



**UNITED STATES DEPARTMENT OF COMMERCE**  
**National Oceanic and Atmospheric Administration**  
**NATIONAL MARINE FISHERIES SERVICE**  
West Coast Region  
1201 NE Lloyd Boulevard, Suite 1100  
PORTLAND, OR 97232-1274

July 2, 2021

Mr. Jason Gobin, Director  
Tulalip Tribes  
Natural Resources Department  
6406 Marine Drive  
Tulalip, WA 98271

Mr. Kelly Susewind, Director  
Washington Department of Fish and Wildlife  
600 Capitol Way N  
Olympia, WA 98501

Dear Mr. Gobin and Mr. Susewind:

NOAA's National Marine Fisheries Service (NMFS) has evaluated the Hatchery and Genetic Management Plan (HGMP) for the Skykomish Summer Steelhead Hatchery Program and associated effects on Puget Sound Chinook salmon and Puget Sound Steelhead, species that are listed under the Endangered Species Act (ESA). NMFS has concluded that the HGMP meets the requirements of Limit 6 of the 4(d) Rule for salmon and steelhead, 50 CFR 223.203(b)(5). Therefore, take of threatened salmon and steelhead resulting from activities undertaken pursuant to the HGMP is not prohibited under the ESA, provided the activities are implemented by the co-managers in accordance with the implementation terms and reporting requirements in the associated Biological Opinion, described below.

1a. Limit genetic introgression from the integrated hatchery summer steelhead to natural-origin winter-run steelhead and to natural-origin summer steelhead by ensuring:

- Annual production level does not to exceed over 110 percent of 116,000 smolts in any single year (i.e., 127,600 smolts), and a running 4-year average production (beginning in the release year 2023) of no more than 116,000 smolts.
- The 4-year average proportion of effective hatchery contribution (PEHC) of summer-run steelhead to winter-run steelhead populations in the Skykomish, Pilchuck, and Snoqualmie, as adjusted per the description in Section 2.9.1 of the biological opinion, is no greater than 5 percent.
- The 4-year average proportion of hatchery-origin spawner (pHOS) of Skykomish hatchery steelhead is less than 5 percent for the Tolt summer steelhead population.
- The 4-year average pHOS of Skykomish hatchery steelhead is less than 15.6 percent for the North Fork Skykomish summer steelhead population. This condition applies only until the work group (as described below in 1c) decides how to manage North Fork and South Fork Skykomish River summer steelhead.
- For years when at least 250 natural-origin summer steelhead are transported upstream from the Sunset Falls Trap and Haul Fishway maintain a 4-year average proportion natural influence (PNI) of no less than 0.67.
- For years when less than 250 natural-origin summer steelhead are transported upstream from the Sunset Falls Trap and Haul Fishway ensure that the number of hatchery-origin

and natural-origin summer steelhead transported upstream numbers no more than 250 fish.

1b. Minimize take of Puget Sound Chinook salmon and Puget Sound steelhead for ecological and genetic effects, the applicants shall monitor and report annually:

- If outplanting into the North Fork is to take place, the sex ratio (male:female) and return-year classes (i.e., 3-year adults, 4-year returns) of adult steelhead outplanted will be approximately equal (plus/minus 10 percent).
- No more than 10 percent of juvenile steelhead released from hatcheries residualize in freshwater as assessed by the methods described in Section 2.5.2.3 of the biological opinion.

1c. Convene a work group with NMFS and other parties involved in recovery planning to review and discuss all relevant information about conservation and management of North Fork and South Fork Skykomish summer steelhead. This discussion will include whether the proposed outplanting is consistent with viability needs of Puget Sound Steelhead DPS and monitoring needs.

1d. If outplanting is deemed consistent with condition 1c., then the co-managers shall submit a report detailing the consistency of the outplanting with species viability, and include proposals for monitoring genetic and ecological impacts on Puget Sound steelhead DPS and bull trout. Outplanting shall not occur until NMFS concurs that the outplant is consistent with viability needs and that the monitoring plan is sufficient.

2. The co-managers shall provide reports to NMFS SFD annually for their respective programs, including associated RM&E. All reports and required notifications are to be submitted electronically to the NMFS, West Coast Region, Sustainable Fisheries Division, Anadromous Production and Inland Fisheries Branch. The current point of contact for document submission is Emi Melton (503-736-4739, emi.melton@noaa.gov).

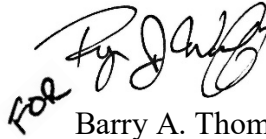
An annual RM&E report is submitted by applicants no later than April 15 of the year following releases and associated RM&E (e.g., release/RM&E in year 2021, report due April 2022) that will include:

- a. The number and origin (new integrated hatchery program, legacy/early summer hatchery program, or natural) of each listed species handled and incidental mortality across all activities and facilities and their post-release distribution and disposition (e.g., normal, injury, or mortality).
- b. Number and composition of broodstock, dates of collection, and egg to smolt survival rates.
- c. Numbers, dates, locations, size, coefficient of variation, and tag/mark information of juvenile steelhead.
- d. Disease occurrence at hatcheries.
- e. Any problems that may have arisen during hatchery activities.
- f. Any unforeseen effects on ESA-listed fish.
- g. Estimate emigration rate of hatchery fish collected in smolt traps.
- h. Conduct representative sampling of at least 200 juvenile steelhead prior to volitional release and measure the following attributes:
  - a. Length
  - b. Weight
- i. Use the qualitative visual index of smolt condition/sexual precocity according to methods described in Section 2.5.2.3 of the biological opinion to categorize fish within four phenotypic categories (i.e., smolt, transitional smolt, mature male, and immature parr) and

report the proportion of juvenile steelhead that exhibit 'residual' or precocious development.

Thank you for the time your staff has invested in developing this HGMP and for providing additional information throughout the consultation and associated National Environmental Policy Act Environmental Assessment process. NMFS looks forward to working with you on the implementation of this program. Please contact Emi Melton, Fish Biologist, of my staff with any other questions or comments, at (503) 736-4739, [Emi.Melton@noaa.gov](mailto:Emi.Melton@noaa.gov).

Sincerely,

A handwritten signature in black ink, appearing to read "Barry A. Thom". The signature is written in a cursive style with a large, stylized "B" and "T".

Barry A. Thom  
Regional Administrator

CC: Mike Crewson, Salmonid Enhancement Specialist, Tulalip Tribes  
Jim Scott, Special Assistant, Director's Office, WDFW