

AMS in Action

An Administrative
Employees Letter



April 1981



Mildred Thymian, new Administrator for Agricultural Marketing Service

Meet Mildred Thymian, New Administrator for AMS

A 48-year-old mother, dairy farmer, senatorial assistant, and former candidate for U.S. Congress has been named AMS administrator by Agriculture Secretary John Block.

Mildred P. Thymian began her new assignment in March, succeeding Barbara L. Schlei, who has been AMS administrator since August 1977. Prior to reporting to Washington, Thymi-

an was a legislative assistant to Sen. David Durenberger (R-Minn.).

"I admit I have a lot of energy and I invest a great deal of time on issues and activities I have focused on," says Thymian. She describes herself as a no-nonsense, hard driving organizational person who puts first things first.

"The structure of an organiza-

tion must be made to work," she explains. "AMS employees must have a thorough knowledge of their job responsibilities and understand to whom they are responsible if they are to be effective. Then, it becomes a simpler matter to share in the important program and management work of this agency."

"I'll expect much from the AMS division directors and they, in turn, will be looking for a renewed spirit of dedication within each division as we begin our new administration," Thymian adds.

The new administrator has roots in Ortonville, Minn., a small town near the South Dakota-Minnesota border, where she and her husband, Don, own a 343-acre dairy farm. The family, including sons Russell, 24, and Brad, 20, intensified their dairy operation which is recognized in the upper midwest as one of the modern leaders in the industry.

"We quadrupled production from a quarter-million pounds of milk to over one million pounds in one year," notes Thymian. And she was able to manage the complex \$500,000 expansion so closely that it came in under budget with a balance of \$4.25!

Thymian's recent agricultural policy work included development of a four-year plan for improved international trade policies, prepared as a legislative assistant for Senator Durenberger. The senator's interest in Thymian was sparked by her unsuccessful bid for Congress in 1980. She was the first Republican

(Con't on p. 2.)

Pamphlet Tells How to Blow Your Whistle

The Office of the Special Counsel of the U.S. Merit Systems Protection Board has issued a new pamphlet on the role of the Special Counsel and how whistleblower complaints may be filed with the Office.

The 14-page booklet, "For Merit and Honesty in Government" details the prohibited personnel practices under the Civil Service Reform Act of 1978, including the whistleblower provisions, and outlines the Special Counsel's role in investigating allegations of prohibited personnel practices and violations of civil service laws, rules, and re-

gulations. The pamphlet tells where and how to file complaints and includes a listing of the Office of Special Counsel's central and field offices.

The Special Counsel is charged with investigating allegations of certain statutorily prohibited personnel practices and prosecuting offenders before the Merit Systems Protection Board.

Copies of the pamphlet are available free of charge from the Public Information Office, Office of the Special Counsel, 1717 H Street, N.W. Washington, D.C. 20419.

Director Splits

Harry Williams, soft-spoken director of the livestock marketing division, retired in January, one year shy of three decades with the Packers and Stockyards programs.

Williams began his career in June, 1952, as a marketing specialist in the P&S Nashville office. His work has included supervision and direction of four branches, encompassing the full gamut of livestock transactions, from marketing practices, bonding and weighing to rates and registrations.

In 1961, he was named chief of the stockyard branch when P&S was a division of USDA's Consumer and Marketing Service. For the last 14 years, he has been a division director.

In looking back over his career, Williams expressed pride in being involved with some major changes in marketing regulations. He helped clear up the definition of "insolvency," making it clear to dealers that they keep their assets greater than their liabilities or find another business. He helped establish mandatory custodial accounts for all selling agencies. Both

contributions were significant protections for the producer.

Williams also pointed to concerted P&S efforts to protect livestock buyers from dishonest dealers who might pad the weight of the cattle they sold or increase the price over the agreed price. "Before we got involved," Williams said, "the buyer had no real way to check back and see what happened to him."

Williams admitted he will miss the involvement. "What with the variety of the work, keeping on top of all the changes, and all the good people I've worked with, there was never a dull moment."

In spite of his loss of P&S activity, however, William's routine in the future promises to be every bit as varied. As an avid dancer, he may well extend his "Saturday Night Fever" to include every night, particularly on the Bermuda cruise he and his wife are planning for May. And when his days aren't taken up by tennis, he will be taking classes in wood working to hone his skills for the years of projects planned in and around his home in Springfield, Va.

Meet Mildred Thymian,

continued from page 1

woman in Minnesota to try for national office, seeking endorsement for the state's 6th Congressional seat, and she attracted considerable attention.

Thymian says she is looking forward to fighting winning battles as AMS administrator. "Assistant Secretary C.W. McMillan has made a commitment to let decisions for AMS be made by the administrator," she observes.

There are many decisions to be made as her administration gets underway. She is already feeling the pressures of consumer groups and producers, for or against marketing orders and the classified milk pricing system. "We are taking a close look at the issues and are determined to establish and defend a policy that is right, on balance, for the producers, the handlers, the consumers, and everybody in between," she explains.

Her immediate concerns also include current and future spending of the agency. "The deputy administrators and I are developing a method for drawing more division personnel into the planning process. The budget reductions are imposing a discipline which should also have a positive effect upon AMS. As we work to define more carefully our priorities, we should gain a common sense of direction for the future."

Not long before being named administrator, Thymian reflected on her work in agriculture during an interview with a reporter. "Regardless of how my career goes from here, I feel it's helping agriculture, and I'm excited about that," she said. With her new assignment, she has a great deal of "helping" ahead of her.



Mary Bannerman, disabled by being "hard of hearing" and with a speech difficulty performs well as a file clerk at AMS.

Disabled Person Does The Job

by George Stringer

While finding potential employees with disabilities has become easier in the last few years, imaginative outreach pays dividends. Notifying the Office of Personnel of possible openings for selective placement is the first step.

The AMS personnel division's employment and classification branch, under John Feducia, has made a determined effort to hire disabled persons. The success

story of Mary Bannerman, file clerk, is one that should be told.

Mary's disability is the result of a serious ear infection that she contracted when she was 6 years old. The damage from that illness has left her with a serious hearing disability and the loss of speech acuity.

Mary Bannerman is working as a file clerk at Headquarters, Washington, D.C. where she is in charge of maintaining and fil-

ing all personnel folders for the AMS office. She is a graduate of the McFarland School in 1975 and has had some special courses in learning to communicate. Mary plans to enter further training in night school in one month. She has a hearing aid but still relies mostly on signing and writing for getting her message across.

She is married to a young teacher at the Galludet College, and they have a daughter who fortunately has no disability.

The new awareness among disabled people that they have rights to a job suited to their education and interests is having an impact on the availability of potential employees with disabilities. In the past, some disabled people didn't apply for jobs because of fear of rejection. The affirmative action sections of the 1973 Rehabilitation Act, increased public awareness of disabled people, and the active consumer movement have all contributed to encouraging disabled people to prepare themselves for the job market and to seek jobs.

Mary's success on the job has been a good example of a person who has prepared herself for a job where disability is no deterrent to performing well on the job.

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Mildred Thymian
AMS Administrator

George Stringer
Editor

AMS in ACTION is published monthly for the employees of Agricultural Marketing Service of the U.S. Department of Agriculture. All employees are encouraged to submit items for publication. Contributions should be forwarded through the employee's division representative.

Editor's office is located in Room 3083, So. Bldg., USDA, Washington, D.C. 20250. FTS 447-7587.

Personnel Actions

Administrative Services Division

RETIREMENTS

Bawolek, Bernice
Dobyne, Lee

WELCOMES

Diggs, Sherole, Mail Clerk
Zapolski, Arlene, Secretary Typing
Johnson, Annette, Clerk Typing
DeCheubel, Nancy, Secretary Typing
Ron Leonard, Communications Specialist

TRANSFERS

Perkins, Jean, To FAS
Moskowitz, Rosalind, to SCS
Sweeney, James to O&F
Carolyn McCabe to FMNA

RESIGNATION

Bellmund, John

PROMOTIONS

Linda Parry, Management Analyst
Arlene Zapolski, Secretary Typing
Karen Goldstein, Management analyst
Mary Reinke, Management Analyst
Mark Weinstein, Purchasing Agent
Alena Lee, Secretary Typing
Josetta Lamorella, Property Disposal Specialist

Packers & Stockyards

PROMOTIONS

Mary Powell, Accountant, (Coop Program), Bedford, VA
Christopher Gray, Marketing Specialist, Portland, OR, to North Brunswick, NJ
Earlene Joyce, Auditor, Lawndale, CA
Bradley Stephens, Marketing Specialist, Kansas City, MO

Michael Huff, Marketing Specialist, Memphis, TN

Vincent Marano, Marketing Specialist, North Brunswick, NJ

Mark Hudson, Marketing Specialist, Ft. Worth, TX

Marie Smith, Administrative Clerk, Washington, DC

Bonnie J. Bergers, Auditor, Portland, OR

James M. Adams, Auditor, Bedford, VA

Milton Hansen, Marketing Specialist, Portland, OR

Joseph Skram, Marketing Specialist, Omaha, NE

Sarah S. Steffen, Auditor, Lawndale, CA

Carroll M. Moore, Marketing Specialist, Denver, CO

Kenneth Kubecki, Auditor, Omaha, NE
Joyce A. Vaughan, Clerk-Stenographer, Ft. Worth, TX

Shirley L. Christenson, Clerk-Typist, Ft. Worth, TX

TRANSFERS

Douglas Patrick, Auditor, Kansas City, MO, to Department Commerce, Kansas City, MO

Sarah Steffen, Auditor, Lawndale CA, to Department of Defense, Los Angeles, CA

Gregory Shank, Auditor, North Brunswick, NJ, to Dept. of Army

Neal Baldwin, Auditor, Lawndale, CA, to Dept. of Transportation

RETIREMENTS

Norman R. Sheets, Marketing Specialist, Packer & Poultry Division, Washington, DC

William L. Holstun, Marketing Specialist, Memphis, TN

Margaret Higgins, Secretary, Livestock Marketing Division

Virginia Williams, Secretary-Steno, Packer and Poultry Division

ACCESSIONS

Julie L. Ingle, Clerk-Typist, HS Co-op Program, Springfield, IL

Melinda Johnson, Clerk-Typist, HS Co-op Program, Lawndale, CA

Dolores McLaughlin, Clerk-Typist, Fort Worth, TX

Robert O. Kinsey, Accountant College Co-op Program), Memphis, TN

Louis Straub, Industrial Specialist, North Brunswick, NJ

Elizabeth Hughes, Marketing Specialist, North Brunswick, NJ

Betty Hammond, Clerk, part-time, Portland, OR

REASSIGNMENTS

Terrence Archunde, Marketing Specialist, North Brunswick, NJ to Marketing Practices Branch, Washington, DC

Paul L. Peterson, Industrial Specialist, Kansas City, Missouri, to Scales and Weighing Branch, Washington, DC

John Sands, Director, Packer and Poultry Division to Livestock Marketing Division

Ray Thompson, Marketing Specialist, Springfield, Il, to Assistant Regional Supervisor, Springfield, Il

Gregory Shank, Auditor, Bedford, VA, to North Brunswick, NJ

Cotton Division

PROMOTION

Stokes, Sherie, Clerk Typist, Lamesa, TX

APPOINTMENT

James, Linda, Physical Science Aid, Testing Section, Clemson, SC

REASSIGNMENTS

Cook, William, Supervisory Agricultural Commodity Grader (Cotton), El Paso, TX to Supervisory Agricultural Commodity Grader (Cotton), Fresno, CA

RESIGNATION

Evans, Francis, Secretary (Stenography), Research & Promotion Staff, Washington, DC

RETIREMENT

Revercomb, Nelson, Administrative Officer, Washington, DC

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Letter For Employees



May 1981



Jeff Wilson, co-op education intern, is programming a tape for the midwest farm broadcast service.

NEWCOMERS GIVEN "PICTURE" OF AMS WORK

The Information Division of AMS used a multimedia approach for informing newcomers to USDA, including Secretary of Agriculture John R. Block himself, about the work of AMS on April 17.

The half-hour presentation consisted of a slide, movie and static display of the work that AMS does.

The script, delivered by Lew Brodsky, AMS information director, covered all the divisions of AMS and also described public information work in support of AMS programs. The presentation showed methods of disseminating information through news releases, publications, TV newsfilms and radio spots.

EXPERIMENTAL PROGRAM ON WORK SCHEDULES

by William E. Struck

Three years ago Congress passed the Federal Employees Flexible and Compressed Work Schedules Act of 1978. The act mandated a 3-year period of controlled experimentation with the use of flexible and compressed work schedules for employees in the executive branches of the government. The purpose of the experimentation was to determine the impact, both negative and positive, which these alternatives to traditional work schedules may have on: (1) efficiency of government operations, (2) service to the public, (3) mass transit facilities (4) energy consumption, (5) increased job opportunities, and (6) the quality of life for individuals and families.

The experimentation was made possible by the temporary modification of certain premium pay and scheduling provisions of Title 5 of the U.S. Code and the Fair Labor Standards Act for those agencies and activities which participated in an approved test program.

Three units in AMS did participate in this program. They are the Packers and Stockyards regional office in Denver; the Livestock, Poultry, Grain, and Seed office in Denver; and the Tobacco Commodity Graders, nationwide.

These activities experimented with compressed schedules, full-

Continued on next page.

ESTATE TAXES AND FEGLI

by Lew Brodsky

AMS personnel Division reports that, during March, 1,727 applications for Federal Government Life Insurance (FEGLI) were processed and 61 percent of employees elected increased benefits, 34 percent selected basic coverage and 5 percent waived coverage. With substantially increased payouts the question of estate taxes upon the death of the insured should be more fully examined.

One of the considerations not mentioned in the brochures explaining FEGLI is what role, in any, income or estate taxes play in determining the amount of insurance payment your beneficiary will receive. A check with Estate and Gift Tax Branch, Internal Revenue Service, proved that there is no simple answer to the question, but Branch Chief Raymond Veltri was able to provide some generalizations.

"As a general rule, life insurance payments are not normally taxable for income tax purposes," Veltri said, "however, they must be included as a part of the estate tax return."

Does this mean your beneficiary must surrender a part of any life insurance payments? Not necessarily. Computation of estate tax is a complicated process involving "unified credit," "marital deduction," and other factors. But Veltri explains that in the case of the death of a married federal employee, if the total value of the estate does not exceed \$425,000 after deducting all debts (like mortgage, loans, etc.) and including the life insurance payment, a percentage of survivor pension capital, transfers and other sources of added value; then generally no federal estate tax will be pay-

ATOR HEADS SEED REGULATORY PROGRAM

Donald W. Ator, former seed official in Texas, has been named chief of the Seed Regulatory Branch of the U.S. Department of Agriculture's Agricultural Marketing Service.

Thomas H. Porter, director of the AMS Livestock, Poultry, Grain, and Seed Division said Ator will be responsible for administration of the Federal Seed Act, a truth-in-labeling law for seed. Ator succeeds Clyde Edwards who retired last January.

Ator comes to his new job with experience in seed testing, law enforcement, and seed certification. For the past 12 years he has served as director of the Seed Division of the Texas Department of Agriculture.

A native of Lipan, Texas, Ator grew up on the family ranch where he had an early introduction to farm business. He is a graduate of Lipan High School and Texas Technological University, Lubbock, Texas, where he earned his degree in agronomy and crops. He also attended Tarlton State University in Stephenville, Texas.

Ator is a certified professional agronomist and a member of the American Society of Agronomy and the Crop Science Society.

He is married to the former Patsy Ann Green of Hereford, Texas. They have five children and one grandchild.

able by the spouse. At this level, any tax computed to be owed will be balanced by tax credits figured into the computation.

Remember, this is federal estate tax we are talking about. It would be wise to check into state and local rules for your area of residence.

Work schedules continued.

time employees fulfill their 80-hour biweekly basic work requirements in less than 10 work days. Possible examples are 4-day weeks consisting of 10 work hours each day or 9 hour days for 8 days, 8 hours for 1 day and the final day of the biweekly requirement being the "off" day for the employee.

Agencies that participated in these experimental programs are required to evaluate the impact of these programs on efficiency of operations, service to the public, energy consumption, transportation, other job opportunities, and employee satisfaction.

The Personnel Division has conducted a study of the experimental programs in the agency and is submitting a required report to the Office of Personnel Management. Although the report is not yet final, it is evident that the employees under the program were enthusiastic about the benefits from the varied work scheduling. The Office of Personnel Management will review the reports of all agencies under the experiment and report findings to Congress. Agencies have authority to continue the programs only until March 29, 1982, if Congress does not enact permanent legislation before that time.

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Seed Laboratory's Job: "Law Enforcement"

By Bob Marburger

The words "seed laboratory" probably conjure some bucolic setting—the Beltsville Research Center, perhaps, or a land-grant university campus at Ames or Athens. But AMS' western regional seed laboratory is in the old Post Office building in the middle of Sacramento—one of the few buildings in the California capital's highly redeveloped downtown with the aura of any age at all.

Like many government facilities where the job comes first and image second, the laboratory is not exactly a decorator's dream. Except for the front office, where administrative staffers work, and officer-in-charge Doris Baxter's office, the lab's five rooms are filled with the arcane equipment used to test and analyze seeds. There is one other exception—a room so crowded with refrigerator-like germinators it resembles the appliance department at Sears.

Just what's going on here? In the well-chosen words of OIC Baxter, "Enforcement of the Federal Seed Act."

The act is basically a truth-in-labeling law, designed to help assure farmers and other consumers of the 250 kinds of seed covered that they are getting what they pay for. It has been on the books since 1939. The job of the Sacramento lab—and its counterparts in Minneapolis, Minnesota, North Brunswick, New Jersey and Montgomery, Alabama—is to test and analyze samples of seeds. The analysts determine if the label accurately states the seeds' kind, variety, germination expressed as a percentage, percent by weight of weed seeds and "inert matter", date of the seed firm's germination test, and the name and address of the shipper.

Obviously some of those deter-



Doris Baxter, operates seed blower to separate chaff from good seed.

minations can be made just by reading the label. Just as obviously, more complex work is required to determine variety, purity and germination. Seed analysis is painstaking work; its practitioners complement patience with a degree in botany or agronomy. Plus, according to Baxter, three years on-the-job training.

With the help of equipment to sort and weigh seeds, analysts first determine the content of a sample. But machines can do only so much. The real test comes when the seed sample is examined by the analyst's trained eye.

The law says consumers have the right to expect that most of the seeds that are of the kind on the label will produce plants. This explains the need for the germination test and the fact that, at any given time, the Sacramento lab will be growing tens of thousands of plants in hundreds of trays and rolls of paper towels.

That, incidentally, is where all those germinators come in. They aren't refrigerating seeds, but providing the proper controlled environment for germination.

There's no "plant jungle" atmosphere; the lab doesn't have to grow seeds very long to determine how well they germinate. Ryegrass, for example, takes 14 days.

Baxter said most seed samples are submitted to the lab by state government seed officials. Consumer complaints are directed to state officials and, if the seed has been shipped from outside the state, it will be forwarded to the Sacramento lab. State officials also may ask the AMS lab for confirmation of their findings.

One kind of seed sample the analysts are especially careful with are those treated with a pesticide. The treatment can affect germination, so analysis is needed.

When working with treated seed, lab personnel wear protective clothing and masks. The work is done in a separate room and analysts work on treated seed no longer than one month at a time. Baxter said about one-fourth to one-third of all samples are destined for export. Of these, three quarters or more are treated.

Firms exporting seeds send samples to the lab for testing under International Seed Testing Association standards. While the samples themselves can be certified as meeting ISTA standards, the lab cannot go beyond that without verifying sampling and sealing methods.

The lab also is responsible for any testing required under the Plant Variety Protection Act, a copyright law for plant developers and breeders. Baxter said if a developer complains that a protected variety is being propagated and sold by someone else, her staff may determine if the variety of seed in question is, in fact, the one under PVPA protection.

The author is with the AMS regional operation office in San Francisco.



Farm boys help deliver the milk with their goat team near Denmark, S.C. circa 1926.

BOYD NAMED FIELD DIRECTOR

Jerome Boyd, who has been with USDA since just about the day he graduated in 1958 from North Carolina State University, has taken over as the field director of the Memphis office of the Cotton Division. In that position he will be supervising both the Grading and Marketing Sections, and all Cotton Marketing Services Offices will be reporting directly to him.

Boyd has been in the Washington Cotton Division office for several years after previously serving in the field in the Extension service and as a field office representative in Columbia, S.C.

The new field director grew up on his family's beef and tobacco farm near Waynesville, N.C. He

received a Bachelor of Science degree in Agricultural Education from North Carolina State.

In recent years Boyd has played a key role in the switch from manual to electronic recording of marketing information. In August, 1980, he received a USDA sustained superior performance award for his work.

In his new position Boyd will supervise about 200 permanent personnel and 1,200 seasonal employees.

Boyd is married to the former Anne Bischoff and they have three children -- Jule, 21, a college student; David, 16; and Nancy, 15. Mrs. Boyd and the younger children will remain in their Fairfax county, Va., home

Little-Known Facts About Milk

Milk marketing has come a long way since 1926. Today, about two-thirds of the nation's total milk supply and four-fifths of all grade A milk is marketed under 47 federal milk marketing orders administered by AMS. Five states—Wisconsin, California, New York, Minnesota, and Pennsylvania, in that order—produce about 50 percent of the U.S. milk supply, though milk is produced in all states including Alaska.

until the end of the present school year.

Boyd assumed his new Memphis duties March 9. He succeeded David Stancil, who retired in January.

PAY PROBLEMS LINKED TO T&A REPORTS

by George Stringer

More than half of the problems that employees experience in getting paid the correct amount and on time are found to result from the time and attendance (T&A) reports that are turned in to the National Finance Center (NFC), according to a study recently done.

The four-person task force investigating the increase in pay problems was composed of Deputy Director Gary M. Whitaker, and Section Head Emma Bennett, of the AMS Personnel Division and Deputy Directors Tharon Anthony and Homer Dunn from the Chicago and Dallas regions of the Federal Grain Inspection Service. The four made a fact-finding and problem solving visit to NFC where they met with staff at all levels, including the NFC Director Dennis Boyd, to try to improve the situation.

The remainder of the problem, beyond T&A deficiencies, is divided among the post office, the computer, incorrect personnel documents, and programming difficulties at NFC, according to the report.

"Although a new computer system and better quality control in submitting personnel documents will help, the major emphasis at this point should be on improving the accuracy and timely submission of T&A reports," says Whitaker, who headed the task force.

According to the report of the task force, "It is clear that proper attention has not been given to T&A's in the past. Many offices do not even have a copy of the T&A Handbook. Frequently, T&A preparation is given to the

newest, most inexperienced clerical employee in an office. Often, little guidance is available to that employee."

Personnel Division recommends that each new person assigned to complete T&A's be instructed thoroughly in their preparation by employees who are more experienced in T&A preparation or by the division administrative officer.

It is crucial that T&A's be sent to NFC as soon as possible. They should be mailed on Friday afternoon at the end of the pay period. Since NFC has a "crew" of about 70 people correcting T&A's, getting the T&A's in promptly and giving NFC time to correct any errors is very important.

"Seeing the scanner 'read' the T&A's at NFC was very enlightening," said Whitaker. About 130,000 USDA T&A's are run through the scanner each pay period. The scanner cannot accept or "read" about 40 percent of those T&A's. "Considering the technical and scientific developments of the last few years, it is surprising how touchy the scanner is," said Whitaker. "This same machine has been in use at NFC for 17 years. If the numbers are not formed exactly as the T&A form recommends, they will be rejected."

Social Security numbers must also be carefully watched. If the T&A is rejected by the scanner, the correction "crew" then gets a chance to find the problem and correct it before the "cut-off" time -- the time that payroll information is sent to the Treasury disbursing office for

Safety in AMS

Slips or falls and auto accidents continue to be the two major causes of injury to AMS employees while on the job. The total accidents for the 1980 calendar year have been released by the safety coordinator, Janice Lohr.

Slips or falls accounted for 19 accident reports; auto accidents, for 18 reports; strains, 13 reports; hit-by, hit-against objects or caught between objects resulted in 11 reports; and all other accidents accounted for 7 reports.

The safety report points out the important role training and awareness in preventing accidents.

paycheck preparation. The worst situation occurs when a T&A is sent a little late and it is one of the 40 percent that are rejected. The correction "crew" does not get enough time to do its job, and the employee doesn't get paid on time.

If offices find they are unable to get T&A's mailed on Friday, they should consider express mail to ensure timeliness.

"We always have a tendency to blame NFC for pay problems," says Whitaker, "but only part of the problem is there. NFC does not prepare T&A's."

"The establishment of the task group and the problem-solving trip to NFC demonstrate the importance we place on improving the pay situation," said Whitaker. "We intend to pursue every option open to us to make improvements. An employee should be able to bank on getting his check on payday. Getting properly completed T&A's in on time will help more toward this than anything else."

Merit Promotion Plan

A revision to the Merit Promotion Plan will soon change the way AMS hires and promotes. USDA's Office of Personnel recently revised the Merit Promotion Plan specifying requirements for filling positions through competitive procedures. The AMS Personnel Division (PED) is now revising the agency supplements to the plan. The new plan will be in effect on June 1, 1981.

Two parts of it are of considerable importance to AMS and require the participation and cooperation of employees. The first calls for candidates to be evaluated on the basis of job-related criteria. The second requires selections to be made under the Uniform Guidelines on Employee Selection Procedures. These selections should not result in adverse impact on any race, sex, or ethnic group.

The overall objective of the evaluation process is to narrow the numbers of eligible candidates from which a selection may be made and to assure that the selection is made from the best qualified candidates. To accomplish this, PED must develop criteria which will be published as part of the vacancy announcement. AMS may use only these criteria in the evaluation.

Development of criteria by PED begins with a thorough job analysis. A job analysis is a systematic, documented review of position duties position to be filled, conducted by a panel of subject-matter experts. It is done to determine what knowledges, skills, abilities (KSA's) and other characteristics an individual must bring to the job. The evaluation against the KSA's is not a mechanical process by which, for example, possession of awards or an out-

standing rating results in the addition of "points" to a candidate's score. Rather, a personnel specialist or rating panel will make determinations as to the quality and relevance of experience, awards, and appraisals when compared with the KSA's. Therefore, it is very important that applicants supply as much information as possible which will allow the raters to make these judgments.

If you are applying for a job in AMS you can increase your chances of being formally considered by getting a copy of the vacancy announcement or otherwise find out what the KSA's are, providing information relating to the KSA's, either in the SF-171 or by using a supplemental qualification statement which addresses the KSA's, giving a description of any award which may relate to the KSA's, and providing any specialized appraisals which may be part of the vacancy announcement.

Actions under the Merit Promotion Plan are made without regard to political, religious, or labor organization affiliation -- or nonaffiliation -- marital status, race, color, sex, national origin, nondisqualifying physical or mental handicap, or age.

To comply with the Uniform Guidelines, PED must collect information concerning race, sex, and ethnic group of the applicant as part of the Merit Promotion process. All applicants for AMS vacancies will be sent Form 1386 (Background Survey Questionnaire 79-2) for completion, along with a self-addressed return envelope. Participation is voluntary. However, since this information is confidential and will have no bearing on the consideration of applicants, you are encouraged to return the form to the PED.



International Year of Disabled Persons

By: John Ogden

1981 has been declared the International Year of Disabled Persons (IYDP) by the United Nations General Assembly. There is an estimate of 500 million disabled persons throughout the world. The year is intended to promote the theme of full participation and equality for disabled persons. The year will also promote the enjoyment by disabled persons of rights and opportunities which are available to other persons in society. The United States has pledged its full support to the IYDP and a Federal Interagency Committee has been formed to direct and promote activities related to the disabled.

The Interagency Minority and Female Recruiters' Association has committed itself to a national plan of action. Its Committee on the Disabled will be planning sensitivity raising seminars and coordinating clearinghouse information for the disabled.

The U.N. has adopted an official logo to be used in connection with the IYDP. The logo represents two people holding hands in solidarity and support of each other in a position of equality. It may be used on posters, stationary and other materials related to the IYDA.

Personnel Actions

LIVESTOCK, POULTRY, GRAIN, AND SEED DIVISION

Welcome

Rhonda Austin, clerk-typist
Barbara Ann Byers, clerk-typist
Mianon M. Carey, clerk-typist

James V. Epstein, grain market
news reporter, Grain Market News
Branch, Independence, Mo.

Wendy Lee Garner, clerk-typist
Mary L. Miller, clerk-typist,
Marketing Programs Group, Wash-
ington, D.C.

Edna T. Murphy, clerk-typist
Beverly M. Olson, clerk-typist
Rodney W. Young, botanist seed
technologist, Seed Regulatory
Branch, Montgomery, Ala.

Promotions

Linda T. Allen, clerk-typist
Carmen Rose Brown, plant
variety senior examiner

Charles A. Gledhill, livestock
market news reporter, Livestock
Market News Branch, Indianapolis,
Ind.

Stacy K. Ingram, clerk-typist
Roger L. Kerr, livestock and
meat market reporter, Livestock
and Meat Market News Branch, Des
Moines, Iowa

Gary R. Kinder, livestock mark-
et news reporter, Livestock Market
news Branch, Omaha, Neb.

Carol Ann Meinders, livestock
market news reporter

Christine B. Miles, secretary to
the director, Office of the Director,
Washington, D.C.

Jean A. Moffit, clerk-typist
Keith L. Padgett, wool market-
ing reporter and specialist

Bonnie J. Pontisso, clerk-typist,
Poultry Market News Branch, Des
Moines, Iowa

Mavis M. Pratt, clerk-typist
James A. Ray, branch chief

Reassignment

Mark A. Linstedt, livestock
market news reporter, Livestock
Market News Branch, Indianapolis,
Ind.

Andrew J. Smookler, grain
market news reporter, Grain Mark-
et News Branch, Denver, Colo.

Resignations

Beverly M. Dewey, clerk-typist,
Livestock Market News Branch,
Greeley, Colo.

Mary D. Kidwell, clerk-typist
Michael D. Livingston, clerk-
typist

Transfers

Gwendolyn Ford, clerk-typist
Sandra L. McClelland, clerk-
typist, Livestock Market News
Branch, Kansas City, Mo.

Jeanne L. Rowe, clerk-typist
Sharon O. Thompson, clerk-
typist

Retirements

Donald W. Basden, livestock
market reporter

Jean L. Benedict, clerk-typist
Marshall G. Ivy, livestock mark-
et reporter

Roy Lyndon Wann, supervisor
poultry market reporter

PERSONNEL DIVISION

Welcomes

Neil G. Blevins, supervisory per-
sonnel staffing and classification
specialist, AMS Employment and
Classification Branch

Toni Bruegge, personnel staffing
and classification specialist, AMS

Virginia Melton, clerk-typist,
AMS Employment and Classification
Branch

Tamera G. Riggle, secretary,
Labor Relations, Evaluation and
Training Branch

Carol Silverthorn, personnel
assistant, AMS Employment and
Classification Branch

Bessie Thompson, high school
co-op, AMS Employment and Clas-
sification Branch

Sharon Wilson, personnel assis-
tant, AMS Employment and Classif-
ication Branch

Harriet Worley, personnel staff-
ing and classification specialist,
AMS Employment and Classifica-
tion Branch

COTTON DIVISION

Promotions

Martha Duncan, physical science
aid, Clemson, S.C.

Patricia Fields, clerk-typist,
Clemson, S.C.

Carl J. Stinocher, agricultural
marketing specialist (general),
Birmingham, Ala.

Transfers

Katherine L. Cooper, clerk-
stenographer, Testing Section,
Clemson, S.C.

Lee Fitzpatrick, agricultural com-
modity aid, Standards Section,
Memphis, conversion to full-time
permanent

Saundra Henry, statistical clerk
Typist, Market News Section,
Memphis, conversion to full-time
permanent

Carolyn Munn, statistical clerk
Typist, Market News Section,
Memphis, conversion to full-time
permanent

Jacolyn Shelton, clerk-typist,
Lubbock, Texas, conversion to full-
time permanent

Retirements

John H. Bevis, supervisory cot-
ton technician, Testing Section,
Clemson, S.C.

Robert Callens, agricultural
commodity grader, Greenwood, Miss.

David H. Stancil, supervisory
cotton marketing specialist (gen-
eral) field director, Memphis, Tenn.

Resignation

Mary Nell Stroud, clerk-typist,
Memphis, Tenn.

DAIRY DIVISION

Welcome

Bruce Adams, auditor, Mary-
land Heights, Mo.

Margie Barron, assistant admin-
istrative officer, Washington, D.C.

Michael Codd, auditor, Tigard,
Ore.

James R. Daugherty, marketing
specialist, Tigard, Ore.

Gregory M. Johnson, account-
ant, Minneapolis, Minn.

Yvonne Johnson, clerk-stenographer, Washington, D.C.

Vanessa Rodriguez, clerk-typist, Washington, D.C.

Ann Senst, computer operator, Minneapolis, Minn.

Promotions

Steve Levine, agricultural economist, Program Analysis Branch

Betty Lyles, statistical assistant, Market Information Branch to economist assistant, Market Information Branch

Richard McKee, dairy products marketing specialist, Order Operation Branch

Mary Muster, clerk-stenographer, Marketing Information Branch to secretary-stenographer, Marketing Information Branch

Steve Schneeberger, market news reporter, Market News, Madison, Wis. to officer-in-charge (market news reporter), Market News, Eastern Region

Transfers

Mark E. French, auditor, from the Lake Mead (Las Vegas) milk marketing area to the Central Arizona (Phoenix, Ariz.) area

Sarah E. Hastings, milk sampler-tester, from the New England (White River Junction, Vt.) milk marketing area to the Chicago Regional (Glen Ellyn, Ill.) milk marketing area.

Retirements

Hampton J. Dailey, accountant, Minneapolis, Minn.

Robert W. March, deputy director for program analysis, Marketing Information and Cooperative Qualification, Washington, D. C.

Isaura Medeiros, machine operator, Boston, Mass.

Roger Nordeen, auditor, Indianapolis, Ind.

Awards

Sharon K. Hall, secretary to deputy director, received an outstanding performance award for performance of secretarial duties

during a period when the Formulation Staff was experiencing an unusually heavy workload and a severe reduction in its secretarial staff.

Shirley M. Flood, secretary to deputy director, received a special achievement award for willingly undertaking extensive statistical assignments over and above normal responsibilities while continuing to perform regular secretarial duties, thus contributing to successful operation of the federal milk order program.

TECHNICAL SERVICES DIVISION

Welcome

Wayne Davis, manager, information systems group, from the Department of Commerce

Louis Zecca, management analyst, from General Services Administration

Transfers

Susan Triplett, to Forest Service

Cash Awards

Robin Swerdlow, management analyst.

Resignation

Constance Kulit

TOBACCO DIVISION

Welcome

Agricultural commodity grader recruits in the Lexington, Ky., Region:

Steve Albright
Glenn F. Allen
James H. Batterton
Jo Jean Bryant
James H. Childress
Wayne H. Dunn
W. Paul Ferrell
Russell E. Hatchett
Particia Igo
A. Glenn Jackson
Delmer T. Lawrence
Richard P. Mattingly Jr.
Pamela McCauley

Larry T. Perraut, Sr.
Frenchie R. Poynter
Amos Prather
Bobby A. Richardson
William B. Sallee
Dennis E. Schelley
Pamela J. Spencer

Promotions

Rex D. Carter, supervisory tobacco marketing specialist (standardization) Washington, D.C.

To agricultural commodity grader in Lexington, Ky.

Jessie L. Adams
Glen A. Carpenter
Guerney T. Cummins
William R. Kinnaid
James F. Phillips
Timothy A. Trimble
Hillis D. Sone
Terry H. Spurlock
William B. Wheeler
Hense A. West

To agricultural commodity grader in Raleigh, N.C.

Franklin K. Fink

Deaths

Chester Boatwright, agricultural commodity grader, Raleigh, N.C.

Howard E. Skeen, agricultural commodity grader, Lexington, Ky.

Retirements

Daren J. Barton, Lexington, Ky.
Roy S. Brock, Raleigh, N.C.
Treat Brown, Raleigh, N.C.
George W. Buffkin, Raleigh, N.C.

Carroll H. Crews, Raleigh, N.C.
Vera S. Cockrell, Raleigh, N.C.
George N. Maitland, Raleigh, N.C.

Mack D. Pridgen, Raleigh, N.C.
Bryant C. Roberson, Raleigh, N.C.

Richard P. Scarboro, Raleigh, N.C.

Awards

Helen B. Chester, clerk-stenographer, Lexington, Ky. Region, for outstanding performance and exceptional proficiency.

Frank E. Murphy, agricultural commodity grader (tobacco) for outstanding performance of special assignments, versatility, dependability, and technical proficiency.

AMS in Action

An Administrative
Letter For Employees



July 1981



PARTS OF FSQS RETURN TO AMS

Secretary of Agriculture John R. Block announced that the Food Safety and Quality Service will be transferred to the jurisdiction of Assistant Secretary C. W. McMillan. FSQS and the Agricultural Marketing Service will then be reorganized to emphasize the department's marketing functions.

Under the reorganization, the commodity services program will move from FSQS to AMS, where it was located prior to 1977. The Packers and Stockyards Administration, currently a part of AMS, will become a separate agency. A search is now underway for an administrator. Under the authority of the Agricultural Marketing Act, the

commodity services program provides voluntary grading service on a fee basis and develops grade standards for meat, poultry, eggs, dairy products, and fresh, canned, frozen and dried fruits and vegetables.

Block said, "This streamlining effort serves to underscore the administration's dual commitment to market development and food safety. We will be able to seek new markets for the country's farmers, processors, and marketers, and still guarantee that consumers here and abroad enjoy the benefits of safe, high-quality foodstuffs." AMS, under Administrator Mildred Thymian, will continue to develop new market outlets and facilitate price determination and transactions. FSQS, under Administrator Donald L. Hous-

ton, will become the Food Safety and Inspection Service, and will have the responsibility for assuring that meat and poultry products which move into interstate and foreign commerce are safe and properly labeled.

Block said, "The inclusion of the commodity services in AMS fulfills that agency's role in marketing. At the same time, FSIS will be able to concentrate on its traditional role of assuring consumers a safe and wholesome supply of meat, poultry, and eggs.

"P&SA will continue to enforce provisions of the Packers and Stockyards Act. The act is a fair practices law which promotes fair and open competition in the marketing of livestock, meat, and poultry."

GRAIN, LIVESTOCK MARKETS NEWS TO MERGE

by Sheila Nelson

Plans are underway for the merger of two market news branches within the Livestock, Poultry, Grain, and Seed Division, according to Thomas H. Porter, division director.

Porter said the merger, which should result in more efficient use of personnel and available funds, involves market news services for grain and livestock.

"No major changes are currently planned in reporting," Porter said, "but the combined operation should provide more flexibility to meet new program needs. Among these will be emphasis on reporting more producer-level prices for grain."

Detailed to the position of branch chief will be Jim Ray, current chief of the Livestock Market News Branch.

Russell "Buck" Knister, current chief of Grain Market News, will be detailed to chief of the Livestock Standardization Branch, to replace Edmund "Ned" Tyler who has accepted a job in Jamaica.

John Van Dyke, current assistant chief of the Livestock Market News Branch, will be detailed to the same position in the new branch.

The new structure will include three area supervisors for livestock and grain. Detailed to those positions will be Don "Skip" Beven, Eastern area; Bob Jorgenson, Central area; and Bill Hughes, Western area. Beven is currently Eastern area supervisor for livestock, Jorgenson is currently Western area supervisor for livestock, and Hughes is currently officer-in-charge of the Portland, Ore., grain market news office.

"Grain and livestock market news reporting have always been closely allied," Porter said. "The same people are often interested in both commodities



THYMIAN VISITS FIELD OFFICES

AMS Administrator Mildred Thymian, on a visit to Des Moines, Iowa, discussed market news problems and successes with Ron Boyd, officer-in-charge of the LPG&S Division's market news office there. Mrs. Thymi-

an has been making an effort to visit each of the AMS offices in Washington, D.C., and, to the extent possible, in field locations as well. She will continue that practice.

and in some instances our sources for information are the same." In the field, Porter said, some division offices are already involved in both grain and livestock market news. They are: Des Moines, Iowa; Louisville, Ky.; Baton Rouge, La.; Jackson, Miss.; Portland, Ore.; Nashville, Tenn.; North Salt Lake, Utah; and Madison, Wis.

What will happen to other field offices? "No firm decisions have been made," Porter said. "We will explore the feasibility of consolidating other offices and will do so where it will improve efficiency and the overall services."

Sheila Nelson is a public information spe-

cialist in Washington, D.C.

AMS in ACTION

Mildred Thymian
AMS Administrator

Terry Walsh
Editor

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Editor's office is located in Room 2632, So. Bldg., USDA, Washington, D.C. 20250. FTS 447-6766.

ELECTRONIC LIVESTOCK MARKETING

Computer Helps Bring Home the Lamb

by Lew Brodsky and Terry Walsh

"Slaughter lamb auction . . . lot number 50 . . . use escape key to increase by 25 cents." These words trigger the beginning of a slaughter lamb auction using electronic marketing that is being used effectively in a Virginia pilot project under the AMS federal-state marketing improvement program.

"Electronic trading has the potential for expanding the marketplace for a seller and providing more product sources for a buyer," says Roy Davis of the Virginia Department of Agriculture. With electronic marketing, a number of buyers and sellers at remote locations can be brought together simultaneously to make transactions.

"Such a system creates a large central market instead of many small, local markets to achieve a high level of pricing and operating efficiency. It gives everybody involved a better up-to-the-moment picture of the market and allows pricing to reflect timely market conditions," Davis added.

In the Virginia project, each buyer uses a remote computer terminal to make bids on lambs of a particular lot. The bidding starts at the going price for the day, according to market conditions.

Each buyer has an identification number under which bids are made. The animals are grouped together in lots commingled by ownership, and are standardized by grade and weight. A printout showing what animals are available for trading is seen prior to the auction. Information about number of animals per lot, grade standard, and average weight are shown. The buyer can then make a bid based on the price printed on a computer terminal.

After a brief time interval with no bid, usually 30 seconds, the lot is sold to the highest bidder. The bidder gets the sale, provided the bid isn't below the reservation or "no sale" price, a predetermined amount which may be set for the lot by the seller.

Electronic marketing of livestock by computer in Virginia originated in September 1978 as a joint project of AMS, the Virginia Department of Agriculture, and Virginia Tech. The system was developed under an AMS grant of \$106,708, which was matched by the Virginia agriculture department. The system initially dealt with trading of cull cows—dairy or beef animals for slaughter.

The project has expanded to include livestock electronic marketing programs for lambs with feeder cattle and feeder pigs slated for the system.

"About 30,000 lambs were traded electronically from May through March 1981," says Davis. "They're delivered to an assembly point, weighed, and shipped to the processing plants on the dates they're needed."

Davis reports the system has caused an immediate average increase in prices paid to producers of \$2 to \$4 per 100 pounds of lamb. "This is because the system is more efficient. It streamlines the marketing process by eliminating or reducing many costs associated with movement through conventional auctions, so the producers can get a larger share of the dollars involved," he says. Lambs sold in 1980 were from Virginia, Kentucky, North Carolina, and West Virginia. Indications are that some of the Midwestern states will sell their lambs on this system in 1981.

Additional federal funds of \$214,000 were given to Virginia

so that the Eastern Electronic Market Association could carry the project even further. The association operates the electronic auctions in the state. It is a nonprofit organization with representation from the dairy and beef industries, state auction markets, and farm organizations. Formed from an initial advisory committee, the group establishes basic trading rules and determines who is eligible to trade in the electronic market setup.

Other pilot programs are underway in Ohio, Texas, Georgia, and Illinois.

Computer trading of livestock is being evaluated continually by AMS and state departments of agriculture. There is some resistance to change within the livestock industry, especially from some buyers who perceive a disadvantage because they're not accustomed to purchasing livestock sight unseen.

"But with more buyers getting terminals, the trading process is becoming more efficient and the outlook for improved livestock marketing is bright," Davis says.

Lew Brodsky is AMS Information Division director and Terry Walsh is a public information specialist, Washington, D.C.

Personnel Actions

ADMINISTRATIVE SERVICES DIVISION

Welcomes

Sharon Ferguson, clerk
Michael McGrath, management assistant
Michael Woolsey, mail clerk

Promotions

Alan Dumheller, motor-transportation operator specialist

Ronald Lewis, management assistant

Awards

John Bellmund, Grace Bain, and Jacqueline Williams, from FAS for outstanding and uncommon initiative in recognizing shortcomings of a routinely accepted activity of a special FAS project, and formulating and suggesting changes which, when implemented, resulted in substantial savings to USDA

Cash Awards

Opal Arduino
Victoria Taylor
Dorsey Ragan

Quality Increase

Frank Bright

COTTON DIVISION

Promotions

Carolyn Munn, statistical clerk-typist, Market News Section, Memphis, Tenn.

Sandra Henry, statistical clerk-typist, Market News Section, Memphis, Tenn.

Helen King, secretary-typist, Washington, D.C.

Awards

Special Achievement Awards

Frances H. Drew, for outstanding performance of secretarial duties and special assignments contributing greatly to the increased effectiveness of the Raleigh, N.C., regional office.

Ruth C. Shepherd, for outstanding performance and sustained and exceptional qualities in the performance of duties in the Lexington, Ky., regional office.

FRUIT AND VEGETABLE DIVISION

Welcomes

Cynthia Bond, clerk-typist, Regulatory Branch, Washington, D.C.

Nancy Croll, clerk-typist, Regulatory Branch, Washington, D.C.

Ehren Green, clerk-typist, Regulatory Branch, Washington, D.C.

Henry Martinez, market reporter, Market News Branch, Salinas, Ca.

Tom Jacobs, market reporter, Market News Branch, San Francisco, Ca.

Frances Jones, clerk-typist, Market News, Dallas, Texas

Yolanda Norton, clerk-typist, Market News, Forest Park, Ga.

Marsha Townes, clerk-typist, Market News Branch, Pittsburgh, Pa.

Promotions

Jacquelyn Harris, secretary-stenographer, Fruit Branch, Washington, D.C.

Anne Dec, marketing specialist, Vegetable Branch, Washington, D.C.

Patricia Karlstad, clerk-typist, Market News Branch, Minneapolis, Minn.

Jane Servais, fruit and vegetable market reporter, Market News Branch, North Palm Beach, Fla.

Gerald Veit, agricultural economist, Fruit Branch, Washington, D.C.

Raymond C. Martin III, marketing specialist, Fruit Branch, Washington, D.C.

Transfers

Christine Sutton, clerk-typist, from Market News, Chicago, Ill., to Market News, New Orleans, La.

Gary D. Olson, from market reporter, Los Angeles, Ca., to marketing specialist, Portland, Ore.

Idella Cotton, clerk-typist, from FSQS to Market News, New York, N.Y.

Resignations

Leonard Timm, market reporter, Chicago, Ill.

Mike Walton, coordinator, Texas State Market News, Austin, Texas

Awards

Donna Lupo, Superior Service Award, Market News, Boston, Mass.

Michael Pfluger, Market News, New York, N.Y.

Philip H. Montgomery, Market News, Atlanta, Ga.

INFORMATION DIVISION

Welcomes

Jeffrey J. Wilson, information assistant, cooperative education student, Midwest regional information office

Promotions

Nettie R. Sanders, clerk-typist, Midwest regional information offices

MARKET RESEARCH AND DEVELOPMENT DIVISION

Welcomes

Jeremy Wu, mathematical-statistical clerk

Kevin Desecker, Agricultural economist

TOBACCO DIVISION

Transfers

Laura M. Hensley, secretary-stenographer, to Packers and Stockyards, Washington, D.C.

Retirements

Lioniel S. Edwards, regional director, Raleigh, N.C., region

Robert C. Cone, assistant regional director, Lexington, Ky., region

Horace E. Johnson, agricultural commodity grader, Raleigh, N.C., region

Resignation

Grace V. Ferrell, Raleigh, N.C., region

AMS in Action

An Administrative
Letter For Employees



August 1981

AMS SHIFTS TO MEET INDUSTRY NEEDS

The shifting of commodity services to AMS from the Food Safety and Quality Service will suit industry people better, says AMS Administrator Mildred Thymian.

"We've given them one place where they can come with their particular interests instead of going to two agencies," she explains. Under the new setup, commodity grade standards and voluntary grading services are provided by AMS in addition to other marketing programs.

Fruit and Vegetable Division now includes the following branches: market news, specialty crops, fruit, vegetable, commodity procurement, fresh products, processed products, and regulatory.

A separate Poultry Division was formed from the Livestock, Poultry, Grain, and Seed Division, and covers market news, standardization, grading, and commodity procurement.

LPG&S is now the Livestock, Meat, Grain, and Seed Division. It is made up of meat grading, meat standardization, livestock and grain market news, livestock standardization, commodity procurement, seed standardization, seed regulatory, and plant variety protection branches.

A dairy grading and standardization branch was added to Dairy Division.

The new Food Quality Assurance Division consists of development and coordination,



Thymian says AMS will suit industry better

Photo by Terry Walsh

"I think the reorganization has been met with applause. . ."

review and approval, and quality assurance branches.

Tobacco, Market Research and Development, Cotton, and Warehouse divisions remain the same.

Budget constraints caused the closing of the Minneapolis, Minn., commodity services office, previously served by FSQS.

The change is a starting position for increasing government efficiency through a more practical size, as well as being more responsive to the industry.

"I think the reorganization has been met with applause throughout the farm and food industry and internally. We need to make this coming-together as successful as we possibly can," Thymian says.

Although some personnel and management mechanics are still undergoing transition, many of the 2,000 new employees are feeling a sense of reunion at being back home again in AMS. A number of them were with the agency before the creation of FSQS, which has been renamed Food Safety and Inspection Service.

"We need to make this coming-together as successful as we possibly can."

AMS REHATCHES POULTRY DIVISION

The recent AMS reorganization restored one division to oversee all poultry activities. The Poultry Division, formerly in AMS before parts of it went to FSQS, was consolidated from the AMS Livestock, Poultry, Grain, and Seed Division and FSQS poultry programs.

Poultry and egg grading, egg products inspection, standardization, market news, poultry procurement, and monitoring of an egg research and promotion program are handled by the Poultry Division. Connor Kennett, division director, says the division will "provide to the industry a one-stop service. If they have a problem with a particular function, they've got one office that coordinates all the activities."

For example, explains Kennett, the same people who have market news problems also may have procurement or grading problems, and "having one office to contact simplifies it."

Under Kennett's supervision, the Poultry Division works with 4 regional poultry grading offices and 30 state offices in administering grading and egg products inspection activities. Market news operations are conducted in 20 field offices.



Kennett says Poultry Division will provide a "one-stop service."

Photo by Terry Walsh

PRICE TO HEAD TOBACCO GRADING OFFICE

by Julia Conkling

Ernest L. Price has been named director of the AMS regional tobacco grading office at Raleigh, N.C.

He had been the assistant regional director serving under Lionel Edwards the past two years. Now, Price supervises about 300 tobacco graders and office personnel who are responsible for grading flue-cured, Virginia dark-air, and dark-fired tobacco grown in Florida, Georgia, South Carolina, North Carolina, and Virginia. He is also responsible for all tobacco market news reports issued from AMS offices in his region.

"I was born and raised on a tobacco farm in Johnston County," Price says. "I've always enjoyed growing the crop. Of course, one of the best pleasures is to know the tobacco people and be able to work with them daily. Matter of fact, I've worked with them daily for 27 years!"



Ernest Price, regional director, Tobacco Division, Raleigh, N.C.

There were a few years, however, when Price left the tobacco industry to attend college and serve in the armed forces. He attended Wake Forest University, Winston-Salem, N.C., from 1949 to 1951. He then was drafted into the U.S. Army for two years.

Price returned to the tobacco business in 1954 as a USDA tobacco grader. During the "quiet" off-months when tobacco grading activities were not in full swing, Price was assigned by USDA to the tobacco research staff at N.C. State University, Raleigh, for 17 years.

Price and his wife, Jeanette, live on their tobacco farm at Selma, N.C. When asked what his hobbies are, Price replied, "Tobacco, of course!"

Julia Conkling is a public information specialist at the Southeast regional information office, Atlanta, Ga.

LUPO AND MCFALL RECEIVE HONOR AWARDS



Photo by Terry Walsh

Donna Lupo, left, and Phil McFall display superior service awards for Administrator Mildred Thymian'

Donna M. Lupo and Phil B. McFall received superior service awards from Secretary of Agriculture John R. Block at USDA's 35th annual honor awards ceremony in Washington, D.C.

Lupo, a fruit and vegetable market reporting assistant at Everett, Mass., was cited for skill and knowledge in industry marketing and administrative procedures, expertise in maintaining office machines, proficiency in work organization, support of a technical staff, and ability to train technical reporters.

Born in Malden, Mass., Lupo

studied at Everett Vocational School. She now resides at North Billerica, Mass. She is a 10-year employee of AMS, where she started as an office machine operator, advanced to clerk-typist, and is now a market reporting assistant.

McFall, supervisory livestock market reporter at St. Joseph, Mo., was cited for exceptional service, distinctive leadership, and major contributions in developing, expanding, and directing the AMS livestock market news program in Missouri. He also participated with state officials in developing a feeder pig grading program. This

uniform grading allows all producers to buy and sell by telephone using uniform grade standards.

McFall served as officer-in-charge of the San Antonio, Texas, livestock market news office from 1968 to 1972. He moved back to St. Joseph in 1972 as officer-in-charge of the federal office and supervisor for federal-state livestock market reporting in Missouri.

McFall was born in Frederick, Okla., and studied animal science at Oklahoma State University. After receiving his bachelor of science degree, he joined USDA in 1965.

TYLER ACCEPTS JAMAICAN POST

by Sheila Nelson

W. Edmund "Ned" Tyler, chief of the Standardization Branch of the Livestock, Meat, Grain, and Seed Division, will take up a new challenge in August—improving agricultural marketing in Jamaica.

Tyler has become a member of a USDA team whose mission is to help improve living standards in Jamaica by reducing post-harvest losses and increasing producers' share of the final price for their products.

The agriculture team, headed by Dr. Eugene Miller, Office of International Cooperation and

Development, is part of a cooperative 5-year, \$23-million program conducted by the Jamaican government and the Agency for International Development.

Work of the team is to plan and put into effect improved marketing practices and to

continued on page 4

JAMAICA

continued

develop a marketing agency within the Jamaican Ministry of Agriculture.

"Jamaica produces about a third of its potential food supply," Tyler says. "About a half of what is produced spoils before it gets to market. Only about two-thirds of the tillable land is being used.

"In 5 years," Tyler adds, "we are supposed to have 4 or 5 subterminal markets operating in major population areas and 25 to 30 assembly points for grading and classing.

"In addition," Tyler continues, "600 Jamaicans will be trained to grade, inspect, and provide market information for various commodities. Some of these will be trained in the United States."

As AMS expert in livestock and meat standards, Tyler is the livestock and meat products specialist on the team. Other positions on the team include specialists for market information, market management, marketing training, and fruit and vegetable marketing. An inspection/quality assurance specialist also will be on the team.

Jamaica has the land and climate to produce almost any food. The country's cash-food crops—coffee, bananas, and cocoa—don't provide a balanced diet. Jamaica now imports more than half its food. Improved marketing is one part of the country's economic recovery effort.

A recently expanded extension effort is another. Extension agents in this particular program are all women who know the land, family needs, and the economics of farming. Their role is to train



Ned Tyler will develop beef grade standards in Jamaica



women to grow vegetables that will almost balance the diet completely.

"The country is self-sufficient in pork and poultry production," Tyler says, "but the yearly per capita consumption of beef is only about 23 pounds. When properly managed, very desirable beef can be raised on pasture."

Part of Tyler's job will be to develop beef grade standards that will be workable in Jamaica. He also will be working on programs to improve production and marketing of dairy and fish products.

According to Tyler, "the Jamaican government is interested in developing an aquaculture program. They have no commercial fishing industry because the waters there are too warm.

"Part of the challenge in developing a marketing system," he says, "is tailoring it for the people and then educating them to use it."

Sheila Nelson is a public information specialist, Washington, D.C.



Photo by Jeffrey Wilson

TWO CITED FOR LENGTH OF SERVICE

Leonard Wright (second from left) and Sedell Johnson (third from right) proudly display their respective 20- and 10-year federal service awards. Both work in Chicago's resident work group. Sharing in congratulations to the two are (left to right) Jim Ray, head of livestock and grain market news, Washington, D.C.; William Horvath, poultry market news reporter, Chicago; Paul Rabin, officer-in-charge, poultry market news, Chicago; and Herb Jackson, Midwest information office regional director.

BLUM NAMED DEPUTY DIRECTOR

Joel L. Blum has been named deputy director for program analysis in the Dairy Division, succeeding Robert March who retired recently after 37 years with USDA.

Blum, a native New Yorker, has been with USDA since 1949, most of the time in positions with the Dairy Division or its predecessors. He is a graduate of the University of Wisconsin-Madison, where he received his undergraduate degree in agricultural economics and cooperative marketing in 1949. During his years with USDA, Blum has received two certificates of merit for his work.

A veteran of World War II, Blum served with the U.S. Army in the European theater of operation. Blum, his wife Florence and their two sons, Branden and Matthew, reside in Silver Spring, Maryland.

Photo by Terry Walsh



Joel Blum, deputy director, Dairy Division, Washington, D.C.

AMS in ACTION

Mildred Thymian
AMS Administrator

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Call Red Cross now for a blood donor appointment.

Personnel Actions

ADMINISTRATIVE SERVICES DIVISION

Promotions

Patricia Starks, secretary-stenographer

Sheila Graveline, cooperative document-review assistant

Steven Baumgarten, realty specialist

Edward Claggett, motor vehicle-management technician

TOBACCO DIVISION

Promotions

Ernest L. Price, regional director, Raleigh, N.C.

COTTON DIVISION

Promotions

Anna L. Porch, market reporter assistant, Memphis, Tenn.

Betty J. Bourque, clerk-typist, Montgomery, Ala., to secretary-typist, Birmingham, Ala.

Promotions-Reassignments

Gary S. Jordan, agricultural commodity grader, Bakersfield, Calif., to Altus, Okla.

Transfers

Karen Owens, secretary-typist, Macon, Ga., from Labor Department, Macon, Ga.

Separations-Transfers

Cherry Bryant, clerk-typist, Macon, Ga., to Department of Defense, Macon, Ga.

Retirements

Anne B. Duplantis, clerk-typist, Birmingham, Ala.

Mildred Calvin, supervisory clerk-typist, Dallas, Texas

Sylvester Moore, warehouseman, Memphis, Tenn.

Mark A. King, supervisory agricultural commodity grader, Montgomery, Ala.

Special Achievement Awards

Glen D. Murrell, agricultural commodity grader, Altus, Okla.

Sada M. Chapman, agricultural commodity aide, Memphis, Tenn.

John C. Fox, supervisory agricultural commodity grader, Lamesa, Texas

Candler C. Miller, supervisory agricultural commodity aide, Macon, Ga.

Quality Salary Increases

Dorothy D. Stewart, supervisory statistical assistant, Memphis, Tenn.

William F. Admire, Jr., supervisory agricultural commodity grader, Blytheville, Ark.

WAREHOUSE DIVISION

Welcomes

Theresa A. Hannowsky, clerk-typist, Indianapolis, Ind.

Cheryl Hermeling, clerk-stenographer, Indianapolis, Ind.

Georgia E. Brady, clerk-typist, Kansas City, Mo.

Ronald K. Walls, warehouse examiner, Temple, Texas

Don L. Campbell, warehouse examiner, Yuba City, Calif.

Joseph T. Parr, warehouse examiner, Indianapolis, Ind.

Gary L. Harvey, warehouse examiner, Indianapolis, Ind.

Promotions

Jane A. Williams, clerk-stenographer, Indianapolis, Ind.

Charles Kysar, warehouse examiner, Atlanta, Ga.

Walter J. Drabontowicz, warehouse examiner, Indianapolis, Ind.

Terry M. Henderson, warehouse examiner, Memphis, Tenn.

Gary A. Nichols, warehouse examiner, Memphis, Tenn.

Shelia A. Hale, clerk-typist, Memphis, Tenn.

Joanne I. Wallace, general-document examiner, Kansas City, Mo.

Sylvia V. Garrett, general-document examiner, Kansas City, Mo.

Lois Moore, clerk-stenographer, Kansas City, Mo.

Cary R. Whittle, warehouse examiner, Temple, Texas

John F. Lamborn, warehouse examiner, Temple, Texas

Judy G. Fry, program analyst, Washington, D.C.

R. Ford Lanterman, warehouse examiner, Washington, D.C.

Clifford J. McNeill, Jr., warehouse examiner, Washington, D.C.

John Iten, warehouse examiner, Minneapolis, Minn.

Cynthia Pense, warehouse examiner, Minneapolis, Minn.

Karl E. Rhines, warehouse examiner, Minneapolis, Minn.

Robert J. Walsh, warehouse examiner, Minneapolis, Minn.

Transfers

Dorothy L. Johnson, to Post Office Department, Memphis, Tenn.

Theresa Thorpe, to FCIC, Kansas City, Mo.

Helene Mulligan, to Beale AFB, Yuba City, Calif.

Mary L. Posner, to OIC, Kansas City, Mo.

Resignations

Charles Hilburn, warehouse examiner, Atlanta, Ga.

Gary Harvey, warehouse examiner, Indianapolis, Ind.

William Clark, warehouse examiner, Temple, Texas

William D. Kirkland, warehouse examiner, Temple, Texas

Karen L. Grant, clerk-stenographer, Indianapolis, Ind.

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Janet Peters, auditor, Kansas City, Mo.

Betty Wolcott, clerk-stenographer, Indianapolis, Ind.

Retirements

Loren Truman, warehouse examiner, Omaha, Neb.

Fred W. Withey, warehouse examiner, Indianapolis, Ind.

Cash Awards

Nancy J. Posvar, secretary-stenographer, Temple, Texas

Gayle Ledyard, clerk-typist, Temple, Texas

Susan Swiderski, accounting clerk, Kansas City, Mo.

DAIRY DIVISION

Welcomes

Karen Moreland, secretary, Washington, D.C.

William Newell, marketing specialist, Washington, D.C.

John Wetterau, market reporter, Washington, D.C.

Promotions

Karen Moreland, secretary, Washington, D.C.

Vanessa Rodriguez, clerk-typist, Washington, D.C.

Retirements

Lenora Stewart, administrative officer, Washington, D.C.

Brennan C. Disher, auditor, Metairie, La.

Ina M. Falco, accountant, Berkeley, Mich.

Reassignments-Transfers

Francis B. McKenzie, auditor trainee, from Minneapolis, Minn., to Waunakee, Wis.

Eugene M. Holmes, marketing specialist, from Dallas, Texas, to New York, N.Y.

Length-of-Service Awards in Milk Market Administrator Regions

Central Ark.

Logan H. Kissire, Donald MacFarlane, Patricia Hammons, James E. Whitesides, 25 years

Chicago

Richard V. Martin, 40 years; Helen M. Pollex, 35 years; Philip A. Costello, Robert G. Thomas, 30 years; Vivian I. Hackl, Warren Kufalk, Chester G. Smith, 25 years; Louis F. Rada, Vivian Russell, 20 years

Eastern Colo.

Harold C. Mastin, 35 years; Kevin Barnes, Roderick F. O'Leary, Nola J. Porter, 10 years

Eastern Ohio-Western Pa.

Eugene F. Duffy, 35 years; Paul L. Eippert, 25 years; Marvin Baumer, Doris N. Moysey, Marion D. Roper, 20 years

Ga.

Mary I. Dees, 25 years; Harold S. Hanes, Andrew Stricker, 20 years; Sue L. Mosley, 10 years

Kansas City

Kinsey Leonard, Sarah J. Lafrenz, Donald E. Young, 10 years

Louisville—Lexington— Evansville

Charlie Herbert Lyttle, 30 years; Mary T. Reed, Floyd L. Riggs, 25 years; Ernestine H. McGee, 20 years; Ronald Hayse, Lois A. Phelps, 10 years

Middle Atlantic

Rex F. Lothrop, 25 years; Paul J. Bonomo, Gerald A. Hundertmark, Mary R. Pectol, 20 years

New England

Sarah Agabian, Albert Beaudreault, Andrew Mastors, 25 years; Francis X. Lamb, Robert W. Schaefer, 20 years

Ohio Valley

Richard L. Brazzil, Robert C. Kelly, 30 years; E. Elaine Daniels, Edward W. McEleney, 20 years; Gloria Anderson, 10 years

Okla. Metropolitan

Earl E. Pruett, 25 years; Walter R. Long, 10 years

Ore. - Wash.

Keith L. Stenback, 30 years; Walter L. Joyce, Elsworth C. Turgeon, 25 years; Gladys L. Gray, 10 years

Southern Mich.

Roger N. Marker, Joyce M. Sutherland, 30 years

St. Louis - Ozarks

Eleanor Kimpel, 35 years; Clint S. Wallis, 30 years; Naomi J. Anderson, Gladeystene Pearley, David C. Stukenberg, 10 years

Texas

Kenneth Attenberry, 30 years; Carl D. Meador, 25 years

Upper Midwest

Warren E. Barron, 30 years; Spencer H. Nease, 25 years; Nancy F. Mair, 20 years; Lana J. Glaser, 10 years

Correction

Frances H. Drew, Raleigh, N.C., and Ruth C. Shepherd, Lexington, Ky., received special achievement awards from Tobacco Division, not Cotton Division, as listed in the July 1981 *AMS in Action*.

AMS in Action

An Administrative
Letter for Employees



September 1981

NAVEL ORANGE CONTROVERSY AIRED IN EXETER

by Dale May
Information Division

During normal times, the peaceful farming community of Exeter, Calif., has little in the way of events that create much excitement—other than an autumn fair, Christmas and Independence Day, as one resident expressed it.

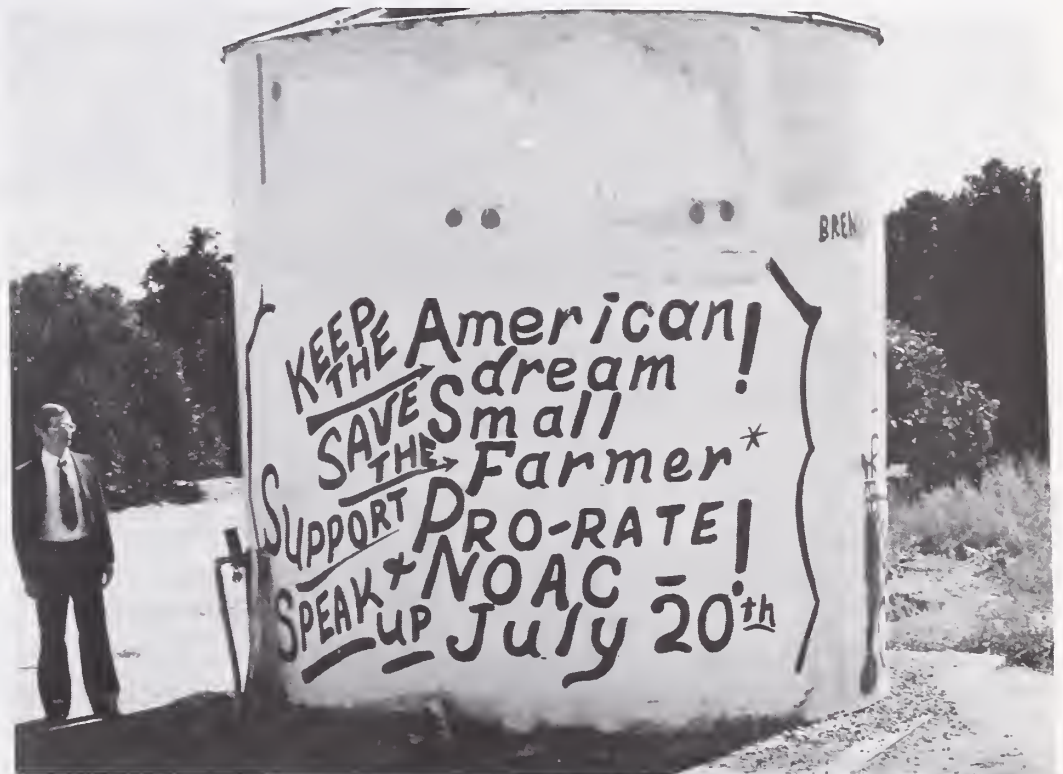
But the week of July 20 this year was an exception.

Over at the Exeter Memorial Building, where more than 300 people had gathered, there was a kind of excitement that was different from the annual Fourth of July fireworks display that townspeople had witnessed about two weeks earlier.

During that hot July week, there were some "fireworks" to be sure, because an issue that had aroused a national controversy had come to a head here in the heart of the navel orange-growing area.

Orange growers and other citrus industry people were having their say, as were representatives of consumers, at a public hearing that AMS organized to collect facts about the marketing of the recordbreaking 1980-81 navel orange crop under a federal marketing order.

The marketing order for navel oranges is one of 48 order and agreement programs that the AMS Fruit and Vegetable Division administers for various fruits, vegetables and related specialty crops like nuts and hops. The programs, each with its own unique features, are car-



John Clark, marketing specialist with Fruit and Vegetable Division's Los Angeles marketing field office, admires at least one orange grower's attempt to get others to speak up at a navel orange hearing. Water tower was in orange grove along highway just outside Exeter.

ried out with the help of growers, handlers and, in many cases, public members.

The programs are being reviewed this summer by a team that Secretary Block appointed in May. But because the "prorate" shipping regulations of the California-Arizona navel orange order came under particular attack during the 1980-81 season, a more indepth review—with a public hearing—was decided on for this program.

Views expressed at the six-day hearing varied widely. An inner-city food coalition and consumer buying cooperative in California, for instance, said the volume controls and minimum

size requirements of the marketing order work at cross-purposes to consumer needs by inflating prices to the point that some low-income people can't afford to buy oranges.

On the other hand, some growers who supported the volume and size controls said the marketing order serves consumers' interests by spreading the total annual harvest over a longer period since oranges can be "stored" for several weeks on the trees.

Many growers, though they weren't unanimous in this view, said they couldn't survive in the orange business without the

continued on page 2

ORANGE CONTROVERSY

continued

marketing order, since it provides a sense of stability for their large investment.

Few opposed the marketing order itself. Even the most vocal of critics had suggestions for changing the order to adapt it to present and foreseeable future needs of the navel orange industry.

While nearly all those testifying were from California and Arizona, one person who represents a firm that buys U.S. oranges came all the way from The Netherlands to get his views on record.

Seventy people made statements, and some of them were cross-examined at length. Cross-examination, very lively at times, was permitted as a means of clarifying testimony that had been given.

The hearing attracted more than a score of reporters for local, state and national news media. Five television crews, including one major national network, filmed parts of it.

The media interest was a con-



First day of the hearing saw a packed room, with about 350 people in audience, and several TV camera crews and a score of reporters covering the controversial issue.

tinuation of nationwide news coverage given an issue that first caught the public eye back in February when a TV network aired a report of "orange dumping."

Chief Administrative Law Judge John Campbell, who conducted the hearing in Exeter,

provided a time period after the hearing for the public to send AMS written comments related to the testimony given. AMS provided a period before the hearing for written public comments on the issue as well.

Next step: AMS will complete its review of the 1,359 pages of testimony, along with exhibits and other information gathered during the hearing process, and will recommend a course of action to the Secretary's office. The marketing order review team also will study the information as part of its overall review of fruit, vegetable and specialty crop marketing orders.

Meanwhile, the navel orange administrative committee has asked that a referendum be held to find out whether a sufficient number of navel orange growers want the marketing order to continue operating.

Says AMS Administrator Mildred Thymian, who attended the hearing, "After examining the potential benefits and liabilities of the marketing order for all interests, we'll decide whether further hearings are needed to consider possible changes in the program."



Contemplating navel orange hearing testimony are, left to right, AMS Administrator Mildred Thymian; Roland Harris, officer-in-charge of Fruit and Vegetable Division's Los Angeles marketing field office; William Doyle, chief of Fruit Branch in F&V Division; Anne Hemmendinger, marketing specialist in the Fruit Branch; and John Clark, of Los Angeles marketing field office. Also representing USDA at hearing were Karen Darling, assistant to C.W. McMillan, assistant secretary of agriculture; Dale May, deputy director of AMS Information Division; and Ben Darling, regional AMS information director, San Francisco.

FOOD QUALITY ASSURANCE JOINS AMS

Federal agencies no longer compete with each other when buying food products, thanks to the AMS Food Quality Assurance Division (FQAD).

Before FQAD was created in 1979 as part of the Food Safety and Quality Service (now Food Safety and Inspection Service), each government food-buying agency had its own specification program. This tended to discourage food producers from bidding on government contracts and created an overlap among federal agencies in quality assurance work. Quality assurance means inspection to ensure that the seller's product meets the buyer's specifications.

As a new AMS division, FQAD is responsible for developing product descriptions for each item in the federal food system. The division then authorizes government activities in preparing purchase documents. Director John Wyatt says the program is "providing order to the chaotic situation" of federal food purchases.

According to Wyatt, FQAD has received favorable comments from the food industry. He hopes that the program "will result in lower prices and better products—that's the name of the game."



Wyatt: ". . . lower prices and better products—that's the name of the game."

FIREBELLS MAY CAUSE ALARM

by Sheila Nelson
Information Division

Three reactions to the firebells came in quick succession. Questioning...is that a fire alarm? Unbelieving...it can't be a fire alarm. Believing...yes, it is a fire alarm.

I had read the brochure, "How to Survive a Hotel Fire", three days earlier. I also had walked the fire-exit route from my room to the ground floor—2 doors on the left and 16 flights down.

I remembered to take my room key (important in case I needed to retreat from smoke or fire) and joined a number of hotel guests evacuating the building. Most people were calm, walking single file quietly down the stairs. Some people were unreasonable, complaining as if it were general hotel policy to run fire drills at inconvenient hours simply to bother guests.

One person, particularly outraged at learning that the whole episode was a false alarm, asked, "What if it had been raining?" After the fact, we found that many people did not evacuate the hotel.

I found these reactions and lack of action surprising, especially since we were in a hotel that had suffered a major fire in

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SECURITY BREEDS CREATIVITY

by Sheila Nelson
Information Division

The advent of the visible identification of employees last month created a new and interesting pastime for people watchers.

Not to minimize the seriousness with which the new security regulations are to be taken, one does have to wonder what wearing an I.D. badge means to individual employees. There were the early birds—those who donned the badges before the required date. Was this an indication of extreme organization, submissiveness or pride in the fact that agriculture is now as security conscious as the military, CIA, or State Department? And what can be said about the I'll-do-it-at-deadline people? Is this a reaction of the rebellious, individualistic employees, or perhaps the reclusive, don't-mention-my-name employees?

What is even more fun to observe is the number of different ways found to display the I.D. There is the chain gang. The chain is used with a punched hole, punched hole with grommet or two punched holes. Then there is the clip choice varied by horizontal, vertical, left, center or right mounting. There also is the clip-and-chain group, and at least one classy woman who has substituted the issue chain for one of gold.

Attachment of the I.D. to the person is another area for creative choice. At the top of the hierarchy are the prelates—chain visible with I.D. in shirt pocket. The number of different belt ways include wearing the chain around the waist. And, according to this informal survey, the shirt preference is not only in the lead, it has spawned the rumor that the market for women's blouses with pockets is on the rise.

FIREBELLS

continued

the past year. Many people had died in that fire, and when the firebells went off there was no way to know that disaster wasn't striking again.

Shortly, I found that experience doesn't necessarily teach much. I realized that I had read the "how-to-survive" brochure and walked the exit route only because I knew I was in the section of the hotel where the fire had occurred. One day after the fire alarm, I checked into another hotel, was given a room on the 23rd floor, and did not check the fire route! In fact, I did not find the information on fire survival in the second room until the day I left. It was stowed inconspicuously in the back of the stationery folder.

I also realized that during the

fire evacuation I did at least two unwise things. I delayed checking the situation with the hotel operator who might have been impossible to reach. And, although I had counted the flights of steps on my first walk of the exit route, I didn't count the flights as I descended during the evacuation. In a real fire and smoke situation that could have been a fatal error!

As an employee on duty or vacation, you might find yourself in a similar situation. What would you do? As a coordinator of a meeting, would you provide to participants information on fire survival? Would you act when the fire bells ring, or would you ignore the situation, figuring that it can't happen to you?

Personnel Actions

COTTON DIVISION

Welcomes

Monica Graber, secretary-typist, Clemson, S.C.

Promotions

Mary Mynatt, administrative officer, Memphis, Tenn.

Lee Fitchpatric, from agricultural commodity aide to warehouseman, Memphis, Tenn.

Separation-Transfers

Deborah Ayers, statistical clerk-typist, to U.S. Department of Justice, Memphis, Tenn.

FOOD QUALITY ASSURANCE DIVISION

Promotions

Roger L. Luttrell, agricultural marketing specialist, Falls Church, Va.

Alanna J. Moshfegh, agricultural marketing specialist, Falls Church, Va.

Quality Salary Increases

Joan Luck, Falls Church, Va.

AMS in ACTION

Mildred Thymian
AMS Administrator

Terry Walsh
Editor

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AMS in Action

An Administrative
Letter For Employees



October 1981

Photo by Terry Walsh



Georgia Stevens Nerud

Edith Howard Hogan

MEET THE NEWEST ADDITIONS TO ADMINISTRATOR'S STAFF

by Doris Anderson
Information Division

EDITH HOWARD HOGAN, a nutritionist and GEORGIA STEVENS NERUD, a consumer economics specialist have joined the administrator's staff. They will concentrate on communicating with consumer and industry groups to assure understanding of AMS programs. Administrator Mildred Thymian has initiated this new emphasis as a unique

opportunity for industry, consumers and government to interact on issues and common concerns.

Hogan will serve as special assistant to the administrator and Nerud assumes the position of consumer and industry affairs advisor. They will share responsibility for arranging seminars, advisory committees and other efforts to open channels of com-

munication between AMS program entities and professional and consumer groups.

Hogan completed her dietetic internship at Massachusetts General Hospital where she also did graduate work in nutrition. She received a B.S. degree from Hood College, Frederick, Md., and currently serves as a member of its Board of Trustees. In addition,

she has done graduate work at the University of Iowa and research work at George Washington University in Washington, D.C.

Nerud was formerly a consumer

and food economics specialist for the Maryland Cooperative Extension Service at the University of Maryland. A native Nebraskan, Nerud received her B.S. degree in

home economics and M.S. degree in family economics from the University of Nebraska and a Ph.D. from the University of Maryland.

Personnel Actions

LIFE INSURANCE COVERAGE—EFFECTIVE OCTOBER 4, 1981—Extra benefits, at no additional cost, were added to basic life insurance coverage for employees age 45 and under. Total amount of basic life insurance coverage is determined by multiplying basic insurance amount (current salary rounded to next thousand dollars, plus \$2,000) by age multiplication factors below:

AGE	FACTOR
35 or under	2.0
36	1.9
37	1.8
38	1.7
39	1.6
40	1.5
41	1.4
42	1.3
43	1.2
44	1.1
45	1.0

Florence, SC to market reporter, Birmingham, AL

Elvis Morris, supervisory commodity grader, Blytheville, AR, to Hayti, MO.

Jonell M. Stiles, supervisory clerk, Blytheville, AR to Hayti, MO

Retirement

Clyde Carr, warehouseman, Galveston, TX

Victoria Agol, supervisory clerk, Galveston, TX

FOOD QUALITY ASSURANCE DIVISION

Award

Nancy L. Gentz, clerk-typist, cash award

Promotions

Marcia O. Gibney, agricultural marketing specialist to branch chief

Michael L. Coston, agricultural marketing specialist

Welcome

Edna Z. Cumberledge, clerk-typist

Linda L. Leavell, secretary-typing

Transfers

Patricia Harman, secretary-steno, Falls Church, VA, to FSIS, Wash., DC

Beverly Webert, administrative assistant, Falls Church, VA., to Bethesda, MD

Resignation

Nora E. Garrigan, clerk-typist

TOBACCO DIVISION

Promotions-Raleigh, NC

Richard D. Currin, assistant regional director

ADMINISTRATIVE SERVICES DIVISION

Awards

Thelma Burnette, QSI

Grace M. Bain, teletypist, QSI

Promotions

Paula Marler, management analyst

Gwendolyn Williams, printing clerk

Resignation

Catherine Jacobs, teletypist, Atlanta, GA

COTTON DIVISION

Promotion

Shirley J. Mohrman, agricultural marketing specialist, Phoenix, AZ

Awards

Jacquelyn H. Cross, QSI, clerk-typing, Memphis, TN

Special Achievement Awards

Nancy L. Reina, agricultural commodity aide, Bakersfield, CA

Joyce E. Hitchcock, agricultural commodity aide, Bakersfield, CA

Promotion-Reassignment

Joseph, Rangel, agricultural marketing specialist, Lubbock, TX, to agricultural commodity grader, El Paso, TX

Reassignment

William F. Admire, Jr., supervisory agricultural commodity grader, Blytheville, AR to Hayti, MO

Norman J. Doster, Jr., supervisory agricultural commodity grader,

James B. Parrish, supervisory agricultural commodity grader

Alvin U. Hayes, supervisory agricultural commodity grader

Agricultural Commodity Graders

Linwood Barbour, James H. Allen, Jr., Raymond D. Bullock, P. Ruth Dowdy, Tony C. Fowler, Lawrence E. Stone, Jake N. Perkins, Joseph N. Rowe, Bobby F. Wellons, Daniel L. Jones, H. Marie Atkins, Richard E. Benton, Emily R. Coble, Gilbert L. Todd, Terry E. Rutledge, Paul G. Westbrook, Jeffrey L. Bullock, Raymond N. Chichester, Grace W. Elliott, Ralph L. Herndon, Owen S. Vernon, David L. Stephenson, Rosemary Perry, Linda B. Williamson, Karen F. Williams, Ran B. Barbour, Elijah L. Booker, Princess A. Braxton, Kenneth E. Wall, M. Thomas Zimmerman.

Raleigh, NC - agricultural commodity graders

Rebecca Sasser, John B. Cockerham, Joyce T. Floyd, Steve Freeman, Audrey B. Jones, Tommie D. Mos, Avis H. Knight, Robert D. Smith, John L. Taylor, Bonnie S. Hudson, Edwin D. Shotwell, Brenda J. Edwards, Robert A. Gentry, Sidney B. Howard, Jack H. Taylor, Wayland C. Stroud, Sherrill L. Massengill, Walter E. McCall, Linda L. Kornegay.

Reassignment

Rex D. Carter, supervisory tobacco marketing specialist to assistant regional director, Raleigh, NC

Retirements

Eugene T. Brownfield, Ray W. Douglas, Roscoe Martin, Mack J. Ellington, Ben C. Barnes.

WAREHOUSE DIVISION

Welcomes

John A. Brock, warehouse examiner, Indianapolis, IN

Donald Snyder, warehouse examiner, Indianapolis, IN

Lexington KY - agricultural commodity graders

Joseph B. Newton, Roy A. Foster, Doyle A. Sasscer, Billy S. Turner, Tom R. Baskette, Ralph I. Youmans, Daniel J. Scott, Richard I. Gifford.

Richard A. Williams, assistant regional director

Norman D. Ethington, supervisory agricultural commodity grader

Robert R. Killebrew, supervisory agricultural commodity grader

Resignations - Lexington, Ky

Mark E. Beasley, Dennis E. Shilley, Terry H. Spurlock.

Promotions

Robert N. Brown, warehouse examiner, Yuba City, CA

James R. Caldwell, warehouse examiner, Memphis, TN

Donald C. Jones, warehouse examiner, Indianapolis, IN

Betty Kuhn, secretary-typing, Atlanta, GA

Retirement

William E. Ferguson, warehouse examiner, Omaha, NE

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THE 1982 COMBINED FEDERAL CAMPAIGN OF THE NATIONAL CAPITAL AREA

Don't Forget to Pledge!

If more time is needed to contact all employees—which hopefully will be in only a few instances—additional time will be available. We were given a goal of \$45,100 and informed that AMS has 820 full-time employees.



SAFETY IN AMS

Cardiopulmonary Resuscitation (CPR) Training Offered

Sudden death from heart attack is the most frequent form of medical emergency. The need for an adequate system in all communities to deal with this problem is reinforced by the traumatic as well as economic loss generated by this form of death. The American Heart Association estimates that heart disease accounts for 52 million lost work days each year. Every year, heart attacks kill more than one-half million Americans, many of whom were in their prime productive years.

Lives can be saved when effective basic cardiac life support is initiated within two to four minutes of the onset of a heart attack. CPR is a technique that can be learned by anyone and can be used to maintain life until advanced life support arrives.

AMS employees in the Washington, D.C., area will have an opportunity to learn the signals and actions for survival in the event of a heart attack by participating in one of the three-hour "Heartsaver" courses being offered monthly in cooperation with FSIS, Mary Helen Orth, Employee Relations and Services Branch, of AMS Personnel Division, is instructing the course, which is given in cooperation with the American Heart Association.

Employees in field offices are encouraged to check the facilities in their communities to see whether this course might be made available to them.

AMS in Action

An Administrative Letter for Employees



November 1981

ANNUAL SAFETY INSPECTION

by Mary Helen Orth

The AMS annual safety inspection of federally owned or leased space from GSA is taking place during the month of December. It is an excellent time to do a thorough house cleaning and make our offices a safe place in which to work. The greatest office hazard is the belief that offices are nice places where accidents never happen.

The cost per person is minimal. All it takes is effort, a little time, and the cooperation of all employees. The reward is great and your

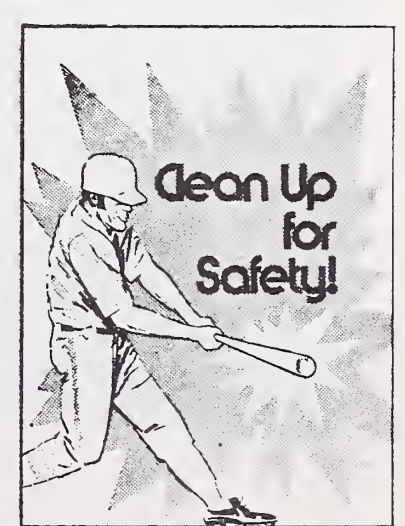
efforts will result in the prevention of serious as well as minor accidents. When you see a hazard, correct it if you can. If not, report it to your supervisor since it is the supervisor's responsibility to provide a safe place in which to work.

The following reminders will help reduce hazards in our offices:

1. Keep entrance ways clear of snow and ice (use rubber mats and runners when

necessary to minimize slipping).

2. Remove obstructions that could create a hazard from aisles, halls and stairways.
3. Wipe up wet spots or spills of any kind as soon as they occur.
4. Pick up objects (especially pencils) that fall to the floor.
5. Store materials safely with no materials on top of lockers, cabinets, window sills, etc.



6. Keep files and desk drawers closed.
7. Have the heaviest load in the bottom of the file.
8. When extension cords must be used, keep them out of traffic areas and tape them down.
9. Rest coffee pots on fire proof surfaces.
10. Remove and replace warped chair mats.
11. Replace chairs that tip easily.
12. Keep hanging plants off overhead light fixtures and away from traffic areas.

Lions Club Visit Helps USDA Employees to Better Health

For the past four years, Jack Hopple of the Poultry Division has arranged for the Lions Club of Virginia to bring a sight and hearing mobile testing van to the Agriculture Department in Washington, D.C.

Purpose of the annual visit is to give USDA employees an opportunity to receive free sight, hearing and glaucoma tests. Jack arranged for the van, reserved on-street parking through the police department, and made arrangements for electricity to operate the testing equipment and for parking permits and building passes for the Lions who operated the van.

During the last visit in October, several hundred USDA employees were tested. Those with glaucoma, sight, or hearing problems were referred to their doctors. Of those tested in October, Jack says, 4 percent had high eye pressure (an indication of possible glaucoma which causes blindness), 28 percent had serious sight problems, and 7.7 percent had serious hearing problems.

In addition to the testing, Lions members collected eyeglasses and hearing aids for the needy. Also,

donors were solicited to donate their eyes after death. Donated eyes are used for corneal transplants and for research.

Personnel Actions

Livestock, Meat, Grain and Seed Division Promotions - Meat Grading and Certification

Larry Meadows, Starkville, MS
Earl Hendrickson, Kansas City, MO to Chicago, IL

Roger Shoryer, Sioux City, IA to North Brunswick, NJ

Sue Ayers, Office of Director, Washington, DC

Mavis Pratt, Livestock and Grain Market News, Washington, DC

Welcomes

Lisa Sachs, Meat Grading and Certification, Washington, DC

Traci Altman, Meat Grading and Certification, Washington, DC

Joyce Estep, Standardization and Review, Washington, DC

Cheryl Jamison, Meat Grading and Certification, Bell, CA

Reinstatement

Elaine Heidtke, Meat Grading and Certification, Bell, CA

John Ralls, Meat Grading and Certification, Princeton, NJ

Resignation

Karen Faul, Seed Standardization, Washington, DC

Susan Bertram, Meat Grading and Certification, Bell, CA

Retirement

Lindsay Morris, Seed Standardization, Washington, DC

Dwight Hansen, Meat Grading and Certification, Sioux City, IA

Charles Buehanan, Meat Grading and Certification, Atlanta, GA

Evelyn Groman, Meat Grading and Certification, Atlanta, GA

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AMS in Action

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December 1981

AMS' COTTON DIVISION DIRECTOR RECEIVES PRESIDENTIAL MERITORIOUS AWARD

by Stan Levin

Jesse Moore, Director of AMS' Cotton Division, was the only USDA executive to receive the coveted Presidential Meritorious Award, and a \$10,000 check in 1981.

In a presentation Nov. 4, 1981 in the office of AMS Administrator Mildred Thymian, Secretary of Agriculture John Block cited Moore's outstanding performance, particularly in the area of maximizing operational efficiency of the Cotton Division.

"I want to take this time to congratulate Jesse and his wife Kathy on his extraordinary accomplishment. We have a lot of employees at USDA and no one else has received this award this time around. It's a special tribute to Jesse for the great amount of work, the accomplishments, and the high esteem in which he is held," said Block.

By consolidating 36 field offices into 22 and reducing the number of permanent employees from 258 to 197, Moore has been able to save the government over \$1,000,000 annually, and still maintain the same or greater degree of service. For example, in 1979 the volume of cotton graded was the largest since 1968, but it was handled by 35 percent fewer people.

According to Thymian, "In his six years with the Cotton Division, Jesse has made tremendous impact. We've greatly appreciated his contributions, I am pleased that Presidential Awards Committee acknowledges them, too."



Secretary Block congratulates Moore



Administrator Thymian along with Secretary Block—Moore and his family

(cont'd from page 1)

Moore has been the director of the Cotton Division since 1975, following eighteen years of distinguished service in Agricultural Stabilization Service in Georgia his home state.

To provide greater service to the cotton industry, in 1978 Moore initiated a project for electronically recording cotton quality determinations. Electronic recording reduces the number of Federal employees, and saves the industry \$700,000 to \$900,000 annually, and expedites marketing by two to five days.

When receiving the \$10,000 award, Moore said, "If teamwork is appropriate anywhere, it's appropriate in government. It's the only way to get anything done. What I'm trying to say is I accept this award, but only with the understanding that it represents the efforts of a lot of people, not only in the Cotton Division, but in the service divisions of AMS, and throughout the Department of Agriculture. I'm proud to be a member of the Cotton Division, AMS, and the U.S. Department of Agriculture today."

Personnel Actions

FOOD QUALITY ASSURANCE DIVISION

Promotions

Marcia O. Gibney, supervisory agricultural marketing specialist, Falls Church, VA

Edna Z. Cumberledge, secretary-steno, Falls Church, V

POULTRY DIVISION

Welcomes-Agricultural Commodity Graders

Iris Alexander, Norco, CA

Betty Jo Chase, Norco, CA
Harlan Kobayashi, Norco, CA
Gary Nicholas, Modesto, CA
Douglas Tillman, Modesto, CA
Brenda Travis, Modesto, CA
Daniel A. Jaskowski, clerk-typist, San Francisco, CA

Reassignments-Agricultural Commodity Graders

Jimmy M. Canton, Nacogdoches, TX to Oskaloosa, IA

Margaret L. O'Neil, Gonzales, TX, to El Paso, TX

Myrtis Richmond, Jackson, MS to Cucamonga, CA

Retirements

Max E. Ulrich, Oskaloosa, IA
wain Wilkinson, Riverside, CA

Separations

Romona Y. Galloway, secretary-typing, Washington, DC

Karen Lloyd, student-aide, Modesto, CA

Gladys P. Rogers, clerk-typist, Kansas City, MO

Frederick H. Snyder, agricultural commodity grader, Fullerton, CA

Francer Trigg, agricultural commodity grader, Seminary, MS

Promotions - Agricultural Commodity Graders

John J. Boucher
Gerald Brockman
Betty Jo Chase
Ben A. Cockfield
Jane M. Gregory
Deborah Kuster
Geraldine P. Laney
Robert A. McGonagle
Sandra Micholofkid
Kenneth Parsons
Frederick H. Snyder
Mary E. White

Awards

Ponie Sistrunk, Jr., poultry market reporter (trainee) North Brunswick, N.J.

TOBACCO DIVISION

Retirement

James G. Faucette, Raleigh, NC

Resignations

Wendell L. Kent, Raleigh, NC

WAREHOUSE DIVISION

Welcome

Vernon L. MacDonald, warehouse examiner, Indianapolis, IN

Promotion

Ronald K. Wall, warehouse examiner, Temple, TX

Transfer

Connie J. Timmons, auditor, to ASCS in Kansas City, MO

AMS in ACTION

Mildred Thymian
AMS Administrator

Doris Anderson
Editor

AMS in ACTION is published monthly for the employees of Agricultural Marketing Service of the U.S. Department of Agriculture. All employees are encouraged to submit items for publication. Contributions should be forwarded through the employee's division representative.

Editor's office is located in Room 2642, So. Bldg., USDA, Washington, D.C. 20250. FTS 447-6766.



