

Atlantic States Marine Fisheries Commission

Commission Business Session

October 28, 2025, 11 a.m. – Noon

October 30, 2025, 1:15 – 1:30 p.m.

Draft Agenda

The times listed are approximate; the order in which these items will be taken is subject to change; other items may be added as necessary.

October 28

1. Welcome/Call to Order (*J. Cimino*)
2. Board Consent
 - Approval of Agenda
 - Approval of Proceedings from May 2025
3. Public Comment
4. Consider Approval of 2026 Action Plan **Final Action**
5. Elect Commission Chair and Vice-Chair **Final Action**

October 30

1. Consider Noncompliance Recommendations, if necessary **Final Action**
2. Other Business/Adjourn

The meeting will be held at Hyatt Place Dewey Beach (1301 Coastal Highway, Dewey Beach, Delaware; 302.864.9100) and via webinar; click [here](#) for details.

**DRAFT PROCEEDINGS OF THE
ATLANTIC STATES MARINE FISHERIES COMMISSION
BUSINESS SESSION**

**The Westin Crystal City
Arlington, Virginia
Hybrid Meeting**

May 8, 2025

These minutes are draft and subject to approval by the Commission Business Session.
The Board will review the minutes during its next meeting.

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1. **Approval of agenda** by consent (Page 1).
2. **Approval of Proceedings of October 23, 2024** by consent (Page 1).
3. **On behalf of the Northern Shrimp Section, move the Commission approve Amendment 4 to the Interstate Fishery Management Plan for Northern Shrimp as amended by the Section** (Page 1). Motion by Doug Grout. Motion passes with one objection (Page 2).
4. **Move to adjourn** by consent (Page 2).

ATTENDANCE

Board Members

Megan Ware, ME, proxy for C. Wilson (AA)	Loren Lustig, PA (GA)
Cheri Patterson, NH (AA)	John Clark, DE (AA)
Doug Grout, NH (GA)	Roy Miller, DE (GA)
Dan McKiernan, MA (AA)	Lynn Fegley, MD (AA)
Sarah Ferrara, MA, proxy for Rep. Armini (LA)	Jamie Green, VA (AA)
Jason McNamee, RI (AA)	Ben Dyar, SC, proxy for B. Keppler
Eric Reid, RI, proxy for Sen. Sosnowski (LA)	Mel Bell, SC, proxy for Sen. Cromer (LA)
Matthew Gates, CT, proxy for J. Davis (AA)	Doug Haymans, GA (AA)
William Hyatt, CT (GA)	Spud Woodward, GA (GA)
Robert LaFrance, CT proxy for Rep. Gresko (LA)	Carolyn Belcher, GA, proxy for Rep. Rhodes (LA)
Marty Gary (AA)	Erika Burgess, FL, proxy for J. McCawley (AA)
Joe Cimino, NJ (AA)	Gary Jennings, FL (GA)
Jeff Kaelin, NJ (GA)	Ron Owens, PRFC
Kris Kuhn, PA, proxy for T. Schaeffer (AA)	

(AA = Administrative Appointee; GA = Governor Appointee; LA = Legislative Appointee)

Staff

Bob Beal	Caitlin Starks	James Boyle
Toni Kerns	Chelsea Tuohy	Katie Drew
Tina Berger	Emilie Franke	Jeff Kipp
Madeline Musante	Tracy Bauer	Samara Nehemiah

The Business Session of the Atlantic States Marine Fisheries Commission convened in the Jefferson Ballroom of the Westin Crystal City Hotel, Arlington, Virginia, via hybrid meeting, in-person and webinar; Thursday, May 8, 2025, and was called to order at 11:45 a.m. by Chair Joe Cimino.

CALL TO ORDER

CHAIR JOE CIMINO: With that we will move into Business Session. Policy Board reviewed noncompliance findings. There aren't any, so that will not be part of our Business Session today, as I always say, luckily.

APPROVAL OF AGENDA

CHAIR CIMINO: I will look to approval of the agenda for Business Session. Are there any additions that folks need to make for our Business Session? Not seeing any, I'll consider the agenda approved.

APPROVAL OF PROCEEDINGS

CHAIR CIMINO: Approval of the proceedings from the October 2024 meeting. Are there any concerns with the proceedings from that meeting? That's good.

PUBLIC COMMENT

CHAIR CIMINO: Is there any public comment to come before Business Session, not seeing any.

CONSIDER AMENDMENT 4 TO THE INTERSTATE FISHERY MANAGEMENT PLAN FOR NORTHERN SHRIMP FOR FINAL APPROVAL

CHAIR CIMINO: We will move on to consider Amendment 4 to the Interstate Fishery Management Plan for Northern Shrimp for final approval, so this is a final action and I will go to Doug Grout.

MR. DOUGLAS E. GROUT: Do we have one slide we can put up there? Our Northern shrimp fishery is a poster child for impacts from

warming ocean temperatures on our resources and the impact on our fishery. A moratorium has been in place since 2014, because abundance, biomass and recruitment have been at by far the lowest levels we've ever seen.

But our fisheries management plan said that we had to come together every year to set or not set a season. We've been meeting every year to keep the moratorium in place. We decided to start moving forward on developing Amendment 4, which would give us the ability to set a moratorium for a longer period of time.

In this particular Amendment we decided that we could set a moratorium for up to five years. It doesn't mean it's going to be five years, but up to five years at a time. We also added language in there that had some triggers for what happens if we see some improvements. You know if we start seeing recruitment again that may potentially be enough to start considering a fishery, or we're seeing temperature changes, because this is the key thing with northern shrimp.

If you have cold bottom temperatures, you get good recruitment. But there are also temperature triggers in there that would force the Board to come back and consider implementing a full-blown stock assessment or potentially having another winter research set aside fishery, to go out and have the commercial fishermen check on these things. We implemented that. We also, of course, can always call a meeting, and any Board member can call a meeting at any time to consider maybe changing whatever our moratorium period is.

The other thing that we put in here because our fishery had changed is we changed one of our objectives to better reflect the status of the resource right now and what we were trying to accomplish. Then finally, we changed some of the adaptive management within our plan to allow the Section more flexibility in the future to change measures through an addendum rather than an amendment. If you have any questions about that I'll take any questions. Yes, go ahead.

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MR. JEFF KAE LIN: We had some research fishing this year, I think I read somewhere.

MR. GROUT: Yes.

MR. KAE LIN: How did that go, if you don't mind my asking?

MR. GROUT: We had what was it, 25-ton research set aside. We caught 57 individuals of northern shrimp between all the trappers and the boats that went out trawling. Any other questions.

CHAIR CIMINO: No depressing ones please, Jeff.

MR. GROUT: I was actually hoping that just to give Chelsea an idea the shrimp that she was helping us manage, that maybe they would save one or two of them, so that she could cook them up just to see how good they taste, because they are delicious. I'm very disappointed this happened to this fishery, but that is my taste buds speaking.

If there are no other questions, I have a motion to put up. **On behalf of the Northern Shrimp Section, I move the Commission approve Amendment 4 to the Interstate Fisheries Management Plan for Northern Shrimp, as amended by the Section.**

CHAIR CIMINO: Thank you for reading the motion into the record. This is a motion from the Section, it does not need a second. But I will look around the room. Is there any discussion on the motion? Megan Ware.

MS. MEGAN WARE: Maine voted no on this amendment, and I think any time a state votes no on an amendment it is important to explain why, particularly when it is just three states that sit on the Section. Doug did a great job outlining the two major issues were the length of the moratorium and the triggers.

Maine supported a three-year moratorium length, Massachusetts and New Hampshire

were at up to five. We voted it out as we do. There was a motion for the middle at four, up to four years. That did not receive a second. Then for the triggers, Maine had some concerns about the triggers and their complexity. Massachusetts and New Hampshire were in favor of the triggers. Again, we voted it out. The motion to not include triggers did not receive a second. Given those were the two major issues, Maine voted no on the amendment. We're not trying to be a stick in the mud here. It is obviously pretty hard to compromise on triggers, you either do them or you do not. It would have been great to see some compromise on the moratorium length, but here we are, so thank you.

CHAIR CIMINO: Thank you to the award-winning Megan Ware. This is final action. I apologize, I was briefly side barring with Toni on do we need roll call or can we just get hands for any objections to the motion. We can do this by noting if there are any objections to this motion.

That is the question before you right now. **Any objections to this motion? I see Maine, and it looks like that is it. This motion is going to pass with one objection, with all other states approving this motion.** I think that is all we have.

ADJOURNMENT

CHAIR CIMINO: We don't have any other business before us, so I will look for a motion to adjourn. John Clark as the maker and Cheri Patterson second. This is Cheri Patterson's last meeting here. I think we need one last round of applause for all Cheri has done here. (Applause) Okay, bittersweet, thank you everyone

(Whereupon the meeting adjourned at 11:53 a.m. on Thursday, May 8, 2025)

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ATLANTIC STATES MARINE FISHERIES COMMISSION

Draft 2026 Action Plan



For Review by the Business Session of the Commission

October 28, 2025

Goal 1 – Rebuild, maintain and fairly allocate Atlantic coastal fisheries

Goal 1 focuses on the responsibility of the states to conserve and manage Atlantic coastal fishery resources for sustainable use. Commission members will advocate decisions to achieve the long-term benefits of conservation, while balancing the socioeconomic interests and needs of coastal communities. Inherent in this is the recognition that healthy and vibrant resources benefit stakeholders. The states are committed to proactive management, with a focus on integrating ecosystem services, socioeconomic impacts, habitat issues, bycatch and discard reduction measures, and protected species interactions into well-defined fishery management plans. Fishery management plans will also address fair allocation of fishery resources among the states. Understanding evolving ocean ecosystems and their impacts on fishery productivity and distribution is an elevated priority. Successful management in an evolving marine environment will depend not only on adjusting management strategies to be more adaptable and flexible, but also in reevaluating and revising, as necessary, the underlying conservation goals and objectives of fishery management plans. Current ocean conditions have a significant impact on fish stocks, fish habitats, and interactions between species and fisheries. The Commission will strive to proactively consider ecosystem level impacts when making management decisions to take a more holistic consideration of issues. Improving cooperation and coordination with federal partners and stakeholders can streamline efficiency, transparency and, ultimately, success. In the next five years, the Commission is committed to ending overfishing and working to rebuild overfished Atlantic coast fish stocks, while promoting sustainable harvest of and access to rebuilt fisheries. Where possible, the Commission will seek to aid in the rebuilding of depleted stocks, whose recovery is hindered by factors other than fishing pressure.

Fisheries management and stock assessment activities anticipated for 2026 and into 2027 are outlined below. Activities are divided into high priority species (those with significant management action, stock assessment activity, or are of critical importance to the states and their stakeholders) and medium-low priority species. For most species, there are several activities that occur on an annual or ongoing basis, including specification setting; FMP review and state compliance reports; and ensuring cooperation and consistent management programs among the states, regional councils, and NOAA Fisheries for shared resources. While ongoing activities are not listed below, they continue to be conducted. The focus of the Action Plan is to highlight new and high-profile activities where the Commission will focus its resources and energies for the next two years.

HIGH PRIORITY SPECIES

American Lobster

- **Initiate management action to respond to results of 2025 benchmark stock assessment, if necessary**
- **Explore initiating a management strategy evaluation to identify possible management objectives and approaches for the Gulf of Maine/Georges Bank lobster stock, contingent on funding and Board approval**
- Work with partners and ACCSP on maintaining tracking device data collection as part of Addendum XXIX; respond to legal challenges and regulatory changes if necessary
- Update annual indices of stock abundance and settlement, and respond if necessary

- Continue to collaborate with the New England and Mid-Atlantic Fishery Management Councils (NEFMC and MAFMC, respectively) and NOAA Fisheries regarding regulations related to on-demand trap gear
- Continue to communicate with Canada DFO regarding potential changes in minimum size limits, in the maritime lobster fishing areas, and resulting trade impacts
- **Explore facilitating a meeting between the ASMFC American Lobster Technical Committee and Canada DFO lobster scientists**
- Continue to monitor and respond as necessary to NOAA rulemaking on Atlantic Large Whale Take Reduction Plan modifications
- Continue to work with the Law Enforcement Subcommittee, the states, and NOAA Fisheries to improve enforcement of management measures in both state and offshore waters
- Work with NOAA Fisheries to ensure consistency in state and federal regulations

Atlantic Croaker

- Conduct and present traffic light analysis, and respond if necessary
- Present benchmark stock assessment and peer review, and respond if necessary
- Consider Plan Review Team recommendations on sciaenids species *de minimis* status criteria, and respond if necessary

Atlantic Menhaden

- **Initiate management action to respond to ecological reference point (ERP) benchmark stock assessment and peer review report and single-species stock assessment update, if necessary**

Atlantic Striped Bass

- **Conduct 2027 benchmark stock assessment**
- **Work with the states to implement new management measures to support stock rebuilding, if approved in Addendum III**
- **Work with the contractor on development of the Atlantic Striped Bass Recreation Demand Model**

Black Sea Bass

- Finalize recreational management reform Amendment in collaboration with MAFMC
- Begin development of white paper to address recreational data collection in collaboration with MAFMC

Bluefish

- Finalize recreational management reform Amendment in collaboration with MAFMC
- Begin development of white paper to address recreational data collection in collaboration with MAFMC
- Continue development of management uncertainty tool in collaboration with MAFMC
- Work with contractor on development of the Bluefish Recreation Demand Model

Cobia

- **Set 2027 specifications and consider changes to recreational measures, if necessary**
- **Initiate stock assessment for Board presentation in 2027**

Horseshoe Crab

- **Conduct a stakeholder engagement process to identify possible changes to the Utility/Reward/Harvest (U/R/H) Policy functions of the ARM Framework to better align with stakeholder values, and consider recommendations**
- **Evaluate state spawning surveys and identify changes or improvements to allow future use in stock assessments**
- **Monitor Endangered Species Act 90-day finding, and respond if necessary**

Red Drum

- **Work with the states to implement Addendum II, if approved**
- **Conduct and present traffic light analysis, and respond if necessary**
- **Consider Plan Review Team recommendations on sciaenids species *de minimis* status criteria, and respond if necessary**

Scup

- **Finalize recreational management reform Amendment in collaboration with MAFMC**
- **Begin development of white paper to address recreational data collection in collaboration with MAFMC**
- **Monitor management and research activities of MAFMC including, but not limited to, scup discards and gear restricted areas analysis**

Summer Flounder

- **Finalize recreational management reform Amendment in collaboration with MAFMC**
- **Begin development of white paper to address recreational data collection in collaboration with MAFMC**

Tautog

- **Respond to the 2025 stock assessment update if necessary**

MEDIUM-LOW PRIORITY SPECIES

American Eel

- **Monitor potential action on the Convention of International Trade of Endangered Species through communications with US Fish and Wildlife Service (USFWS)**

Atlantic Herring

- **Monitor and respond if necessary to NEFMC activities, including management flexibility**
- **Conduct meetings as necessary to establish state effort control (days-out) programs for Area 1A**
- **Explore funding options for biological sampling program**

Atlantic Sturgeon

- Monitor state and federal activities in response to an Endangered Species Act listing, including 5-year status reviews and recovery plans
- **Monitor state and federal responses to pending Biological Opinion, and respond if necessary**
- Continue work on 2028 benchmark stock assessment

Black Drum

- Update and present indicators of fishery performance and indices of abundance, and respond if necessary
- **Consider Plan Review Team recommendations on sciaenids species *de minimis* status criteria, and respond if necessary**

Coastal Sharks

- Monitor activities of NOAA Fisheries Highly Migratory Species (HMS) Division regarding coastal shark management actions; consider development of complementary management actions as needed for consistency, including HMS Amendment 15 (Mid-Atlantic Shark Closed Area), and **HMS Draft Amendment 16 (commercial and recreational shark fishery management), and proposed rule for electronic reporting**
- **Present Bull and Sandbar Sharks Stock Assessments, and respond if necessary**

Jonah Crab

- Work with partners and ACCSP on maintaining tracking device data collection as part of Addendum IV, respond to legal challenges and regulatory changes if necessary
- Update annual indicator time series for the offshore Southern New England stock, and respond if necessary

Northern Shrimp

- Conduct traffic light and management trigger analyses, and respond if necessary
- Continue exploration of industry-based summer survey

Shad and River Herring

- Consider updates to shad and river herring sustainable fishery management plans and shad habitat plans, if necessary
- Monitor management activities of MAFMC and NEFMC including, but not limited to, shad and river herring catch caps and bycatch avoidance programs

Spanish Mackerel

Monitor and respond if necessary to South Atlantic Fishery Management Council (SAFMC) activities, including **the Council's development of a federal Amendment to address catch level recommendations from the most recent stock assessment and several management topics raised through the Council port meeting process**

Spiny Dogfish

- **Monitor MAFMC and NEFMC activities including accountability measures and specification setting modifications, and respond if necessary**

Spot

- Conduct and present traffic light analysis, and respond if necessary
- **Initiate 2027 benchmark stock assessment**
- Consider Plan Review Team recommendations on sciaenids species *de minimis* status criteria, and respond if necessary

Spotted Seatrout

- Consider Plan Review Team recommendations on sciaenids species *de minimis* status criteria, and respond if necessary

Weakfish

- **Initiate benchmark stock assessment for completion in 2028**

Winter Flounder

- Present management track assessment, and respond if necessary
- Monitor management activities of NEFMC including Framework Adjustment 72 with specifications for FY2026-2028 for winter flounder, and respond if necessary

CROSS CUTTING ISSUES

- **Monitor and assess impacts to Commission FMPs and stock assessments from changes to Marine Recreational Information Program (MRIP) Fishing Effort Survey (FES), including recalibration results**
- Continue to update existing management programs to address the concerns of the recreational community with regard to Commission-managed and jointly-managed species
- Continue to work with the states and NOAA Fisheries on changes to the Take Reduction Plan for North Atlantic right whale
- Consider strategies for increasing responsiveness in management to changing ocean ecosystems
- Participate in the East Coast Coordination Group to track progress of the Potential Action Plan
- Provide support for the Core Team to track information and changes relevant to East Coast fisheries, identify ideas that are worthy of consideration by the Coordination Group, and identify new possible actions to undertake in the Potential Action Plan
- Participate in CEFI actions including relevant Council Inflation Reduction Act (IRA) projects to support the development and advancement of fisheries management and implementation efforts
- **Monitor activities of the Regional Councils on Executive Order on Seafood Competitiveness**
- Develop joint management agreement with MAFMC to clarify roles and increase efficiency on collaborative projects

- **Facilitate Declared Interests and Voting Privileges Work Group discussions and incorporate recommendations into Commission guiding documents as approved by the ISFMP Policy Board**
- **Address challenges of sharing tracking data across jurisdictions**
- **Organize an opportunity for the states to present and discuss efforts on northern right whale monitoring and research**

Goal 2 – Provide robust, actionable science to inform management decisions

Sustainable management of fisheries relies on accurate and timely scientific advice. The Commission strives to produce robust, actionable science through a technically rigorous, independently peer-reviewed stock assessment process and through consideration of relevant socioeconomic data. Assessments are developed using a broad suite of fishery-independent surveys and fishery-dependent monitoring, as well as research products developed, in cooperation with the fishing industry, by a broad network of fisheries scientists at state, federal, and academic institutions along the coast. This goal encompasses the development of novel and innovative scientific research, modern assessment methodology, and enhancement of the states' stock assessment capabilities. It provides for the administration, coordination, and expansion of collaborative research and data collection programs. Achieving the goal will ensure robust science is available as the foundation for the Commission's evaluation of stock status and adaptive management actions.

Several fisheries science activities occur on an annual or ongoing basis, including development of stock assessments and conducting peer reviews; stock assessment scheduling and evaluation of scientists' workloads; updating Commission research priorities and distributing to funding agencies; external research proposal reviews; development of ecological reference points; supporting multispecies/diet data collection; fish ageing and tagging programs; gear technology research; and participation in MRIP and Atlantic Coastal Cooperative Statistics Program (ACCSP) committees. While ongoing activities are not listed below, they continue to be conducted.

SCIENTIFIC COMMITTEE ACTIVITIES

- Seek Assessment Science Committee (ASC) guidance on best practices for use of MRIP FES data in stock assessments; work with MRIP statisticians to determine magnitude of potential effort and catch estimate changes by species; during stock assessments, conduct sensitivity analyses to evaluate the effects of potential MRIP changes on model results and stock status
- Solicit ASC input to long-term stock assessment scheduling priorities, and assessment processes in the Northeast (NRCC) and South Atlantic (SEDAR)
- **Seek ASC refinements to the stock assessment retrospective patterns guidance document**
- Continue to foster US Geological Survey (USGS) partnership; seek analytical support to stock assessment committees from USGS Cooperative Research Units in each state
- Develop best practices to standardize and archive modeling code and data, during and after assessments, to increase consistency, efficiency, and assessment throughput
- Streamline processes for producing socioeconomic analyses to inform management through the Committee on Economics and Social Sciences

- Participate in the development of the Northeast Fisheries Science Center's (NEFSC) Ecosystem and Socioeconomic Profiles
- Continue to develop an American lobster socioeconomic data inventory to enhance current stock and fishery indicators
- Support development of a Recreational Demand Model for striped bass to evaluate fishery trends, and predict harvester responses to changes in regulations and fishing conditions
- Update the ASMFC Research Priorities; work with scientific committees to write proposals and pursue funding to conduct priority research
- **Use the Risk and Uncertainty Tool to inform management of data-poor species**

DATA COLLECTION

- Coordinate the Southeast Area Monitoring and Assessment Program-South Atlantic (SEAMAP-SA) component
 - **Consider expanding range of trap-video survey northward to sample shifting stocks**
 - Continue to pursue survey designs for a regional fishery-independent survey targeting coastal pelagic species
 - Evaluate the efficacy of longline surveys for use as stock assessment abundance indices
 - Collaborate with the Southeast Coastal Ocean Observing Regional Association to manage and disseminate SEAMAP-SA survey data
 - **Build standardized survey data delivery tools to expedite use in stock assessments**
 - **Evaluate past use of environmental data collected during surveys; identify opportunities to use the data more fully in assessments and research publications**
 - Seek increased funding support via budget discussions with Congressional staff
- Coordinate the Northeast Area Monitoring and Assessment Program (NEAMAP) and implement action items stemming from annual NEAMAP committee meetings
 - Develop common methodology protocols and standardize guidance documents for NEAMAP partner surveys
 - Seek increased funding support via budget discussions with Congressional staff
 - Communicate with offshore wind energy developers on use of the NEAMAP brand with regard to pre- and post-construction surveys and monitoring
 - **Participate on the Northeast Trawl Advisory Panel to implement plans for wind energy area survey mitigation**
 - **Collaborate with partner surveys to transition from paper to digital data collection; evaluate needs and benefits, and acquire equipment and requisite training**
- Collect new data to address stock assessment information gaps
 - Increase the resolution of catch and survey information, including bycatch and fishery-independent information, for future spatial modeling in stock assessments
 - Explore the use of video surveys as new fishery-independent indices for Jonah crab
 - Increase bycatch monitoring of sturgeon, shad and river herring, and sciaenids in state waters, as resources allow
 - Support the states, SAFMC, and ACCSP with the citizen science project to collect new recreational live release data from volunteer anglers

- Leverage partnerships to increase diet data collection for ecosystem-based assessments and management through new or existing survey programs, as resources allow, notably diets of birds, marine mammals, and larger offshore fish
- **Partner with NMFS NEFSC Cooperative Research Branch to pilot an industry-based survey to supplement current fishery-independent data collection**
- **Work with the Councils to characterize deficiencies in NOAA Fisheries' scientific support and associated impacts to fisheries; this initiative is funded through Inflation Reduction Act funds allocated to the Councils**
- **Monitor progress in Northeast commercial landings port and observer sampling information exchanges between state and federal partners**

FISHERIES RESEARCH

- **Assist NOAA Fisheries Science Centers in identifying opportunities for the Commission and states to supplement sample collections, lab processing, and analyses**
- Conduct ageing sample exchanges for Atlantic sturgeon and Atlantic menhaden, and species shifting ranges along the coast that are aged differently between regions (black sea bass, cobia)
- Conduct a Fish Ageing Quality Assurance Workshop among Atlantic coast state and university laboratories to ensure consistency between new and historical age data
- Collaborate with university researchers to advance stock assessment population dynamics models and other analytical tools: **weakfish mortality estimates from dolphins**; striped bass multi-stock contributions and management strategy evaluation; spot spatiotemporal model; ecological reference points; and **lobster management strategy evaluation (contingent upon Board approval)**
- Collaborate with USGS to generate new population models for invasive catfish in Chesapeake estuaries, as predators on Commission managed species
- Provide support to the new national partnership among Interstate Fisheries Commissions and USGS Regional Science Centers
- Work with federal partners to identify shared research priorities and opportunities for enhanced scientific support to the Commission
- Continue to participate with Fisheries and Oceans Canada on the American Eel Work Group supported by the International Council for the Exploration of the Sea (ICES)

ECOSYSTEM-BASED MANAGEMENT & CHANGING OCEAN CONDITIONS

- **Expand the incorporation of environmental data and analysis into assessment workflows to better inform stock-recruitment and population productivity dynamics, including forecasts of future stock productivity**
 - Request support from the NOAA Changing Ecosystems and Fisheries Initiative (CEFI) to better incorporate environmental information into stock assessments to understand historical and potential future population dynamics
 - Partner with the USGS Climate Adaptation Science Centers to characterize changes in diadromous fish populations and their habitats
- Promote consistencies in fishery-independent survey data collection across East Coast geographic regions and jurisdictions (both state and federal); develop methods to combine or calibrate data across surveys with disparate methodologies

- Improve coordination and knowledge sharing among the Councils' Scientific and Statistical Committees and the Commission's scientific committees, particularly for species spanning multiple jurisdictions and jointly managed species
- Collaborate with NOAA Fisheries Northeast and Southeast Fisheries Science Centers to include Commission interests in Ecosystem Status Reports
- Track development of emerging science and tools related to changing ocean conditions and impacts to fisheries (e.g., CEFI, Species Vulnerability Assessments, Habitat Vulnerability Assessments)
- Examine options to increase fishery management integration across FMPs to fully implement ecosystem-based modeling results

COMPETING OCEAN USES

- Determine the Commission's role in wind energy intersections with fisheries; continue to participate in Responsible Offshore Science Alliance and provide forum for the states to discuss interactions between fisheries resources and offshore energy development
- **Implement NOAA-Commission Memorandum of Understanding to use offshore energy developer funds for surveys and monitoring, if resources become available**
- Support the Recreational Study Fleet Pilot Project, monitor progress, and respond if necessary
- Evaluate NEAMAP and SEAMAP-SA survey interactions with wind energy development; investigate impacts on existing surveys and assessment products

Goal 3 – Produce dependable and timely marine fishery statistics for Atlantic coast fisheries

Effective management depends on quality fishery-dependent data to inform stock assessments and fisheries management decisions. Goal 3 focuses on providing timely, accurate catch, effort, and biological data on Atlantic coast recreational, for-hire, and commercial fisheries to support fisheries management.

The Commission will accomplish this through the ACCSP, a cooperative state-federal program that designs, implements, and conducts marine fisheries statistics data collection programs and integrates those data into data management systems to meet the needs of fishery managers, scientists, and harvesters. ACCSP partners include the 15 Atlantic coast state fishery agencies, the three Atlantic Fishery Management Councils, the Potomac River Fisheries Commission, NOAA Fisheries, and the US Fish and Wildlife Service.

On a continuing basis, ACCSP does the following:

- Reviews and maintains coastwide standards for data collection and processing in cooperation with all program partners
- Provides funding to its Program Partners supporting data collection management and innovation through a competitive process and monitors funded projects
- Maintains commercial dealer reporting and commercial and for-hire trip catch reporting through the Standard Atlantic Fisheries Information System electronic applications

- Coordinates state conduct of MRIP Access Point Angler Intercept Survey and the For-Hire Survey, including the Large Pelagics Telephone Survey add-on
- Consolidates and integrates partner data and provides user-friendly, on-line, public and confidential access to those data via the Data Warehouse
- Provides communication, outreach, and engagement resources to ACCSP Partners and system users in accordance with the ASMFC Communications Plan
- Maintains security protocols for ASMFC network and information systems to comply with Federal Information Security Management Act
- Responds to complex custom data requests

PARTNERSHIPS

- Coordinate with Gulf and Pacific Commissions on data collection and data management initiatives
- Coordinate Atlantic region recreational fisheries data needs, including prioritization of new and ongoing development activities
- Participate in the Fisheries Information Systems program and promote Atlantic data modernization projects
- Coordinate data initiatives with Councils (NEFMC, MAFMC, SAFMC, GPMC), and relevant NOAA regional offices and Science Centers

FISHERIES-DEPENDENT DATA COLLECTION

SAFIS

- **Facilitate the transition of dealers into the redesigned electronic dealer reporting(eDR), with specific focus on file validation transfer (FVT)**
- **Extend One Stop Reporting (OSR) initiative in eTRIPS (e.g., addition of state requirements, expanded functionality across federal permits)**
- **Solicit dealer and harvester feedback on eTRIPS mobile and online applications look and feel to scope enhancements to the user experience**
- **Expand partner implementation of the eTRIPS 1-ticket functionality to allow single submission from harvesters acting as their own dealers in 2-ticket systems**

Recreational Surveys

- Continue to develop and seek MRIP certification of for-hire methodology for logbook estimates of catch and effort with dockside validation
- **Support funded MRIP endorsed recreational pilot projects (e.g. APAIS catch card)**
- **Monitor and support South Atlantic exploration of state red snapper management**

DATA DISTRIBUTION AND USE

Data Distribution and Use

- Provide validated commercial landings data for Commission stock assessments (**Atlantic herring, cobia, Atlantic striped bass, Atlantic sturgeon, black drum, horseshoe crab ARM, spiny dogfish**) and SEDAR process (**black grouper MSE, bull sharks, sandbar sharks, dolphin, gag grouper**)

- Incorporate additional partner data feeds to the biological data load schedule and finalize biological queries in the Data Warehouse
- Implement charter boat at-sea observer data warehousing for South Atlantic
- Implement consolidation, warehousing, and display of released catch data across data types in ACCSP (e.g., mandatory reports, citizen science, observer data)
- Review Data Warehouse user guide materials and identify necessary updates or additions to the materials or application

Outreach and Infrastructure

- Prioritize and implement improvements to IT hosting scalability to address increased data demands within the scope of available funding
- Increase outreach via industry publications on the value of SAFIS applications with specific emphasis on OSR features
- Continue to improve the website through content expansion and usability enhancement, to create a richer, more engaging website that is easy to navigate and provides valuable information to our users
- Discontinue antiquated software applications to increase the efficient use of ACCSP resources to maintain vital functionality and meet future needs
- Document contingency plans for shifting funding availability

Goal 4 – Protect and enhance fish habitat and ecosystem health through partnerships and education

Goal 4 aims to conserve and improve coastal, marine, and riverine habitat to enhance the benefits of sustainable Atlantic coastal fisheries and resilient coastal communities in the face of changing ecosystems. Habitat loss and degradation have been identified as significant factors affecting the long-term sustainability and productivity of our nation's fisheries. The Commission's Habitat Program develops objectives, sets priorities, and produces tools to guide fisheries habitat conservation efforts directed towards ecosystem-based management.

The challenge for the Commission and its state members is maintaining fish habitat under limited regulatory authority for habitat protection or enhancement. Therefore, the Commission will work cooperatively with state, federal, and stakeholder partnerships to achieve this goal. Much of the work to address habitat is conducted through the Commission's Habitat and Artificial Reef Committees. In order to identify fish habitats of concern for Commission managed species, each year the Habitat Committee reviews existing reference documents for Commission-managed species to identify gaps or updates needed to describe important habitat types and review and revise species habitat factsheets. The Habitat Committee also publishes an annual issue of the *Habitat Hotline Atlantic*, highlighting topical issues that affect all the states. The Commission and its Habitat Program endorses the National Fish Habitat Partnership and will continue to work cooperatively with the partnership to improve aquatic habitat along the Atlantic coast. Since 2008, the Commission has invested considerable resources, as both a partner and administrative home, to the Atlantic Coastal Fish Habitat Partnership (ACFHP), a coastwide collaborative effort to accelerate the conservation and restoration of habitat for

native Atlantic coastal, estuarine-dependent, and diadromous fishes. As part of this goal, the Commission will continue to provide support for ACFHP, under the direction of the National Fish Habitat Partnership Board.

EDUCATE

- Educate Commissioners, stakeholders, and the public about the importance of habitat to healthy fisheries and ecosystems
- **Publish Habitat Management Series document on Atlantic coast shell recycling programs and the benefits to fish habitat; initiate next Habitat Management Series document**
- Identify mechanisms to evaluate ecosystem health for consideration by Technical Committees and Boards

INTEGRATE

- **Update report on state ecosystem resiliency initiatives**
- Maintain and update Fish Habitats of Concern descriptions to be considered for integration into Commission FMPs
- Increase communication on ecosystem-based management with Commission committees to find overlap with fish habitat related issues
- Explore opportunities to integrate habitat data into stock assessments, where possible

LEVERAGE PARTNERSHIPS

- Engage local, state, and regional governments in mutually beneficial habitat protection and enhancement programs through partnerships
- Foster partnerships with management agencies, researchers, and habitat stakeholders to leverage regulatory, political, and financial support
- Engage in state and federal agency efforts to ensure response strategies to changing ocean conditions are included in habitat conservation efforts
- Promote assessment and development of effective fish passage approaches and projects through state and federal collaboration
- Work with ACFHP to foster partnerships with like-minded organizations at local levels to further common habitat goals
- Provide administrative home and support to ACFHP, and identify partners to support restoration grant administration and project management
- **Work with partners to develop standardized seagrass monitoring, assessment, and restoration for Atlantic coast resource managers and habitat stakeholders**
- Continue to address the ACFHP 2022-2026 Strategic Plan and biennial action plan
- Work with partners to protect, restore, or maintain resilient Regional Priority Habitats to optimize ecosystem functions and services to benefit fish and wildlife
- **Protect, restore, and enhance fish habitats by supporting habitat conservation projects through the National Fish Habitat Partnership and NOAA Increasing Recreational Fisheries Engagement annual funding cycles**
- **Support ACFHP and its partners in fundraising efforts through the national 501(c)3, Beyond the Pond**

Goal 5 – Promote compliance with fishery management plans to ensure sustainable use of Atlantic coast resources

Fisheries managers, law enforcement personnel, and stakeholders have a shared responsibility to promote compliance with fisheries management measures. Activities under this goal seek to increase and improve compliance with fishery management plans. This requires the successful coordination of both management and enforcement activities among state and federal agencies. Commission members recognize that adequate and consistent enforcement of fisheries rules is required to keep pace with increasingly complex management activity and emerging technologies. Achieving the goal will improve the effectiveness of the Commission's fishery management plans.

The Commission's Law Enforcement Committee (LEC) carries out much of Goal 4. Most of these activities occur on an annual basis or as part of the FMP development process. Proposed changes in management are evaluated to determine enforceability and effectiveness. The LEC provides managers with feedback on the practicality of regulations to foster stakeholder buy-in and compliance.

COMPLIANCE

- Explore methods for improved enforcement of offshore lobster regulations; work with states to implement vessel tracking requirements, consistent with American Lobster Addendum XXIX and Jonah Crab Addendum IV
- Annually review and comment on (as needed) NOAA Fisheries enforcement priorities to ensure they support the enforceability and effectiveness of Commission management programs
- Evaluate interagency measures to enhance traceability of fishery products across jurisdictional boundaries

PARTNERSHIPS

- Engage and support NOAA Fisheries and USFWS Offices of Law Enforcement, US Department of Justice, and US Coast Guard to facilitate the enforceability of Commission FMPs
- Work to sustain financial support for Joint Enforcement Agreements

STAKEHOLDER AWARENESS

- Use emerging communication platforms and tools to deliver real time information regarding regulations and the outcomes of law enforcement investigations
 - Explore the use of electronic tools to communicate real-time commercial and recreational regulations

Goal 6 – Strengthen stakeholder and public support for the Commission

Stakeholder and public acceptance of Commission decisions are critical to our ultimate success. For the Commission to be effective, these groups must have a clear understanding of our mission, vision, and decision-making processes. The goal seeks to do so through expanded outreach and education

efforts about Commission programs, decision-making processes, and its management successes and challenges. It aims to engage stakeholders in the process of fisheries management and promote the activities and accomplishments of the Commission. Achieving the goal will increase stakeholder participation, understanding, and acceptance of Commission activities.

On a continuing basis, the Commission conducts outreach and stakeholder engagement through a number of products and activities. These include publications (e.g., bi-monthly Fisheries Focus, Annual Report to Congress), press releases, meeting summaries, stock assessment overviews, website and social media platforms, industry tradeshow and state festivals, and stakeholder engagement through the advisory panel process. Building strong relationships with local, regional and national media contacts, and networking/collaborating with our management partners from the Councils, states and federal agencies are also critical components of our outreach program, which occur on an ongoing basis.

INCREASE PUBLIC UNDERSTANDING AND SUPPORT OF ASMFC

- Continue to provide a streamlined Annual Report, highlighting major accomplishments in a concise format
- **Publish revised *Guide to Fisheries Science and Stock Assessments* in printed and story map formats**
- **Explore changes in format ASMFC documents, including habitat outreach materials**
- Promote high profile species and stock assessment results through various outreach tools and platforms
- Provide focused outreach on: Atlantic striped bass, red drum, Atlantic menhaden, American lobster, horseshoe crabs and continuing recreational reform initiatives with MAFMC
- Develop overviews for stock assessments for **Atlantic croaker and Atlantic herring**
- **Use a variety of outreach tools to communicate the results of the Atlantic menhaden single species assessment update and the ERP Benchmark Stock Assessment and any resulting management action (e.g., update ERP story map, develop stock assessment overview, FAQs)**
- **Explore opportunities to collaborate with the Association of Zoos and Aquariums (AZA) to develop and distribute information on fisheries management, data collection and fisheries science, promoting the activities of the ASMFC other fisheries commissions, councils and states as appropriate**
- Develop story map of striped bass migration, spawning patterns and the impact of environmental factors on recruitment to increase understanding of the complexity of the species' life history

MAXIMIZE USE OF CURRENT AND NEW TECHNOLOGIES

- Enhance understanding of stock assessment science through the use of pre-recorded videos or webinar clips to be shared on the Commission's Fisheries Science webpage and other platforms
- **Use new technologies to further improve website functionality and accessibility to management documents**

- **Develop engaging sketch-style explainer videos to highlight the importance of Atlantic coastal fisheries, fisheries management process, role of science, and role of fisheries-dependent and -independent data in stock assessments**
- **Improve map graphics by updating outdated figures with new, high-quality ArcGIS-generated maps for web and print materials**
- Use new technologies and communication platforms to more fully engage the broader public in the Commission's activities and actions
- Use story mapping to better communicate science and management activities
- Track analytics to assess the success of new website and social media platforms in reaching broader constituency and effectively communicating ASMFC mission, programs and activities
- **Explore ability to streamline listserv sign-up via the Commission's "contact us" page by automating website sign-up form to email distribution lists**

FACILITATE STAKEHOLDER PARTICIPATION

- **Continue to develop** Action Tracker webpages for species with pending actions or recent board decisions
- Explore options to strengthen stakeholder input on pending management documents, stock assessments, and data collection/management activities
 - **Streamline submission of public comment on management documents through use of customizable forms generated on the Commission's website or with external sources**
- **Evaluate approach to populating advisory panels, including nontraditional stakeholder representation on advisory panels; solicit new nominations, as necessary**

MEDIA RELATIONS AND NETWORKING

- **Develop FAQs of commonly asked questions for high profile species (horseshoe crab, Atlantic menhaden)**
- **Develop Fact Checkers news post webpage(s) to address inaccuracies in print and digital media**
- Continue to publish weekly Atlantic Coast Fisheries News listserv to communicate activities of the Commission, member states, regional organizations and partnerships, and federal agencies
- Work with other Northeast Regional Coordinating Council (NRCC) communication members to coordinate outreach on shared stock assessments
- Continue to work closely with MAFMC on communication and outreach activities
- Strengthen national, regional, and local media relations to increase coverage of Commission actions; continue to respond to factual inaccuracies in news articles
- Consider using a media monitoring service to track media communications and coverage, including social media to analyze strengths and weaknesses and expand coverage
- Finalize ASMFC Communications Plan to clarify staff roles and details of outreach program as well as provide vision for future outreach efforts across all Commission Programs, social media; and trade show participation.
- Work with Atlantic Coast Fisheries Communication Group, comprised of Public Information Officers from the Councils, states and federal agencies, to share successful tools, identify key media contacts and work cooperatively on joint projects

- Explore holding online or in-person workshop on addressing misinformation, facilitating positive community engagement, and hosting successful virtual meetings

Goal 7 – Advance Commission and member states’ priorities through a proactive legislative policy agenda

Although states are positioned to achieve many of the national goals for marine fisheries through cooperative efforts, state fisheries interests are often underrepresented at the national level. This is due, in part, to the fact that policy formulation is often disconnected from the processes that provide the support, organization, and resources necessary to implement the policies. The capabilities and input of the states are an important aspect of developing national fisheries policy, and the goal seeks to increase the states’ role in national policy formulation. Additionally, the goal emphasizes the importance of achieving management goals consistent with productive commercial and recreational fisheries and healthy ecosystems.

The Commission recognizes the need to work with Congress in all phases of policy formulation. Several important fishery-related laws may be reauthorized over the next couple of years (i.e., Atlantic Coastal Act, Magnuson-Stevens Fishery Conservation and Management Act, Interjurisdictional Fisheries Act, Atlantic Striped Bass Conservation Act, and Anadromous Fish Conservation Act). The Commission needs to proactively engage with reauthorization efforts, this includes advocating for increased funding from sources such as Sportfish Restoration Trust Fund and the Atlantic Coastal Act. The Commission will be vigilant in advancing the states’ interests to Congress as these laws are reauthorized and other fishery-related pieces of legislation are considered.

DEVELOP AND STRENGTHEN RELATIONSHIPS WITH MEMBERS OF CONGRESS AND STAFF

- Develop relationships with the new members of the 119th Congress and build upon relationships with members whose committee roles are important to ASMFC
- Encourage Commissioners to communicate with members of Congress and facilitate in person meetings on the Hill and in their districts
- Provide opportunities for the Executive Director to communicate with congressional staff on a regular basis
- Provide state-specific ‘ASMFC Meeting Previews’ to Congressional staff ahead of quarterly meetings

ENGAGE CONGRESS AND THE ADMINISTRATION ON FISHERY-RELATED LEGISLATION AND ISSUES

- Build upon relationships with new appointees to the Administration
- **Utilize relationships with Congress and the Executive Branch to resolve the New Jersey and Florida CARES Act disputed payments issue**
- Utilize the Legislative Committee to increase the Commission’s effectiveness on Capitol Hill

- Review pending legislation of interest to the Commission and make recommendations to the Executive Committee
 - Develop process to comment on pending legislation if a consensus position cannot be reached among the member states
- Explore authorizing legislation for fishery-independent surveys supporting ASMFC-managed species (horseshoe crab, Atlantic menhaden, NEAMAP and SEAMAP-SA trawl surveys)
- Monitor federal legislation affecting the Commission, including policy and annual appropriations bills and develop Commission positions on pending federal legislation
 - Existing laws: Atlantic Coastal Act, Interjurisdictional Fisheries Act, Anadromous Fish Conservation Act, Magnuson-Stevens Act, Federal Aid in Sport Fish Restoration Act, and Endangered Species Act
 - Pending legislation/emerging issues: forage fish management, shifting stocks and reallocations, disaster declarations and increasing declaration efficiency, shark depredation, whale rulemaking, living shorelines, modernization of recreational data collection efforts, the NOAA Organic Act, and efforts to move diadromous species management to the Fish and Wildlife Service.

PURSUE FEDERAL RESOURCES TO SUPPORT MANAGEMENT ACTIVITIES

- Communicate the Commission's federal funding needs to Congress and advocate for sufficient appropriations in fiscal years 2026 and 2027
 - Priority line items under NOAA: Regional Councils and Fishery Commissions, Interjurisdictional Fisheries Act, Fisheries Data Collections, Surveys and Assessments, SEAMAP, and Fisheries Information Networks
 - Priority projects, programs, and activities include: Atlantic Coastal/National Fish Habitat Partnership, Cooperative Enforcement Joint Enforcement Agreements, NEAMAP and SEAMAP-South Atlantic trawl surveys, GOM lobster research, Mid-Atlantic Horseshoe Crab Trawl Survey, Chesapeake Bay Atlantic menhaden abundance, retrofitting South Carolina DNR's R/V Lady Lisa replacement
- Priority line items under USGS
 - Priority projects, programs, and activities include: Eastern Ecological Science Center, the Species Management Research Program and Ecosystem Mission Area
 - Four Interstate Commissions/USGS science cooperative research funding, building upon the language included in the FY25 House and Senate reports encouraging this partnership
- Engage the Administration (Commerce and Interior Departments) on funding and policy issues; and work to ensure Commission and state priorities are reflected in the President's budget
- Communicate state and Commission funding needs to NOAA Fisheries, USFWS, and USGS

PARTNERSHIPS

- Coordinate with the Gulf, Pacific, and Great Lakes Commissions on policy items of mutual interest including federal funding for fisheries programs and the allocation of Sport Fish Restoration Funding **and USGS funding**. Executive Directors should continue to provide unified positions on funding and legislative priorities to lawmakers and federal agencies, where appropriate

- Continue participation on Marine Fisheries Advisory Committee
- Build on partnerships with the Association of Fish and Wildlife Agencies, USFWS, and USGS

Goal 8 – Ensure the fiscal stability & efficient administration of the Commission

Goal 8 focuses on ensuring the business affairs of the Commission are managed effectively and efficiently, including workload balancing through the development of annual action plans to support the Commission’s management process. It also highlights the need for the Commission to efficiently manage its resources. The goal promotes the efficient use of legal advice to proactively review policies and react to litigation as necessary. It also promotes human resource policies that attract talented and committed individuals to conduct the work of the Commission. The goal highlights the need for the Commission as an organization to continually expand its skill set through training and educational opportunities. It calls for Commissioners and Commission staff to maintain and increase the institutional knowledge of the Commission through periods of transition. Achieving this goal will build core strengths, enabling the Commission to respond to increasingly difficult and complex fisheries management issues.

On a continuing basis, the Commission staff conservatively manages fiscal resources to achieve the proper balance between allocating funds to coastwide priorities and ensuring fiscal stability. Tasks performed to accomplish this balance include monitoring expenditures on a monthly basis; managing the reserve fund; fine-tuning meeting and travel policies; and preparing and participating in the annual audit and indirect cost proposal.

Human resources management is an ongoing process of recruitment and selection of employees; thoroughly orienting and introducing new employees to the culture of the Commission; maintaining good working conditions for all employees; managing employee relations; and training to enhance and increase their current skills. Ongoing tasks to accomplish this are annual review and revision of position descriptions; facilitating staff participation at national and regional conferences; and providing professional training opportunities. Additionally, human resource support is provided to cooperative programs such as APAIS and ACFHP. All human resources documents are reviewed at least annually to ensure compliance with federal regulations and consistency with current practices.

Further, Commission staff keeps abreast of changes in technology and evaluates the need for updating the Commission’s hardware and software. Ensuring consistency of resources and training across the Commission as well as documenting processes and verifying database information are ongoing tasks conducted by the staff.

The Commission process can be overwhelming to new Commissioners. The staff is committed to providing a thorough introduction and orientation to new Commissioners. Tasks conducted throughout the year include documenting institutional knowledge and updating on a regular basis the Commissioner Manual. Staff also provides this service to new members of Commission committees.

MANAGE OPERATIONS AND BUDGETS

- Continue to work with member states to effectively and efficiently administer Atlantic right whale/lobster Congressional funding
- Manage all ongoing Cooperative Agreements, ensuring deliverables are completed and budgets are responsibly managed
- Utilize and update as necessary the Commission compensation plan, including job classifications and salaries based on location
- Expand the capacity of contracts database to capture the complete life cycle of all Commission funding sources
- **Continue to refine process for developing and tracking sub-awards/contracts**
- **Evaluate Commission infrastructure for potential renovations, upgrades, and improvements**
- Continue to work with financial advisor to implement Commission investment policy

UTILIZE CURRENT INFORMATION TECHNOLOGY

- **Continue implementation and improvement of Commission's utilization of cloud resources**
- **Standardize the use of electronic forms to gather data across Commission departments**
- **Refine email retention processes for staff that have left the Commission**
- **Develop guidelines regarding access to former employees' electronic data**
- Manage Commission inventory through accounting software, tracking acquisitions and disposals
- Provide updates to staff, reviewing technology that has changed, been implemented, or could be better utilized
- Continue digitization of historical documents
- Conduct review of Commission technology, ensuring it is still supported and up to date with current technology needs
- **Continue improving technological security using both hardware and software to ensure against potential future breaches**

MANAGE HUMAN RESOURCES

- **Investigate additional options and resources to improve recruitment of administrative staff**
- **Research improvements to Human Resources Management System**
- **Conduct all staff team building retreat**
- Recruit talent through outreach meetings with various marine policy and marine science graduate programs
- Promote training opportunities for ASMFC staff, including National Conservation Training Center
- **Establish a virtual bulletin board to share staff information, calendar events, and resources**
- Conduct annual meeting with financial advisor to review retirement program performance with staff

ENGAGE AND SUPPORT COMMISSIONERS

- Conduct a meetings facilitation training workshop for technical committee members

- Conduct thorough onboarding of new Commissioners to allow for full engagement in the Commission process
- Facilitate the retention and transfer of institutional knowledge among Commissioners
- **Reinitiate new Commissioner orientation (training videos/modules – how to get reimbursed)**

ENSURE THE LEGAL COMPLIANCE OF COMMISSION ACTIONS

- Utilize legal advice on new management strategies and policies, and respond to litigation as necessary, whether it be regarding challenges to Commission FMPs, a human resource issue, or access to confidential data