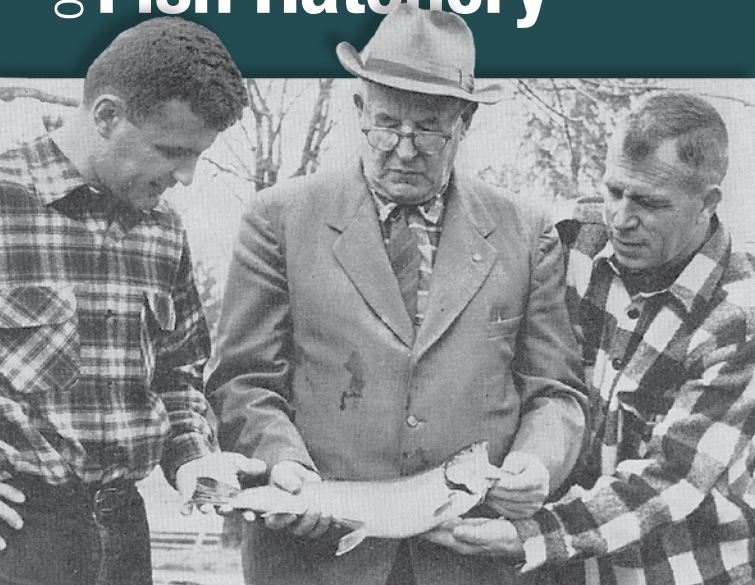


# of the SUPERINTENDENTS Hackettstown Fish Hatchery



Three hatchery superintendents admire a handsome trout produced at the Hackettstown Fish Hatchery. They are (L to R) Robert Hayford (son), Charles O. Hayford and Jim Zamos.

## **CHARLES O. HAYFORD**

*SUPERINTENDENT: May 1912 – March 1956*

Charles O. Hayford served as the hatchery's first superintendent. On loan from Maine in 1911, he was instrumental in selecting the hatchery's location, becoming its first superintendent and overseeing the construction of the new hatchery buildings, raceways and ponds. Nicknamed "Fish Daddy," Hayford established a selective breeding program where only the largest and most well-conditioned trout were used for breeding, greatly improving the size of all future stocked trout. Hayford retired on March 31, 1956 after 45 years of service. In 1959 the Fish and Game Council, along with Governor Robert E. Meyner, renamed the hatchery in his honor, the Charles O. Hayford State Fish Hatchery. During his years as Superintendent, Hayford also served as president of the American Fisheries Society (1924) and was elected to be a lifetime honorary member in the society 28 years later.

## **ROBERT HAYFORD**

*SUPERINTENDENT: April 1956 – March 1957*

Robert Hayford took over as hatchery superintendent after his father retired. The younger Hayford's interests were concentrated in fish pathology; he took particular interest in diagnosing why fish died. To this end, Hayford employed a private tutor—Dr. George Embody, a Cornell University professor—who spent many years at the hatchery conducting experiments in fish culture. Hayford also focused on culturing warmwater species such as bass. He remarked, "All species of fish must be utilized in some manner, for there is a place for each species in the program of good fish management." Superintendent for only one year, Hayford moved on to become chief of the Bureau of Freshwater Fisheries.

## **JAMES ZAMOS**

*SUPERINTENDENT: April 1957 – June 1960*

Jim Zamos instituted the practice of taking monthly fish length measurements in each pond, providing accurate information to track

trout growth for the first time in the hatchery's history. He worked toward integrating the hatchery drivers with other work crews at the facility. Zamos recognized the need—and took steps—to protect the hatchery's surrounding watershed to ensure a clean and ample cold water supply. He departed Fish and Wildlife in 1960 but today remains an active birder, enjoying the outdoors.

### **ROBERT WILLIAMS**

**SUPERINTENDENT:** *July 1960 – Jan 1986*  
In several ways, Bob Williams was seen as the last in a line of superintendents from another era. Staff addressed him as “Mr. Williams,” a formality lost at the end of his reign. Instead of directing his energies toward fish culture, Williams’ primary concerns focused on working with administrators in Trenton, with the Fish and Game Council, with planning of hatchery operations and with personnel matters. He witnessed the long epoch of trout culture end at Hackettstown as the state’s new Pequest Trout

Hatchery, located just a few miles away, became fully operational in 1986.

### **KURT POWERS**

**SUPERINTENDENT:** *Feb 1986 – March 1992*  
Originally from Massachusetts, Kurt Powers joined Fish and Wildlife in 1977. Powers, along with Assistant Superintendent Bob Olsen, renovated the old hatchery building system into a re-circulating system. Heat exchangers now pre-warmed the incoming spring water by utilizing the otherwise wasted, heated water exiting the system, thereby greatly increasing efficiency at a significant cost savings. This was the design premise of the new intensive building soon to follow. Powers implemented a water displacement method to count and load fish onto distribution trucks. Plexiglas sight tubes were mounted on the trucks’ sides. Trucks were filled with water until they reached the “fully loaded” mark, as if filled with the proper trout allocation plus enough water to sustain them on distribution day in the hatchery

truck. An appropriate amount of water was “weighed off” representing the water that will be displaced by the planned volume of trout for that day’s load. Trout were then loaded into the truck until water in the sight tubes returned to the original target level. This allowed trucks to be loaded much more quickly with less direct handling of the fish. This system is still used today at the Pequest Trout Hatchery. Powers moved on to a supervising biologist position over-seeing both hatcheries, and later to Chief of the Bureau of Marine Fisheries until his retirement in 2006.

### **BOB OLSEN**

**SUPERINTENDENT:** *April 1992 – Sept 2001*  
As the next superintendent, Bob Olsen saw the installation of Fish and Wildlife’s new state of the art intensive culture building. The entirely new system was not without problems as it was one of largest re-circulating culture system ever designed. Through his determination and many long hours, Olsen and crew supervisor

Craig Lemon resolved the obstacles. In 2001, Bob Olsen took a position with Fish and Wildlife’s Bureau of Lands Management.

### **CRAIG LEMON**

**SUPERINTENDENT:** *Oct 2001 – Present*  
Craig Lemon has supervised the hatchery during some of its best and darkest days. While making the final adjustments on the new intensive building Lemon directed the Children’s Fishing Derby Program. At its pinnacle, 129 events reached over 25,000 adults and children in one year. Regretfully, shortly thereafter the program was discontinued due to critical staffing shortages. For over three years, Lemon, Ed Conley (crew supervisor) and Ron Jacobsen (fisheries technician) were the *only* full time staff covering the 230 acre facility. Assisted by a group of dedicated seasonal employees—Nick Healy, Jim Hartobey, Linda Morschauer, Sarah Shoemaker, Tyler Tressler, and Ryan Votta—the facility remained at full operating capacity through the sheer determination of the staff. 