Efforts specific to the Three Rivers will include cooperation with Ohio River states to expand our knowledge regarding the expansion of Asian carp in the Ohio River system and reduce or eliminate the threat to the river’s ecology.
   o Since this past January, staff have:
     (1) submitted our request to USFWS Carterville office for 2015 eDNA samples locations (530 samples);
     (2) attended the Ohio River Asian Carp management meeting in Indianapolis;
     (3) reviewed the Draft Ohio River Asian Carp Framework;
     (4) participated in a teleconference with the Ohio River Fisheries Management Team regarding Asian Carp activities on the Ohio River; and
     (5) attended a meeting in West Virginia with personnel with the U.S. Army Corps of Engineers Pittsburgh and Huntingdon Districts and West Virginia DNR regarding Asian Carp activities on the Ohio River.

4. Efforts specific to Delaware River will include:
   a. Annual monitoring of American Shad populations at historic stations.
   b. American Shad spawning activities to support restoration efforts.

C. By January 2015, complete the 2nd edition of the Lehigh River Fisheries Management Plan.
   o Staff have completed a draft of the 2nd edition of the Lehigh River Fisheries Management Plan and it is now under internal review.

D. Through June 2017, implement gamefish management plans for Muskellunge, Walleye, and Catfish.

E. By June 2017, complete the development of a strategic plan for the management of black bass in Pennsylvania.

F. By June 2017, facilitate or complete population inventories and home range assessments for Timber Rattlesnake, Blanding’s Turtle, Eastern Massasauga, Bog Turtle, Eastern Mud Salamander, Rough Green Snake, Broadhead Skink, New Jersey Chorus Frog, Southern Leopard Frog, Kirtland’s Snake, Northern Cricket Frog, Eastern Redbelly Turtle, Eastern Pearlshell, Dwarf Wedgemussel, Bluebreast Darter, Tippecanoe Darter, Gilt Darter, Iowa Darter, Eastern Sand Darter, Spotted Darter, Black Bullhead, Bowfin, and Horneyhead Chub.
   o Planning for field surveys occurred for the Southern Leopard Frog. Call samples from two sites surveyed in 2014 were confirmed to be the new Atlantic Coast Leopard Frog, and one tissue sample was sent for genetic analysis.
Surveys for year two of the Eastern Pearlshell SWG project have been completed. Additional surveys are anticipated during the 2015 field season as well as the completion of a detailed habitat and landscape assessment of extant and historical Eastern Pearlshell occurrences.

Dwarf Wedgemussel presence/absence surveys of the West Branch Delaware River, Shehawken Creek, Marshall Creek, and Brodhead Creek are complete.

Over 100 new Timber Rattlesnake site assessments have been drafted, reviewed, quality checked, finalized, and submitted to the PA Natural Heritage Program for inclusion into PNDI.

G. Through June 2017, continue implementation of statewide action plans for the following species: Eastern Pearlshell Mussel, Bog Turtle, Eastern Massasauga Rattlesnake, and Timber Rattlesnake.

- The final report for a Section 6 long term monitoring study of bog turtles, titled “Monitoring of bog turtle colonies at sites in immediate proximity to development in Southeastern Pennsylvania” was completed and submitted to the USFWS in February.
- A grant titled “Multistate Recovery Actions for the Bog Turtle and Associated Headwater Wetland Species of Greatest Conservation Need” was submitted to the U.S. Fish & Wildlife Services’ National Competitive State Wildlife Grant Program for potential funding.
- The State Wildlife Grant funded Eastern Pearlshell project has completed year two of the three year project.
- PFBC worked with East Stroudsburg University to develop a Timber Rattlesnake monitoring strategy project to be funded by a State Wildlife Grant.

H. By December 2014, research and finalize statewide action plans for the Salamander Mussel and Chesapeake Logperch. Through June 2017, implement these plans.

- The Salamander Mussel Action Plan was written and finalized. The focus of the Salamander Mussel SAP will be first on the assessment of known populations in the Allegheny River. Additional surveys are planned for French Creek to determine presence or availability of habitat. Dunkard Creek will be assessed as part of PFBC monitoring following the 2009 mussel and fish kill.
- The Chesapeake Logperch action plan was written and finalized. It is scheduled to be published on the PFBC website this spring.

I. By June 2015, work with other members of the Pennsylvania Natural Heritage Partnership to complete the upgrade to the Pennsylvania Natural Diversity Inventory environmental review tool.

J. By June 2017, assist the Pennsylvania Department of Environmental Protection and other governmental agencies with the development of policies and reservoir operation procedures that limit alteration of natural flow regimes to levels that maintain critical species, habitats, and ecological conditions.

- Met with DEP Deputy Secretary for Water Management to discuss mutual interest in revising statewide environmental flow policy.
- Met with USFWS and The Nature Conservancy, who has been contracted by the U.S. Army Corps of Engineers, Pittsburgh District, to provide input on potential environmental impacts/benefits if the Corps alters reservoir releases to better reflect natural hydrology.
K. By September 30, 2015, together with partners, complete a new State Wildlife Action Plan.
   o A fully revised State Wildlife Action Plan is expected by September 2015.

L. Through June 2017, continue to conduct the following permit reviews: Species Impact; Scientific Collector; Threatened and Endangered Species; Nongame Special; Venomous Snake; Amphibian and Reptile Organized Hunt; Commercial Snapping Turtle; Water Obstruction and Encroachment; Triploid Grass Carp; Mining; Drawdown; Water Allocation; FERC Hydropower; 316(a) Clean Water Act Thermal Variance; 316(b) Clean Water Act Impingement and Entrainment; and select Algicide, Herbicide or Fish Control Chemical in Waters of the Commonwealth.
   o Species Impact Reviews conducted within the quarter: 713
   o Scientific Collector Permits reviewed and issued: 119
   o T&E species Permits reviewed and issued: 16
   o Nongame Special Permits reviewed and issued: 5
   o Venomous Snake Permits issued: 185
   o Commercial Snapping Turtle Permits issued: 6

M. By June 2017, sample at least 2,000 prioritized, un-inventoried streams that have been identified by Commission staff as most at risk from the effects of human activities, and continue to forge partnerships to augment Commission sampling efforts.

N. Through June 2017, continue the development of a PFBC sampling protocol manual to ensure consistent data collection techniques for waterways.
   1. By December 2014, complete documentation of PFBC-approved sampling protocols for large rivers.
      o Draft document has been reviewed by Bureau Director and sent back to DFM staff for final edits
   2. By December 2015, complete documentation of PFBC-approved sampling protocols for lakes.
      o Draft protocols have been prepared and are under internal review.
   3. By December 2016, complete documentation of PFBC-approved sampling protocols for herptiles.

O. Through June 2017, annually address the following habitat improvement goals:
   1. Refine the stream and lake prioritization approaches to guide habitat improvement work. Work with partners to avoid duplication of efforts and maximize cooperation to address common goals.
   2. Develop and implement lake habitat improvement plans into all PFBC high-hazard dam rehabilitation efforts.
      o Nessmuk, Colyer, Glade Run and Speedwell Forge Lakes have fish habitat improvement plans in place and habitat construction is scheduled to be completed in 2015.
   3. Develop a plan to prioritize dam removals and culvert passage objectives statewide and facilitate fish passage through the removal of 25 dams, improved culvert installations, or the installation of fishways.

P. By January 2016, simplify fishing regulations.
Recreation

**Issue 3:** Other leisure and recreational activities are competing with fishing and boating for people’s time.

A large body of research exists that suggests strategies likely to engage and retain people to fish and boat by promoting it as fun, relaxing, convenient, easy, and safe. One of the most practical strategies for creating new anglers is simply for a friend or family member to take them fishing. Maintaining the most efficient use of stocked fish also continues to be a core element of providing recreational fishing opportunities.

At the same time, the Commission needs to learn more about and use customer demographics, needs, and desires to increase participation in fishing and boating. The Commission should continue to rely on national research and best practices as a foundation for its recruitment and retention goals and focus its efforts on enhancing and using basic knowledge of its customers.

**Strategy 3A:** Successfully involve youth and other target audiences in fishing and boating by addressing the following five key elements in outreach programs, with an emphasis on social support:
- Providing introductory experiences
- Providing access to equipment
- Providing instruction (skills)
- Providing access (real and perceived)
- Encouraging social support (apprenticeship/mentoring ensures adoption)

**Goal 3A:** Engage in targeted education and outreach activities that address the five key elements of fishing and boating participation and engage partners to enhance the Commission’s efforts through the multiplier effect at the local level.

A. Through June 2017, develop and implement annual plans for delivering training and instructional resources to sportsmen’s clubs, conservation organizations, and outdoor recreation providers for Family Fishing, SMART Angler, women’s, and other effective programs at the local level.
  - Developed an annual plan for Fishing Skills Instructor Training workshops, and Family Fishing Festivals and Programs, and coordinated planning with PFBC-trained Fishing Skills Instructors. The majority of these programs and workshops will occur in the second and third quarter of 2015.
  - Conducted analysis of program registration data and other outputs for 2014 and included it in the segment report to the USFWS, as well as the PFBC’s annual report.
  - Submitted and received approval for the Commission’s application for USFWS Federal Assistance. This Sport Fish Restoration Grant provides 5 years of augmenting revenue for the PFBC’s efforts related to recruitment, retention, and aquatic resource education.
Facilitated an internal workgroup to develop framework for two Mentored Youth Trout Fishing Days -- March 28 (Regional Opening Day area) and April 11 (remainder of the state) -- which expanded the opportunity to include all approved trout waters managed under Commonwealth Inland Regulations. Some additional waters were added at the request of Cooperative Nursery Clubs and other sportsman’s organizations.

Developed and implemented a communication and promotion plan for Mentored Youth Trout Fishing Days including the use of the PFBC website, earned media (press releases, interviews), social media, e-mail marketing, and networking with partners.

Developed a system to gather observations of field staff and partners on Mentored Youth Trout Fishing Days. The system was used to provide preliminary summary reports on the number of youth and mentor anglers observed, fishing activity, as well as any feedback volunteered by participants.

Through June 2017, maintain Fishing Tackle Loaner Program to make equipment accessible for group or individual loan.

Through June 2017, develop and implement annual plans to present fishing opportunities in appealing and convenient “packages” such as PA’s Best Fishing Waters, Family Fishing Festivals, and mentored youth opportunities.

See bullets under 3A.

Through June 2017, develop and implement annual plans for mentoring programs, with focused opportunities (e.g., different species or seasons) and increased outside partnership engagement.

1. Increase lead-in and follow-up contacts for mentored fishing opportunities (such as promotions, partnerships, surveys, newsletters).
2. Incorporate recruitment and retention elements into mentoring program promotions and partnerships.
3. By July 2016, assess the overall effectiveness of the Mentored Youth Fishing Day program.

See bullets under 3A.

Through June 2017, use increased understanding of customer demographics, current research, and customer trends to enhance recruitment and retention of anglers and boaters by identifying targeted segments for outreach and education.

**Strategy 3B: Provide for safe and enjoyable participation in boating.**

**Goal 3B: Conduct outreach and informational efforts designed to reduce boating-related casualties, maintain water rescue program to provide necessary training for emergency response personnel to safely and effectively respond to water-related emergencies, and pursue new public access as resources allow.**

Through June 2017, annually identify and implement specific strategies to reduce casualties of targeted user groups.

Conducted a meeting of the Boating Advisory Board and identified eight regulatory amendments to advance to the Commission as proposed rulemaking.

Conducted Boating and Water Safety training for PFBC staff.
B. By January 2015, use point-of-sale messaging to increase awareness of minimum boating safety legal requirements.

C. Through June 2017, continue to play a leadership role in the Pennsylvania Helicopter Aquatic Rescue Team (PA-HART) program.
   o BLE took part in the National Helicopter Search and Rescue workshop to continue to move the water rescue program forward with both HART and SWERT (April 1-2)
   o Completed Commonwealth’s 2015-2020 Training and Exercise Plan for PEMA in regard to PA-HART.
   o Completed multiple PA-HART training missions with partner agencies.

D. By July 2015, establish BLE swiftwater strike team as a certified Type 1 response team.

E. Through June 2017, annually conduct Operation Dry Water, a statewide boating safety and boating under the influence saturation detail.

F. Through June 2017, administer the Floating Structure and Aids to Navigation program.

G. Through June 2017, administer Lake Erie Access Program and, as resources allow, pursue other public access opportunities consistent and Pennsylvania’s Fishing and Boating Access Strategy.

**Strategy 3C:** Create put-and-take fisheries by stocking legal size fish and enhance fisheries by stocking fry and fingerling size fish which supplement natural populations to support sustainable fisheries.

**Goal 3C:** Ensure that fish production levels are met annually to optimize fishing opportunities.

A. Through at least July 2015, continue to operate all 13 state fish hatcheries.
   1. Trout Culture: Annually produce and stock up to 3.2 million adult trout or 1.9 million pounds to stock in the Commonwealth.
      o During the first quarter of 2015, a total of 1,078,600 adult trout were, or are planned, to be stocked. This represents approximately 34% of the annual adult trout to be stocked by the Bureau of Hatcheries based on stocking requests by the Division of Fisheries Management.
      a. By July 2015, evaluate the public demand and expectations for stocked trout and provide a recommendation on how many trout should be raised.
   2. Warm/Cool Water Culture: Annually produce warm/cool water species through in house production or acquisition to meet requests to stock species requested by Fisheries Management.
      o Approximately 1,000,000 yearling Steelhead stocked into Lake Erie tributaries will be stocked this quarter
      o 2,582,907 Steelhead eggs were collected for 2015 production
   3. Cooperative Nurseries: Annually produce fish and eggs to supply the needs of the cooperative nurseries throughout the Commonwealth.

B. Through June 2017, ensure the safe and efficient maintenance and operation of state fish hatcheries while remaining in compliance with environmental regulations and fish health guidelines.
1. Annually utilize available funding for maintenance and operation of hatcheries and identify budget shortfalls which may lead to fish production decreases.
   - Construction of Reynoldsdale State Fish Hatchery renovations is ongoing. They are currently at 35% completion of the project. The cold wet winter has caused some delays and contractors are approximately three weeks behind schedule.

2. Consistently maintain and update hatchery permits and perform water quality analysis according to permits.
   - January 29th, 2015 – Submitted comments on Huntsdale SFH’s 2nd draft to DEP
   - March 30th, 2015 – Received Oswayo SFH’s final permit. Effective 4/1/2015
   - Permit Renewals for 2015
     - Union City SFH renewal due 12/30/2015, renewal process will start September 2015. The permit expires 6/30/2016.

3. Annually perform fish health inspections, provide diagnostic services, and maintain fish transfer records.
   - Continue to perform annual Fish Health Inspections (FHI), completed FHI at all 14 SFH in 2014.
   - Continue to provide diagnostic services to PFBC SFH, PFBC cooperative nurseries and Fisheries Management. 214 diagnostic cases in 2014.
   - Continue to review and maintain records of all fish transfers between PFBC SFH’s.

C. Through July 2017, maintain and promote existing cooperative nurseries.
   1. Through July 2017, increase the presence of cooperative nursery information in the Pennsylvania Angler and Boater magazine and the PFBC website.
      - To date, four articles were submitted to the Pennsylvania Angler and Boater for inclusion in the “Currents” section. These articles highlighted two current nurseries, one new nursery, and the 2015 Cooperative Nursery Unit Regional Seminars.
      - The Cooperative Nursery Unit portion of the PFBC website is regularly updated with information for use by our cooperative nurseries.
   2. By December 2016, perform an analysis of existing cooperative nurseries and recommended production levels.
   3. By July 2016, evaluate and recommend improvements to the cooperative nursery application process.
      - An electronic version of the Prospective Nursery Application was created for a more efficient way of approving new nurseries.
Internal Resources

Issue 4: The Commission must consistently make investments in itself to maintain its infrastructure, staff, and programs and their respective relevance.

The Commission’s employees are its largest investment and most important resource. More than just people, the Commission’s infrastructure includes a vast network of facilities and properties. To deliver its programs and services, the Commission needs to sustain strategic investments in employee development and training, information technology, and physical infrastructure and properties, which include an enormous backlog of capital improvement requirements and an extensive list of long-term maintenance needs that require a coordinated and deliberate approach for planning, funding, and implementation.

Strategy 4: Strengthen performance and secure operations by continuing to efficiently and effectively manage limited financial and human resources and agency infrastructure.

Goal 4: Optimize agency efficiency through continuation of investments in information technology, employee training and development, and infrastructure planning and implementation.

A. Information Technology
   2. By June 2016, redesign the Commission’s website to simplify and enhance ease of navigation.
   3. By June 2017, continue to plan for and support IT updates, enhancements, and maintenance of critical business applications to meet the needs and requirements of program areas.
      a. By September 2014, identify and prioritize essential application enhancements for key business areas.
      b. By July 2015, develop and implement annual plans for prioritized and funded application enhancements.
   4. Through June 2017, continue to convert business applications to the new .NET/SQL application standard platform as necessary.
   5. By July 2015, identify and begin utilizing available partnerships, infrastructure, software, data, and training to provide meaningful and useful information for managers and executive leadership to make critical programmatic, marketing, and business decisions.
   6. By June 2017, develop the capability of a GIS layer containing Commission properties.
      a. By June 2016, validate existing data, through general referencing, on Commission property holdings.
      b. By June 2017, develop GIS layer for Commission properties.

B. Training and Development
   1. Through June 2017, continue to re-invest in employee development opportunities.
   2. By June 2016, complete the training of a new class of WCOs.
Conditional offers of employment went out to 20 candidates for the 21st WCO Class. Four others have successfully completed the background and will only be offered employment if someone else decided not to accept.

C. Through June 2017, continue to implement a comprehensive multi-year Infrastructure Plan for the engineering, maintenance, and development of the Commission’s dams, access areas, administrative buildings, hatcheries, marinas, and bridges.

1. Through June 2017, leverage funding sources to complete high-hazard dam repairs.
2. By March 2015, prioritize access areas that the Commission manages on behalf of the Commonwealth and begin implementing repairs on an established cycle.
   o Compiled inventory data sheets, photos and assigned ratings for over 300 PFBC-managed boating and fishing access sites. Prioritizing primitive and non-primitive sites for future work cycles as funding permits.
3. By December 2014, complete plan for where and how to house the Commission’s Centre County-based staff.
   o The Commission purchased a 104,000-sf warehouse facility for Centre region staff in December 2014 at 595 East Rolling Ridge Drive, Bellefonte.
   o Commenced work onsite with in-house staff for the following items: thorough cleaning of warehouse and office areas, design and permitting for build-out of warehouse area to accommodate all office staff.
   o In the process of procuring carpet, cubicles, HVAC, electrical, plumbing and energy-efficient lighting for the facility.
4. By June 2016, complete plans to optimize Commission field staff into as few locations as possible to meet identified business needs.
5. By December 2014, complete return on investment analysis of marinas managed by the Commission.
6. By January 2015, prioritize bridges that the Commission manages on behalf of the Commonwealth and begin implementing repairs on an established cycle.
   o Compiled database of existing bridges; completed inventory and visual analysis of existing facilities. Rated condition and prioritized list based on use and need.
   o Coordinating with PennDOT for statewide agency MOU for federal inspections. This will provide us with the means of requesting federal and state dollars for future repairs.
7. By June 2017, complete a Commission-wide energy savings analysis.
   o By December 2015, complete an energy savings analysis for state fish hatcheries.
     o Infrastructure changes that result in energy savings are ongoing. All hatcheries are reporting completed projects and plans for future changes are continually being developed.
     o The Hatchery Energy Savings Workgroup has also solicited professional energy evaluations from the Pennsylvania Technical Assistance Program (PennTap) for three hatcheries. Reports from two of the three evaluations have been received and the third should be completed in the summer or early fall of 2015.