



UNITED STATES DEPARTMENT OF COMMERCE
National Oceanic and Atmospheric Administration
NATIONAL MARINE FISHERIES SERVICE
Northeast Fisheries Science Center
166 Water Street
Woods Hole, MA 02543-1026

July 6, 2007

MEMORANDUM FOR: A.I.S., Inc.
Northeast Fisheries Observer Program Observers

FROM: David C. Potter
Branch Chief, FSB

SUBJECT: 2006-2007 Bonus Year

Congratulations to all of you for an outstanding year of observing. This bonus year, which ran from April 1st, 2006 – April 1st 2007, NEFOP observers (employed by AIS) achieved a total of 6114 sea days. Each observer that worked during this bonus period was considered for the bonus. The bonus quarters were:

Quarter 1 – April 1st through June 30th 2006
Quarter 2 – July 1st through September 30th 2006
Quarter 3 – October 1st through December 31st 2006
Quarter 4 – January 1st through March 31st 2007

Typically, in order to be eligible for the bonus, observers' must maintain an average of 144 days over the course of the bonus year. Due to budgeting issues this year we decreased the required number of sea days from 144 to 96.

There are 3 award groups:
Group A - \$100 gross per sea day
Group B - \$50 gross per sea day
Group C - \$0 (no bonus)

There have been 80 observers that have worked for the NEFOP at some point during the bonus year. They either have been working for NEFOP for the entire year or have started or left at some stage during the year. For observers that left sometime during a quarter, the quarter they left was not included in their eligible days. For example, if an observer left in March of 2007 (quarter 4), only quarters 1, 2, and 3 were used to figure out the number of eligible days. However, if the observer scored the required amount of points they needed for quarter 4, they were still issued a monetary bonus for those days. This rule applies to observers who left sometime during the quarter or became eligible for the bonus sometime during the quarter.

Each observer's score was completed on a quarterly basis, so could earn different scores in each quarter. Out of 137 quarters of the eligible observers/quarters:

48% of the quarters were in Category A

14% of the quarters were in Category B

38% of the quarters were in Category C

Please refer to the Bonus Evaluation Sheet for the breakdown of your score evaluation. The average from each category was based on the percent achieved per quarter and per observer. If you have questions about how scores or the 2006-2007 bonus program was evaluated please contact KB McArdle at 508-495-2377 or by e-mail (Katherine.McArdle@noaa.gov).

Attachment (not in electronic form):

Bonus Evaluation Sheet