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# Intermountain Reporter

United States Department of Agriculture • Forest Service • Intermountain Region • Ogden, Utah • JANUARY-FEBRUARY 1990

## GENERAL INTEREST

### Captain Kirk and Freddie to the Rescue



*Nancy Russell with Captain Kirk and Freddie.*



## GENERAL INTEREST

A dilemma faced the Landline Location Unit on the Salmon National Forest last August. One hundred eighty pounds of equipment had to be transported two miles cross country with a 1,500-foot elevation gain. Only two people were available for the job which meant two trips each. Not an insurmountable task but not a desirable one either. There had to be an easier way.

And there was. Nancy Russell, Salmon National Forest Engineering Technician, volunteered the services of Captain Kirk and Freddie, two of seven llamas she and her husband, Bob, own. They have been raising llamas since 1981.

Traditionally, horses or mules are used for hauling. However, the level of expertise and equipment necessary to safely use these pack animals are beyond the casual user. Nor is it practical or efficient to schedule a wrangler and pack string to carry a few hundred pounds of supplies a few miles into the woods.

Forest personnel soon learned the compact and gentle llamas are ideal for small hauling jobs. They are much easier and safer to load and lead—for the novice at least—than

### Llamas were among the earliest domesticated animals.

other pack stock. They never kick and anyone stepped on by a llama will likely suffer little or no injury.

Nancy usually transports the animals in the back of a pickup truck equipped with racks for support. No huge stock trucks or unwieldy horse trailers are needed. Loading isn't a problem, either. A verbal command from Nancy and Captain and Freddie spring into the back of the truck, like 400-pound German shepherds. Nancy says most llamas like riding in vehicles and these two certainly are no exception. Captain Kirk usually lies quietly in the bed of the pickup, methodically chewing his cud, while Freddie leans against the racks and calmly surveys the passing scenery.

Spitting, a disgusting behavior people often associate with llamas, is usually reserved for intra-llama conflicts. True, an unwary person may be struck by a misdirected missile but Nancy contends it's accidental. Those so struck just happened to be in the

line of fire when two llamas disagreed.

Llamas, Nancy explained, were among the earliest domesticated animals. Naturally-mummified llamas are often found in Inca tombs which are several thousand years old. As natives of the dry, rugged, high elevation Andean region of South America (a habitat similar to much of the Intermountain West), their cardiovascular and respiratory systems are adapted to high altitudes and surviving with very little water. Llamas will eat (and often thrive on) just about any vegetation. Nancy says they get fat on feed that would starve other ruminates (a vocabulary builder which means cud chewers).

They also have rather unusual physical characteristics and might be described as long-eared, short-tailed, half-pint, humpless camels. But it's their hooves (or lack of them) that are truly unique. Nancy pointed out that the llama's feet are quite different from other ungulates. The bottom of the foot has a leathery pad that molds to the ground, while two "toes" with claw-like nails protrude from the front. Special ligaments and muscles allow each toe to move independently. These characteristics give the llamas excellent traction on all types of terrain.

Captain and Freddie performed flawlessly on their trek on the Salmon Forest. Each carried about 90 pounds (an impossible load for most humans) of boundary markers and miscellaneous equipment over very arduous terrain, including talus and 70 percent slopes. Thanks to Nancy, Captain and Freddie, the Salmon Forest easily and safely completed an otherwise difficult job.

Chuck Hoffman  
Land Surveyor  
Salmon National Forest



*The bottom of the llama's foot has a leathery pad that molds to the ground, while two "toes" with claw-like nails protrude from the front. Also conducive to all-terrain traction are its special ligaments and muscles that allow each toe to move independently.*

## Regional Forester's Message

The recent scandals in Defense Department purchasing and the HUD scandals last spring and summer caused me to check on whether our business was conducted in an ethical manner.

I found that over the past few years we have averaged six to eight disciplinary actions a year for ethical violations of the Employee Conduct and Responsibilities Regulations. These actions involved all levels of the organization, including line officers. Perhaps the most disturbing fact was that most of these violators had worked for the Forest Service for more than 10 years.

Employee misconduct was found to include conversion of government property to personal use; submitting false payment documents that benefited someone else; using government tools and

garages to repair personal vehicles; stealing money from imprest or other official cash funds; and improperly authorizing employees to use government facilities, tools and/or equipment for personal use.

We should not allow expediency to warp our ethical judgment; nor is the current climate of innovation a license to violate regulations. We should judge any decision by the following criteria:

—Is it legal? (Will I violate law, regulations, or policy?)

—Is it balanced? (Is it fair to all concerned now and in the future?)

—How will it make me feel about myself? (Would I feel good if it were published in the newspaper; would I feel good if my family knew about it?)

Positive responses indicate the decision is ethical; but a no to the first criteria removes all question of further consideration until, or unless the law, regulation, or policy is changed.

Feeling uncomfortable about a contemplated action signals the need to consult one of our personnelists who can provide guidance in making ethical choices. Ask

them for suggested options that will be consistent with regulations.

As the Chief recently said, "We have every right to be proud of the Forest Service and its contributions to our society. Our commitment to ethical practices provides a standard for the Federal establishment." I echo those words and add that ethics play an important part in how we use the money, facilities and equipment that have been given to us to use in "caring for the land and serving people" as well as in our resource management decisions.

Our approach should be a "zero tolerance" to unethical decisions. In order to meet this zero tolerance, I am asking each of you to reassess your knowledge and awareness of conduct and ethics rules that guide our actions. I have asked our Personnel folks to make conduct and ethics training available on an accelerated basis. Forest Supervisors and District Rangers need to reassess the need for such training and to make it available on the various units.



J. S. TIXIER

## Editorial Policy—*Intermountain Reporter*

The following editorial policy reflects the Regional Forester's desire to produce a quality Regional newsletter that enhances internal communications and helps make the Intermountain Region a good place to work.

1. Articles in the Intermountain Reporter will feature people.
2. Each issue will attempt to contain something

about each National Forest within the Region.

3. The Regional Forester's message will express his current feelings regarding situations within the Region.

4. The content of the Reporter will be consistent with Forest Service policy.

5. All submissions must be delivered to the Editor by the 10th of the month prior to the desired publication date.

6. Articles should be sent to the Editor on DG (Editor:R04A). Photos to accompany text may be sent to the Editor separately.

7. Articles should not exceed 800 words in length.

8. Photos should be black and white.

9. All articles are subject to editing.

10. Not all articles that are submitted will be printed.

11. The Editor has final say over content.



# FOREST NEWS

## The Draw of the Middle Fork

Two of the last three U.S. Presidents have floated the clear green waters of the Middle Fork of the Salmon River where it runs through the largest Wilderness in the lower 48 states.

President Jimmy Carter's float trip down the Middle Fork was in 1979. Vice-President George Bush floated the Middle Fork during the Reagan Administration. But celebrities aren't the only ones to throng to the River. In 1989, visitors, including some from other nations, totalled 8,900.

"I'm not sure people really know . . . how to pronounce it," said Grant Simonds, Executive Director of the Idaho Outfitters and Guides Association. "Some visitors put undue emphasis on the 'l' in Salmon?"

Simonds said the Salmon's popularity is due to several factors ranging from its 100-mile course through the 2.3 million-acre Frank Church—River of No Return Wilderness to the hot springs along its banks.

The Middle Fork drops dramatically from 6,000 feet at its headwaters to 3,000 feet at its confluence with the main Salmon west of the North Fork. Travel is through a tight canyon with rugged walls rising from the turbulent waters.

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*"The Forest Service does an outstanding job of dealing with all the user groups and . . . on their river patrols," Simonds said.*

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The users are an important ingredient. Simonds said, "People realize the Middle Fork is a treasure and both outfitted and non-outfitted groups practice low-impact camping. They pack it in and pack it out."

The river has a substantial impact on Idaho's economics. Outfitted clients, which are about 45 percent of those on the river, spend \$126 a day for an average of 6.7 days. That adds up to \$3.4 million a year from that segment of users alone.

"The river is our main business," said Gary Fullmer, District Ranger of the Middle Fork, Challis National Forest. "And it is a treasure." Forest Service

Chief Dale Robertson chose a Middle Fork raft trip when he wanted to talk about multiple use management with major industry group representatives.

Fullmer said the river basically pays for itself since the District spends about \$95,000 to watch over and patrol the river and receipts from outfitter user fees and public application fees are approximately \$90,000.

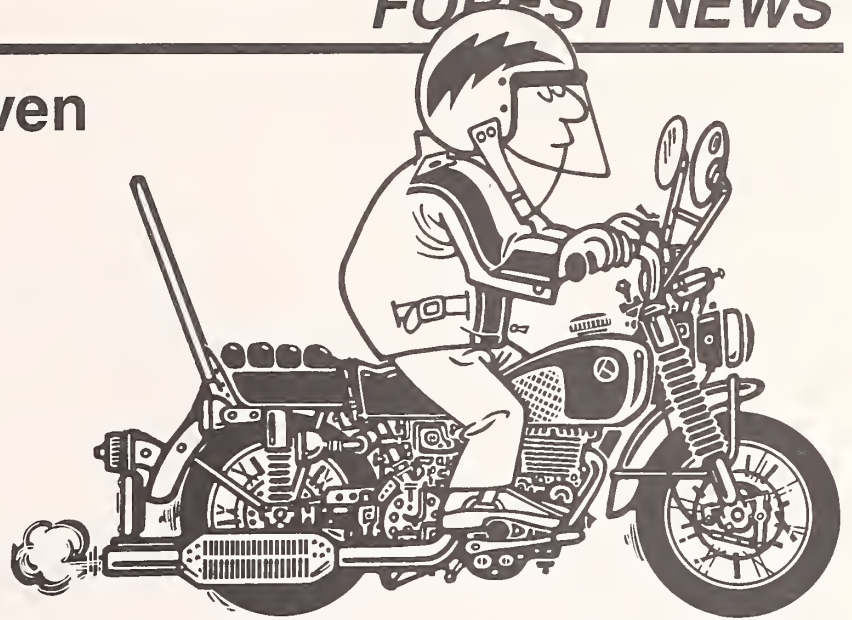
The Forest Service allocates 373 launch permits from 4 to 5,000 applications from private parties wishing to float the Middle Fork between June 1 and September 3. It's surprising that 75 percent of the applicants who fail to draw a permit will still float the river by finding someone with a permit who will include them in their party. Each permit allows a group of up to 24 private floaters.

The number of those visiting the river has risen steadily the past four years and that trend is expected to continue. About the only years when numbers decline are when deep snows prevent rafters from reaching the river early in the season or in years when late fall snows close the roads early.

*Based on an article by Bill Loftus, Lewiston Tribune, October 1989.*



## A Night in Hog Heaven



Last summer, I received a letter describing a new partnership with Harley Davidson Corporation, but the letter was basically ignored until it came to my attention that there are some HOGS (Harley Owners Group) right here in Washoe Valley, Nevada.

Well, I figured I had quite a broad background by growing up in New Jersey and living the last 15 years in the West. During that time, I had been exposed to many different types of people but had never had the occasion to associate socially or recreationally with a HOG. I once drove a Honda dirt bike up a trail in the Lemhi mountains of Idaho. Then there was the night I rode a street bike through the desert; but the closest I had come to a Harley was when I saw the movie, "Easy Rider." I did feed some hogs for a couple weeks on the farm while I was going to college, but I wasn't sure that had prepared me for meeting the guys at the Cattlemen's (a local restaurant where the HOGS meet the last Tuesday of every month). Still I figured it was worth a try.

I called the president of the club and asked if he would be interested in hearing about the national partnership and possible local projects. He was somewhat receptive and told me to come to their meeting in a week. Well, that gave me seven days to agitate over the treatment a Forest Service representative might receive from the HOGS. I had a clear recall of when the Hells Angels visited

Mayberry RFD and handcuffed Barney Fife to his patrol car.

Tuesday night rolled around. I was trying to decide what one wears to a HOG meeting. I don't have much leather in my wardrobe so I settled for the standard green field uniform. I kissed the wife, kids and dog good-bye and reminded them to water the grass if I didn't come back. It wasn't long before I pulled into the parking lot of the Cattlemen's. Just like in the movies, there were about 25 choppers lined up in a perfect row. I was careful to make sure my Dodge GSA truck didn't get within a half mile of bumping one of the Harley's. I sat there a moment. The professor in my forest management class never told me the profession included this type of experience.

I walked in and asked a waitress where the meeting room was. She said, "Over there, but the HOGS are in there tonight." She looked perplexed when I told her that was where I was heading. Most of the people there were dressed in black with some form of Harley emblem on their shirts, pants or arms. I noticed that the room seemed to get quieter as people turned around and noticed the guy in green standing in the doorway. I asked for Mike (the president) and, of course, the biggest, meanest looking guy in the place turned around and said, "I'm Mike. You can sit over there."

Mike started the meeting with a bang of his three-foot gavel and the group

began to go through new and old business. They detailed some of their rides, many of which went through a National Forest. They also talked about their efforts to raise money for the Muscular Dystrophy Association. There were motions and seconds from people with names like "Stick" "Ratman" and the "Ride Captain." When my turn came, I presented the national program and talked about our need for volunteers and partners to clean up areas of the Forest and to construct overlooks and trails along some of our Scenic Byways. Of the 50 people there about 38 raised their hands to say they would be interested in helping out on the Toiyabe National Forest.

On my way home that night, I realized that our customers are not all married couples with two children, a Toyota Landcruiser and a dog named Rusty. Our customers come in all shapes and sizes and even though they don't always look and act the same way we do, they are none the less our constituents. The more outreach we do and the more customers we have involved in projects on their National Forests, the better we will be able to meet our resource objectives. The moral of the story is, "it is usually worth the try"

Stay tuned for the next episode, "HOGS in the Mountains."

Tom Wagner  
Marketing and Customer Service  
Coordinator  
Toiyabe National Forest



# FOREST NEWS

## Boulder Mountain Scenic Byway Gets New Name

**C**lem H. Church has been immortalized by having a Scenic Byway named for him. On September 28, 1989, the Boulder Mountain Scenic Byway was dedicated the Clem Church Memorial Highway by dignitaries of the Utah Department of Transportation and the Forest Service.

For more than two decades, Clem H. Church served Utah's highway users as a member of the Utah Transportation Commission. He was Commission Chairman from 1967 to 1977. His efforts were directed by a dedication to the development and enhancement of scenic and recreational roads.

His foresight and leadership were instrumental in developing Utah's interstate highway system as well as key intrastate routes such as State Route 95 (the Bicentennial Highway); State Route 276 (provides access to Lake Powell); State Route 143, the Panguitch Lake Road, and this beautiful highway, State Route 12 from Boulder to Grover.



The crowd gathers for the dedication ceremonies.

John Bentley, Dixie Forest Engineer, addresses those gathered for the dedication of the Clem Church Memorial Highway. Still covered, in the background, is the plaque mounted on a huge stone.



This new Clem Church Memorial Highway plaque will always be a reminder of Church's hard work and dedication that turned a dirt road into a paved one. The highway interconnects communities and provides easy access to the Dixie National Forest.

The dedication site was a 9,000-foot summit lookout point near Boulder where several speakers praised Clem's efforts to provide access to some of the most scenic areas of southern Utah. They recognized the importance he placed on planning and constructing roads to connect and improve the economics of the small towns of rural Utah, which the Clem Church Memorial Highway does.

Regional Engineers John Lupis and Bill Schnelle attended the dedication, as did a cadre of Dixie Forest employees, including Forest Engineer John Bentley.

Located on the Dixie National Forest, the Clem Church Memorial Highway was only recently designated a National Scenic Byway. It is one of only three on National Forest lands in Utah at



**CLEM H. CHURCH  
MEMORIAL HIGHWAY**

Dedicated in honor of Clem H. Church, a member of the Utah Transportation Commission for nearly the State Road Commission of Utah for more than twenty years and Chairman of the Commission from 1967 to 1977. Throughout more than two decades of service to the highway users of Utah he was dedicated to the development and enhancement of scenic and recreational roads.

His foresight and leadership was instrumental in the development of Utah's Interstate Highway System as well as key intrastate routes such as State Route 95, the Bicentennial Highway, State Route 276, providing access to Lake Powell, State Route 143, the Panguitch Lake Road and this beautiful highway, State Route 12 from Boulder to Grover.

CLEM H. CHURCH

Dedicated September 28, 1989



# FOREST NEWS

this time. The road winds through ponderosa pine, quaking aspen and mixed spruce and fir forests on the east side of Boulder Mountain. Spectacular views of the Henry Mountains, Navajo Mountain near Lake Powell, the Circle Cliffs and the Burr Trail can be seen from any of the overlooks along the road. The fall colors along the Byway are outstanding in September.

Bevan Killpack  
Dixie National Forest

The national Scenic Byway program continues to grow. Any route that possesses the following attributes has potential as a Scenic Byway:

- it is scenic,
- it is drivable by passenger car,
- it contains a tradition of recreational opportunities or it holds historic, scientific, or geographic opportunities of national or state significance,
- it is an existing route primarily within the National Forests.

The route should be nominated by its Region with the support of the local Chamber of Commerce and community. If Chief of the Forest Service F. Dale Robertson approves the route, it becomes a national Scenic Byway.

## Signs Approved for America's National Forest Scenic Byways

The Forest Service has developed official signs which will appear soon along America's National Forest Scenic Byways.

The background will be white with violet mountains, deep green forest, and misty green grass. The vertical and horizontal lines in the pictures will not show.

The top sign to the right will include a name plate to identify the Scenic Byway. This sign appears at the beginning of a Byway and at important intersections. Its size varies with the speed limit of the roadway.

The bottom sign to the right indicates to visitors that they are still on the Byway. The frequency of these smaller signs depends on the complexity of the road.

Some Byways have put up temporary signs, but soon all will have the official National Forest Scenic Byway signs.



# S C E N I C B Y W A Y S



### Region 1

Beartooth Highway  
Wise River-Polaris Road

### Region 2

Bighorn Scenic Byway  
San Juan Skyway  
Snowy Range Highway  
Spearfish Canyon Highway

### Region 3

Apache Trail Coronado Trail  
Inner Loop/Gila Cliff Dwellings  
Kaibab Plateau/North Rim Parkway  
Sandia Crest  
Santa Fe Ski Area Road  
Sunspot Highway  
White Mountain Highway

### Region 4

Ashley National Forest Scenic Byway  
Logan Canyon Scenic Byway  
Mesa Falls Scenic Byway  
Boulder Mountain Scenic Byway  
Wyoming Centennial Scenic Byway  
Carson Pass Scenic Byway  
Lamoille Canyon Scenic Byway

### Region 5

Sierra Vista National Scenic Byway  
Smith River Scenic Byway

### Region 6

Blue Mountain Scenic Byway  
Cascade Lakes Highway  
Elkhorn Drive  
McKenzie Pass Santiam Pass Loop  
Mt. Baker Scenic Highway  
Robert Aufderheide Memorial Drive

### Region 8

Apalachee Savannah Scenic Byway  
Arkansas Highway 7 Scenic Byway  
Big Walker Mountain Scenic Byway  
Forest Heritage National Scenic Byway  
Longleaf Trail  
Mt. Magazine Scenic Byway  
Mt. Rogers Scenic Byway  
Oconee Scenic Byway  
Ozark Highlands Scenic Byway  
Pig Trail Scenic Byway  
Russell Brasstown Scenic Byway  
St. Francis Scenic Byway  
South Carolina State Highway  
Sylamore Scenic Byway  
The Highlands Scenic Tour  
Talimina Scenic Byway  
Zilpo Road Scenic Byway

### Region 9

Glade Top Trail  
Great Divide Highway  
Highland Scenic Byway  
Kancamagus Highway  
River Road  
Whitefish Bay

### Region 10

Seward Highway



# FOREST NEWS

## Sweet Success

“Prospects looked pretty bleak last fall when I was given the assignment of formulating partnerships on the Duchesne Ranger District,” said Gary Foli, Range Technician. But, persistence and a plan to match partners and projects were the key.

Phone calls were made, letters written and leads followed. Finally they attracted the interest of possible partners who met to hear details about a project that would benefit both parties—the Yellow Pine Disabled Fishing Access Project in Rock Creek Canyon below Upper Stillwater Reservoir. And there was a taker. Pennzoil generously donated \$5,000.

Together Gary and Pennzoil Manager of Human Resources David Baum worked to finalize a partnership and on August 24, 1989, a donation ceremony was held at the project site. As Forest Supervisor Duane Tucker presented a certificate of appreciation to Pennzoil, he commented

that “new avenues of customer service will be opened through Pennzoil and other quality partners.” Pennzoil Manager Paul Fritz commented that these types of projects are greatly needed in the Uintah Basin and Pennzoil wants to be a part of it. Additional projects involving Pennzoil are being considered.

Meanwhile, the Yellow Pine Disabled Fishing Access Project moves along with completion scheduled the summer of 1990 according to Brent Hanchett, Landscape Architect, who designed the project. University of Utah students with disabilities will be used as consultants on the project. Pictures and a

video will document all stages of construction.

Partnership success now seems certain on the Duchesne Ranger District of the Ashley National Forest since the die was cast through this cooperative project with Pennzoil.



(Left to right) Gary Foli, Joe Bistriski, David Baum, Paul Fritz, Duane Tucker and Brent Hanchett convene at the site of the Yellow Pine Disabled Fishing Access facility in Rock Creek Canyon on the Duchesne Ranger District.

## Wearin' the Green

Alprechaun he's not, but Smokey Bear still participated last year in Salt Lake City's St. Patrick's Day parade. In a “green fleet” truck driven by Kim Christensen (Ogden Ranger District), Smokey cruised the parade route. Clusters of balloons and an emergency flashing light and siren mounted on the truck were the attention getters—as if Smokey needed any help in that respect.

Parade watchers must have been convinced it was truly their “lucky” day when Smokey's helpers passed helium-filled Woodsy Owl and Smokey Bear balloons, badges and pins to the outstretched hands of children and adults alike.

Special Agent Mark Sucher, trained in surveillance techniques, recognized this as an opportunity for some good public relations. With a little gentle persuasion, Mark involved many in the effort. Val Bulow, a volunteer for the Salt Lake Ranger District, was Smokey and rode in the truck provided by the Uinta Na-

tional Forest. Other “volunteers” were Mark's wife, Mary, Ruth Dickson (Uinta Forest), L. J. Western (Salt Lake District), and Kathy Jo Pollock, Jeanny Kim and Marianne Ausseresses of the Wasatch-Cache Forest Supervisor's Office.

The parade entry and handouts were so successful, participation in the St. Patrick's Day parade may become an annual event.

Jeanny Kim  
Supervisor's Office  
Wasatch-Cache  
National Forest



Smokey, shame on you for not wearing green jeans for your appearance in the St. Patrick's Day parade in Salt Lake City.

Passing out Smokey Bear and Woodsy Owl balloons and momentos are some of Smokey's green-clad helpers.





## Utah Fish and Wildlife Initiative

Utah National Forests have embarked on a new and exciting cooperative "Wildlife Initiative." Hundreds of people from State and federal agencies, wildlife conservation groups and sportsmen in general will be involved in this wildlife and fish enhancement program. It will mesh with the Bureau of Land Management's Wildlife 2000 Program and efforts of the Utah Department of Wildlife Resources.

Utah Forest Supervisors have already identified 20 actions to improve

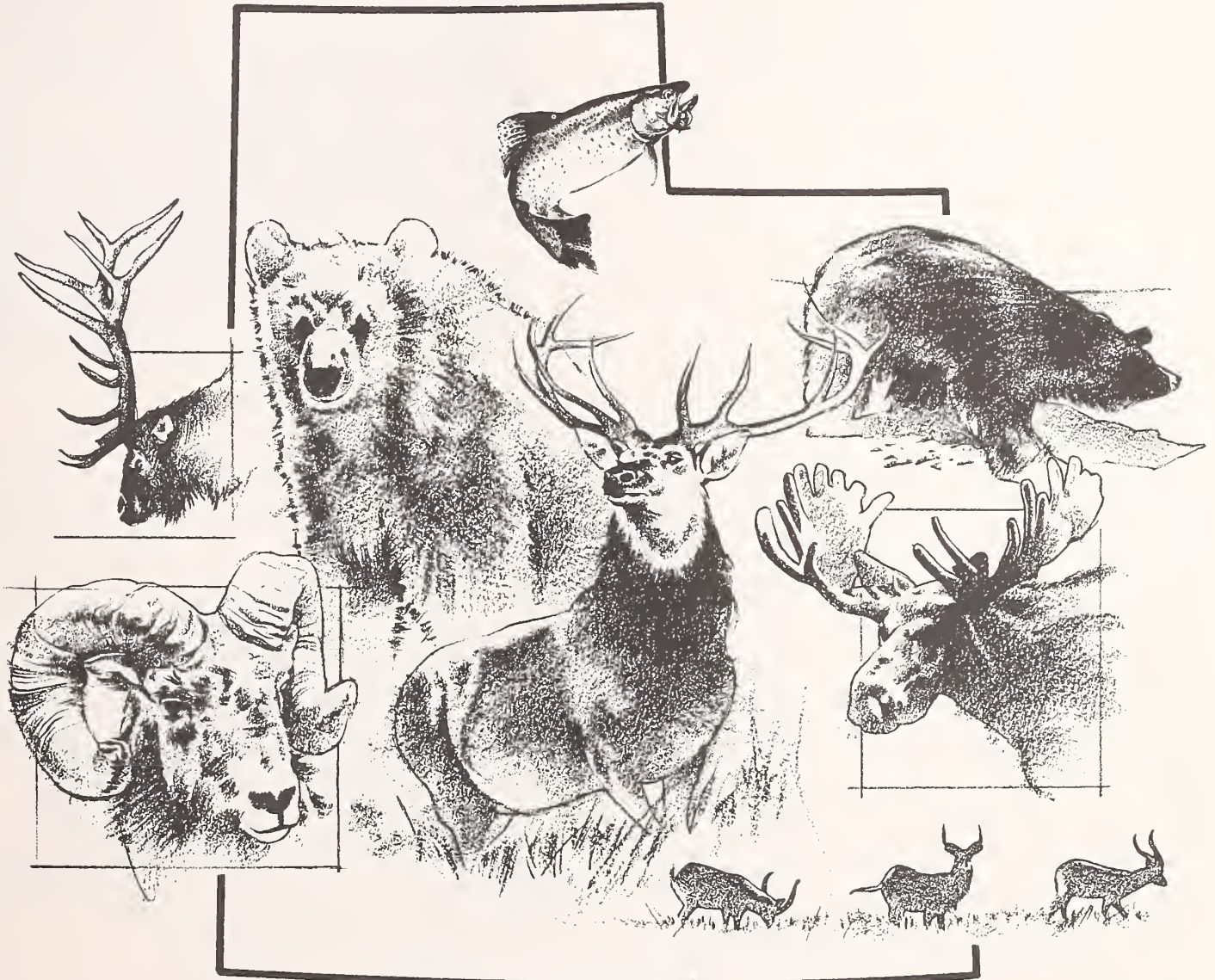
wildlife and fish habitats and populations, and committees are being formed from various agencies and interest groups. Key to the success of the "Initiative" is making Utahns aware of how important this natural resource is to their quality of life. Recent Forest Planning efforts brought increased public support for wildlife programs on the National Forests and the "Initiative" will build on that.

A symposium was held in December in Salt Lake City to kick off the "Initiative." Leaders of State and federal

agencies and interest groups spoke on issues, challenges and opportunities that relate to wildlife and fish in Utah.

The "Initiative" will provide opportunities for everyone over the next few years. For more information on how to become involved, contact one of the Utah Forest Supervisors or me.

Bevan Killpack  
Utah Wildlife Coordinator  
(801) 586-2421



# FOREST NEWS

## The Way Things Were

"Dear Sir:

Allow me to introduce myself as a former CCCer who last worked at the Warm River Fish Hatchery. I spent one year in the carpentry crew starting in October 1938 and continuing till September 1939 when I transferred to a camp back east. Working under the supervision of Mr. Tom Otteson that year enriched my life in many ways and I cannot be more appreciative for that opportunity.

"While at the camp, I was lucky enough to be taken on a few trips with the camp educational advisor . . . I said, 'I'm coming back here someday. . . .'"

William A. Eichner



William A. Eichner at the Warm River CCC Camp on the Targhee National Forest in 1939.

It took 50 years, but he did come back in May 1989.

William Eichner was a 17-year-old CCC recruit in 1938 when he was assigned to the Heise Ranger Station on the Targhee National Forest. In the winter, the crew worked at Heise; in the summer, they worked at the Warm River Fish Hatchery and lived in barracks built during the winter. They also camped at Porcupine near Ashton, Idaho. Work projects included building outhouses, log camp tables and wooden Forest Service signs.

Now, eager to see the effects of time on his memories, Mr. Eichner first visited the Supervisor's Office in St. Anthony. There, Forest Archeologist Skip Willingham and Mr. Eichner lost track of time as they enjoyed looking through two albums bulging with photos Mr. Eichner had taken in 1938-39.

Next were the on-site visits.

As Mr. Eichner looked around the Warm River Hatchery, he realized it had changed a lot. The only building that was familiar to him was the cabin. The springs were still there but they weren't rushing freely out of the mountainside as they did in 1938. Now they were channeled through a pipe into the river just below the cabin.

"I was somewhat sad when I laid eyes on the Hatchery again . . . It was so lifeless. However, just getting there was fulfilling a long-standing desire." He had helped build the first bridge there and poured cement for the foundation of the cabin. He also had some special memories of a pet porcupine.

All that was left of the former Porcupine Camp was the trace of a road. Now in private ownership, the carpen-

try shop was being used as the owner's home. The blacksmith shop served as a garage. The building used for flammable material by the CCC's had been moved from its foundation but was still in use. Still visible was the pit where Eichner supervised creosote operations. The weathered Forest Service sign over the door of the blacksmith shop serves as a reminder of days gone by.

It took three days for Eichner to relive memories "dear to his heart" and then he returned to his home in St. James, New York.

Soon after, Eichner made a "Windows of the Past" contribution to the Targhee National Forest by sending photos and a written history of his CCC days there.

Marian Boulter  
Information Receptionist  
Targhee National Forest



## GIS and the "What Ifs"

During the summer of 1989, violent lightning storms sparked explosive blazes on the dry mountains of the Boise National Forest. Suddenly faced with the need to plan wildfire recovery activities on more than 86,000 acres, Forest land managers initiated "Project Lightning" and launched the implementation of a Geographic Information System (GIS).

Contractors immediately began digitizing data while GIS hardware and software started rolling in. Then, one fall morning, a small group of people bravely stepped into a room full of crates and cables where their on-site training began.

Kathy Geddes and Jon Rollens from the Wallowa-Whitman Forest, David Brock from the Mt. Baker-Snoqualmie Forest, and Craig Morris, Joe Frost, Mary Goode and Rich Jeffs from the Boise Forest made up Project Lightning's GIS Data Analysis Team. Their teamwork and devotion to excellence piloted the way to successful and rapid GIS implementation.

With assistance from Intermountain Regional Office specialists Dave Prevedel, Dave George, and Roberta Beverly, the GIS Team was generating maps and reports just a few weeks after installation of the equipment.

Early on, the GIS Team produced maps on page-sized transparencies which the public used during alternative development workshops. By overlaying various map layers, the public was able to answer questions and define boundaries for new maps which best expressed their desired alternative.

GIS provided the "what if" possibilities necessary to analyze alternatives in an accurate and defensible manner.

A typical request to the Team was . . . "identify the areas with high erosion potential by finding where the burn intensity was high, the slopes are over 30% with a southern exposure, and where specific soil types exist, and then produce a report that totals the acres in each category?" The GIS Team was able to answer all requests, some much more complex than this example.

But this was only the beginning. As time went on, they produced nearly 200 maps and reports which resource specialists used for in-depth analysis and specific design of recovery projects.

Now, with the end of Project Lightning in sight, the GIS Team is helping the Boise Forest make the transition to a Forestwide interdisciplinary GIS.

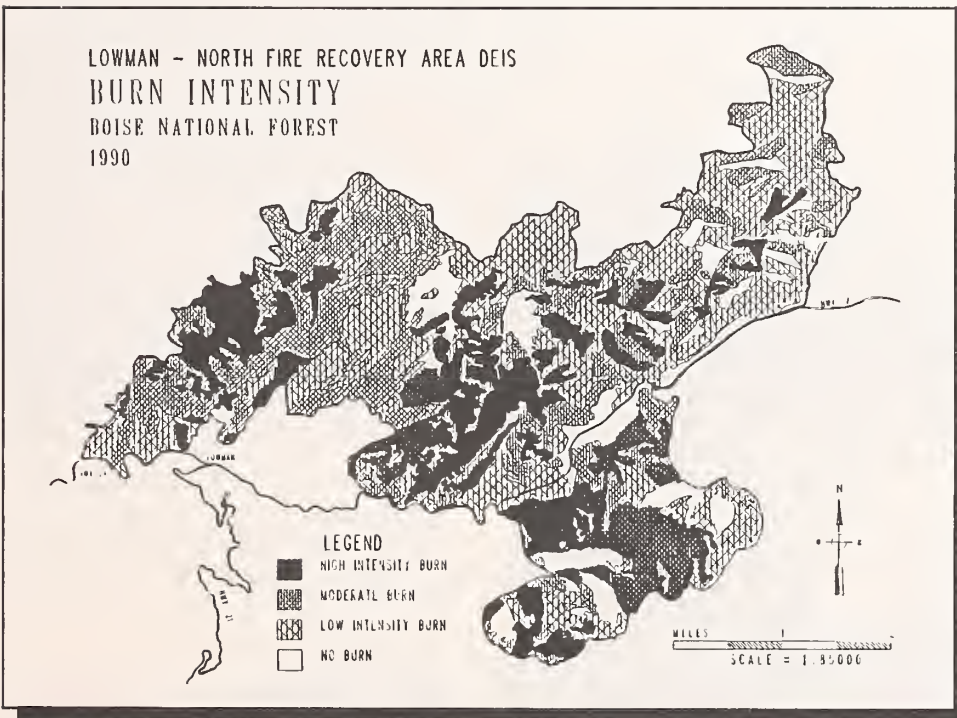
We are fortunate to have such dedicated and skillful people in our organization because, as sure as lightning strikes, we'll need them again.

Jeanne Felmy  
Project Lightning  
Boise National Forest



(Left to right) Rich Jeffs, Craig Morris, and Jon Rollens work out another challenge together.

A GIS map.



# FOREST NEWS



## LIGHTNING STRIKES!

Even while the 1989 wildfires burned, the Boise National Forest was charting a course of action for the largest wildfire recovery effort ever undertaken.

Twenty-three National Forests, Experi-

ment Stations and State agencies loaned employees to staff Project Lightning, the name given to the team that planned and coordinated the recovery of damaged resources.

Interaction of team members, as well

as their relationship to affected publics, were key to Project Lightning success. Team goals were to make the public partners and owners of two environmental impact statements and the environmental analysis for over 86,000 burned acres in the Warm Lake and Lowman areas.

Guided by some exceptional public affairs people from the Bridger-Teton and Boise National Forests, team efforts began in September with an eye-catching ad that thanked everyone for support during the fire suppression activities and asked for ideas and comments regarding recovery.

A field trip and five informal public workshops provided an opportunity to exchange ideas and identify issues. These issues, mixed with written comments, special meetings, phone calls and in-house discussions drove the process.

Then using a new technique, people were asked to create a range of management choices at two 6-hour workshops. A good mix of interest groups participated and their concerns were well covered by the media. Participants developed alternatives using management strategies, prescriptions, and detailed maps. Overhead maps, produced by the new Geographical Information System (GIS), were invaluable during this stage.

Gary Richardson, Idaho Conservation League, said "... the workshops went much better than others I have attended. The more we do this, the more everyone will buy into the process. It's a good investment for down the road"

John Catey, a Warm Lake homeowner, felt the workshops "... were a worthwhile opportunity to hear the various alternatives and some of the polarized positions."

Jeanne Felmy  
Project Lightning  
Boise National Forest



*Ron Mitchell, Idaho Sportsman Coalition, discusses his concerns with Shirley Lindstrom, Aid to Senator McClure.*

*(Left to right) Roland Shaw, Lowman ID team member; Leo Hennessy, Idaho Department of Parks and Recreation; and I. S. Burkhardt of Columbia Helicopters work together on a timber emphasis alternative.*





# FOREST NEWS



*Andy Rusco, Boise County Commissioner, is concerned about returns to Idaho counties.*



*Mark Van Every, Public Affairs, detailed from the Bridger-Teton Forest, was the key planner for the public alternative development workshops.*



*(Left to right) John Catey, Warm Lake Homeowner; Phil Anderson, Boise Cascade; and Shari Brown, Boise Forest, study the mapped alternatives.*



*Susan Reinhard, Public Affairs, Boise National Forest.*

# FOREST NEWS

## Land Transfer

Nearly 57,000 acres of land near Strawberry Reservoir in Utah were transferred from Bureau of Reclamation to Forest Service administration at a brief ceremony on October 30 at the Strawberry Visitor Center.

In 1985, Congressman Howard Nielson introduced a bill proposing this transfer of lands. Although the bill did not pass, it led to the formation of a committee to define management objectives for the lands.

In an agreement signed last year by the Bureau of Reclamation, Forest Service, Strawberry Water Users' Association (SWUA), Utah Division of Wildlife Resources, and the Utah Wildlife Leadership Coalition, SWUA agreed to relinquish all contractual surface rights on Strawberry Project lands in exchange for \$15 million appropriated by Congress. SWUA also retains the first right of refusal for grazing privileges once the rangeland is reopened.

The Heber Ranger District, Uinta National Forest, began managing the additional 56,775 acres in the



*Congressman Howard Nielson reads the document which transfers administration of lands near Strawberry Reservoir from the Bureau of Reclamation to the Forest Service. Looking on (left to right) are Karen Thorne, representing Senator Jake Garn; Wes Herschi, Assistant Regional Director for the Bureau of Reclamation; and Intermountain Regional Forester Stan Tixier.*

Strawberry valley as of October 16, 1989, when the final documents were signed. The District plans to improve fish and wildlife habitat and, within the next two years, to expand

recreational opportunities by constructing several access areas and facilities around the Reservoir.

Janice Eberhardt  
Heber Ranger District  
Uinta National Forest

## Bulletin Board

**SOME 1990 MEETINGS OF NOTE:** 4/22 Earth Day (a worldwide celebration)  
7/31-8/3 Society of American Foresters National Meeting in Washington, D.C.

**TWO REGIONAL OFFICE STAFF NAME CHANGES:**  
No longer referred to as Civil Rights and Information Office, these two staffs have been renamed to better reflect the services they offer. The staff names are now "Human Rights and Services" and "Public Affairs Office."



## Central Utah Project

The Central Utah Project is the largest water resource development program ever undertaken in Utah. More commonly referred to as CUP, the Central Utah Project is being constructed in central and east central Utah by the U.S. Bureau of Reclamation.

Utah is the second driest state in the Nation; only Nevada receives less precipitation. CUP will bring critically needed water from the sparsely populated areas of Utah to those that are relatively densely populated. The project makes it possible for the State to use a sizable portion of its allotted share of Colorado River water for industrial and municipal uses, irrigation, hydro-electric power, fish and wildlife, conservation and recreation. It will also provide flood and water quality control. The 1,400-mile long Colorado River originates in the Rocky Mountain National Park in Colorado and runs through Utah, Arizona, Nevada, and California.

The Central Utah Project began when local citizens and state officials sought an expansion of the existing Strawberry Valley Project. After investigating the possibilities for approximately 11 years, Congress authorized the project in 1956. Planning, construction and development were started immediately.

Much of Utah's water comes from snowmelt from high mountain watersheds within the Ashley, Wasatch-Cache and Uinta National Forests. CUP dams, aqueducts, and pipelines are also located on National Forest lands. The Forest Service has been heavily involved since the beginning of CUP as it mitigated impacts and sometimes acted as agents for the Bureau in designing, constructing, and implementing the mitigation work.

Walt Hanks is our liaison officer for coordination with the Bureau of Reclamation. He is stationed in Provo, Utah, but is attached to the Range and Watershed Staff in the Regional Office.

CUP efforts are planned to intercept and regulate as yet unused flows of streams descending the south slope of

the Uinta Mountains and to convey part of the water westward through 37 miles of tunnels and aqueducts to the Bonneville Basin for various uses. Reservoirs are to be developed to serve both the Bonneville and Uinta Basins. The size and complexity of the project necessitated dividing it into several units which included the Vernal (completed in 1962), the Jensen, the Uintah, the Upalco and the Bonneville Units. Because it is the largest and most complex of the CUP units, the Bonneville Unit is designed to operate separately. It includes 10 new reservoirs, the enlargement of one existing reservoir, more than 200 miles of aqueducts, tunnels and canals, and 300 miles of drains.

### UPDATE ON PROGRESS OF THE BONNEVILLE UNIT

Water was diverted across the south flank of the Uinta Mountains through the Strawberry Aqueduct and Collection System for the first time this past summer. Water flows were collected from Rock Creek and seven tributaries of the Duchesne River. The water then passed through Upper Stillwater Reservoir and Currant Creek Reservoir to Strawberry Reservoir, a distance of 37 miles. When the Bonneville Unit is completed, it will develop approximately 135,000 acre-feet of water annually.

Strawberry is the long-term storage reservoir with a capacity of 1,100,000 acre-feet. It has taken over 30 years and about two billion dollars to reach this level of development.

Fish, wildlife and recreation mitigation has lagged behind the actual development of the project. Plans have been approved which will provide several million dollars to rehabilitate National Forest lands impacted by CUP. These projects include additional development of recreation facilities around Strawberry Reservoir, Upper Provo Lakes and Upper Stillwater Reservoir, as well as stream fishery habitat improvement to central Utah streams. Stabilizing the Upper Provo reservoirs is an important part of the program. With the construction of the Jordanelle Dam, storage rights will be transferred from 13 of these reservoirs. Water levels can then be maintained at a desirable level for fish, wildlife and recreation.

### PRESENT DEVELOPMENTS

The Bureau has begun construction on the Syar Tunnel which will transport water through the Wasatch Divide from Strawberry Reservoir into the Diamond Fork drainage. This project will be completed in 1992. The tunnel will have the capacity to deliver 197,000 acre-feet of water for a variety of uses down stream. Construction will continue on the irrigation and drainage system if a new spending ceiling is passed by Congress. A bill will be introduced early in 1990 to complete the project.

### SOME BENEFITS OF THE CENTRAL UTAH PROJECT

- It will create 10,000 man-years of employment.
- \$1.5 billion will go for equipment and materials during the 20 to 30 years of construction. Most of the equipment and materials (cement, gravel, steel and metal, petroleum and chemical products) will come from Utah sources.
- Enough water (about 100,000 acre-feet) will be made available to support a population increase of approximately 400,000 people since Utah's population is expected to grow to over 2.2 million by 2000. The average Utahn uses approximately 82,000 gallons or about 1/4 acre-foot in one year.
- As much as 166,800 acre-feet of water will be made available to help irrigate 245,000 acres of new and supplemental land.
- About 400 million kilowatt hours of electricity will be produced each year, enough for over 1,000,000 people.
- About 2 million more recreational and fishermen visits can be expected annually with the increased potential for boating and fishing.

**An acre-foot of water is enough water to cover one acre of land to a depth of one foot, which is roughly the equivalent of an area the size of a football field, or, in other words, 325,000 gallons of water.**



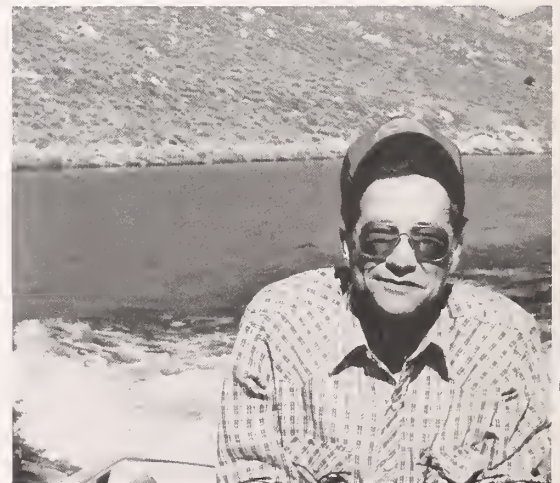
# FOREST NEWS



*Currant Creek Reservoir. (Photo credit: Gayla Heaton, Bureau of Reclamation.)*



*There are plans for additional development of recreation facilities around Strawberry Reservoir from funds to mitigate CUP impacts.*



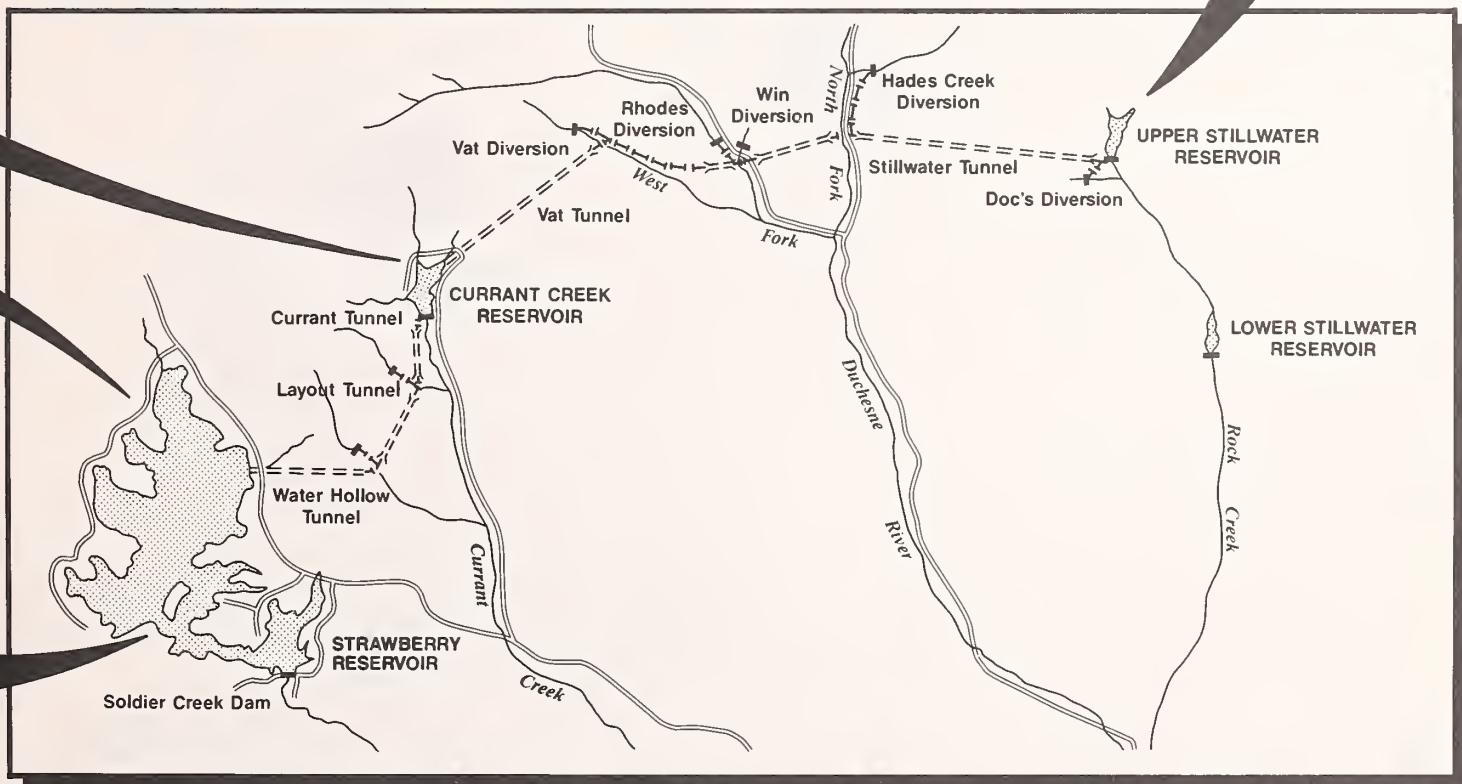
*Ray Hall, Director of Range and Watershed in the Regional Office, enjoys a boat ride on Strawberry Reservoir.*



# FOREST NEWS



Aerial view of Upper Stillwater which is the world's largest roller-compacted concrete dam. It is part of the Central Utah Project (Bonneville Unit) and is 120 miles southeast of Salt Lake City on Rock Creek (near Duchesne, Utah). (Photo credit: Gayla Heaton, Bureau of Reclamation.)



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## **SPECIAL INTEREST**

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*Open to All . . .*

# **Wildlife Photo Competition**

A committee of biologists, information/education specialists and other concerned individuals from State and federal agencies and the general public are conducting a photo contest for the Utah Division of Wildlife Resources. Selected photos will be used in a picture book that is part of an ongoing campaign to encourage everyone to enjoy, maintain and protect Utah's wildlife, natural resources and public lands. Once completed, the picture book will be available through most visitor centers and agency offices.

Photo entries must:

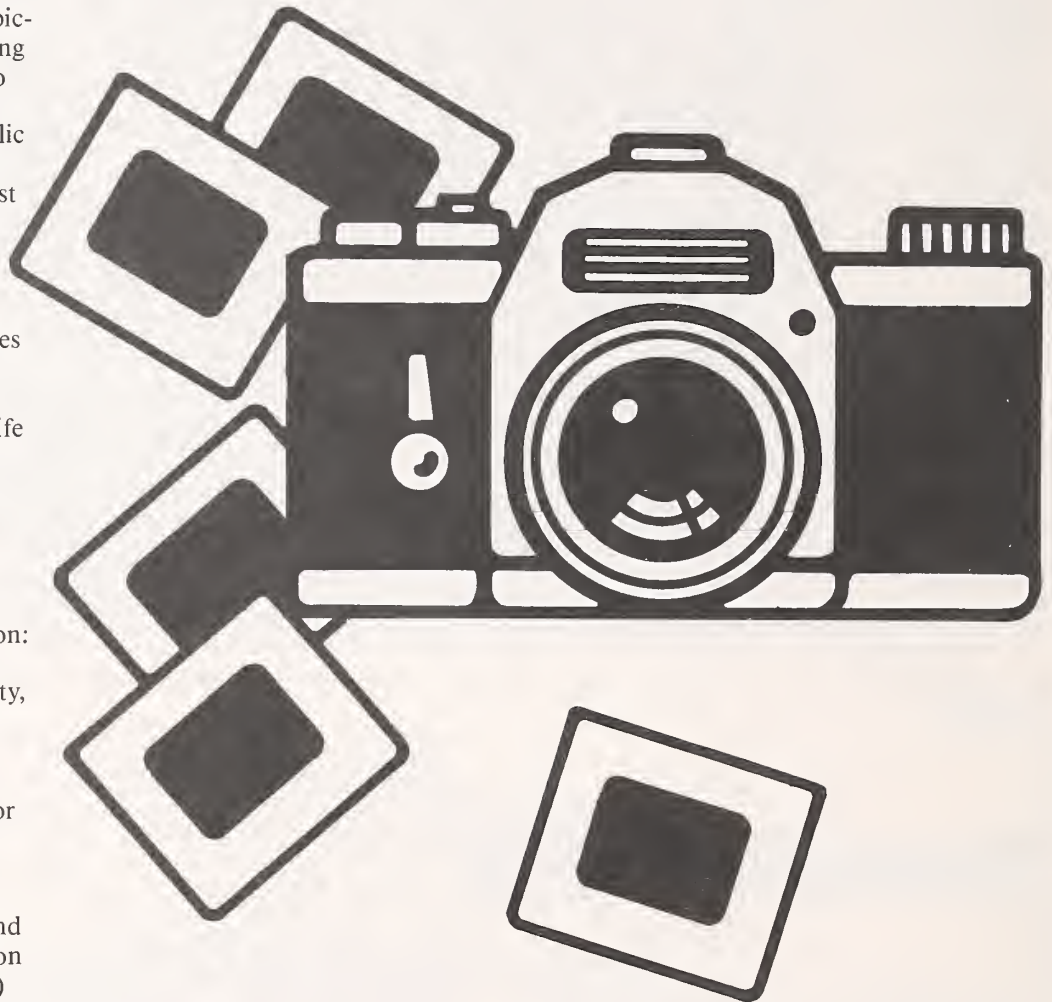
- Be 35mm or larger format slides (positives) of any wild animal, wildlife habitat, and wildlife-related activities including wildlife management, recreation, and habitat improvements.
- Be photographed in Utah.
- Be submitted by April 15 to Wildlife Photo Contest; Attention: Dan Duffield; Dixie National Forest; P.O. Box 0580; Cedar City, UT 84721-0580. They should be duplicates.
- Be limited to two slide sheets or 40 slides.
- Have a cover letter giving the photographer's name, address and phone number(s) and information on where and when the photo(s) were taken and any other pertinent information.
- Have a self-addressed, stamped envelope enclosed with entries if the photographer wants the duplicates returned.

Credits will be given for each photo. Prizes will be awarded to the photographer whose work has been selected for the front cover, back cover, or centerfold and to the photographer who has the most photos selected for the picture book.

Photographers will be notified if submissions are to be used. The original will then be requested. The photographer agrees to allow the committee to use the original slide in the first and future publications of the picture book and in related advertisements free of charge. If there are

requests from other organizations or agencies to use the photos, the requests will be referred to the photographer.

For more information, contact: Ron Steward (801) 789-3103 or Dan Duffield (801) 586-2421.





## SPECIAL INTEREST

### Did You Know . . .

#### There's to be a Tree Planting Center

A 12.1 million dollar National Arbor Day Center is to be built on the Nebraska City estate of J. Sterling Morton, the Arbor Day founder. The Forest Service and National Arbor Day Foundation have signed an agreement implementing a 5.9 million dollar federal grant for the construction; 6.2 million dollars will be raised by private sources. It will be the Nation's only facility with programs and staff dedicated to tree planting and conservation. "Its job will be to help close the gap between what is known and what is practiced," said Dale Robertson, Forest Service Chief.

#### White is All Right

A question from the field surfaced a review of the "Uniform" section of the Forest Service Manual which revealed that a white shirt or blouse may be worn with the blazer. According to a November 1988 amendment to 6159.11-1, the shirt or blouse can be either long or short sleeved. Since it is not a standard contractor item, it will need to be purchased by the employee from a private vendor. The employee who raised the question feels the white looks more professional than the field green shirt and also eliminates the problem of getting the blazer hung up on the badge.

#### Writer Doubletalk

The following examples may be extreme but they are indicative of our tendency to make the written word difficult to understand. Words are meant to communicate, not to impress.

- Encore telecast - re-run
- Vertical transportation corps - elevator operators
- Access controller - doorman
- Portable hand-held communications inscriber - pencil

Sound silly? Don't make any rash judgments until you look a little more critically at the material we write.

### \$78,200 is new pay cap

## Pay Period 1 Brought 3.6 Percent Raise

	1	2	3	4	5	6	7	8	9	10
GS- 1	10,581	10,935	11,286	11,637	11,990	12,197	12,544	12,893	12,910	13,232
GS- 2	11,897	12,180	12,574	12,910	13,053	13,437	13,821	14,205	14,589	14,973
GS- 3	12,982	13,415	13,848	14,281	14,714	15,147	15,580	16,013	16,446	16,879
GS- 4	14,573	15,059	15,545	16,031	16,517	17,003	17,489	17,975	18,461	18,947
GS- 5	16,305	16,849	17,393	17,937	18,481	19,025	19,569	20,113	20,657	21,201
GS- 6	18,174	18,780	19,386	19,992	20,598	21,204	21,810	22,416	23,022	23,628
GS- 7	20,195	20,868	21,541	22,214	22,887	23,560	24,233	24,906	25,579	26,252
GS- 8	22,367	23,113	23,859	24,605	25,351	26,097	26,843	27,589	28,335	29,081
GS- 9	24,705	25,529	26,353	27,177	28,001	28,825	29,649	30,473	31,297	32,121
GS-10	27,206	28,113	29,020	29,927	30,834	31,741	32,648	33,555	34,462	35,369
GS-11	29,891	30,887	31,883	32,879	33,875	34,871	35,867	36,863	37,859	38,855
GS-12	35,825	37,019	38,213	39,407	40,601	41,795	42,989	44,183	45,377	46,571
GS-13	42,601	44,021	45,441	46,861	48,281	49,701	51,121	52,541	53,961	55,381
GS-14	50,342	52,020	53,698	55,376	57,054	58,732	60,410	62,088	63,766	65,444
GS-15	59,216	61,190	63,164	65,138	67,112	69,086	71,060	73,034	75,008	76,982
GS-16	69,451	71,766	74,081	76,396	78,190	79,438	81,708	83,978	85,470	
GS-17	79,762	82,420	85,078	85,470	85,500					
GS-18	86,682									

\* The rate of basic pay payable to employees at these rates is limited to the rate for Level V of the Executive Schedule, which will be \$78,200.

## SPECIAL INTEREST

### New Audio-visuals



Two videos have been completed through a partnership between the Forest Service and the Central Idaho Rockies Association of the Idaho Travel Committee. Both videos are entitled, "The Incredible Sawtooths," and display the beauty and values of the Sawtooth National Recreation Area in central Idaho. The 30-minute version keys on legislation and management of the area, while the shorter version focuses more on recreation.

### New Publications



The Washington Office recently distributed the following to the field:

**"Transferring Technology to Improve Forest Land Management,"** Program Aid No. 1443 (12 pages) - Describes the Forest Service's technology transfer program (under the direction of State and Private Forestry). It includes pointers on some of the major vehicles used in transferring technology.

**"Fire Management in the 1990's,"** FS-444 (8 pages) - Is a vision state-

ment to give direction to the fire management community and to tell interested people what we need to do to respond to coming challenges and opportunities in the fire management field.

**"A Guide to the Insect, Disease, and Animal Pests of Poplars"** is available free of charge from the North Central Forest Station Distribution Center, One Gifford Pinchot Drive, Madison, WI 53705-2398. This 118-page booklet is color illustrated and includes means of detecting and controlling leaf and needle diseases, viruses, cankers, root rot and defoliating and boring insects. Poplars are fast growing trees that are sources of fiber, fuel, waferboard and paper. They are also a valuable food for ruffed grouse and white-tailed deer.



### Satisfied User of the Bridger-Teton National Forest

Bob Riddle, Kemmerer District Ranger, received the following letter:

*"During August and September 1989, I traveled through a large part of Canada and the United States, camping every night in a different place. The most delightful place we stayed was a fairly small camping spot\* somewhere between Smoot and Geneve in Wyoming. We had our private beaver pond inhabited by a fat beaver and were visited in the evening by moose and deer.*

*"I would like to comment on the caretaker of that camp. I don't know his name (it might be Alfred), who impressed us with the good care he took of the camping area. He does his share of recycling, keeps the camp in good shape and is very helpful.*

*"... we enjoyed our stay very much ..."*

\*Allred Flat Campground. The Volunteer Host was Max Mathews.

### Offer Customers the Positive

Everyone knows it's better to be positive when dealing with others. Why then are there so many negative responses in our business conversations? "She's not in!" "We're out of that!" "We're closed on Saturdays!"

Perhaps the solution is to:

**OFFER A CHOICE.** "We'll be getting more yellow paper on Wednesday but, in the meantime, we have plenty of blue stock that might work for you."

**OFFER AN ALTERNATIVE.** "We carry Brand X but not Brand Y. If Brand X won't work for you, you might be able to get Brand Y at the store around the corner."

**OFFER A COMPROMISE.** "Mary will be back this afternoon. Could Joe help you now?"

Source: Sylvia Blishak, writing in "Office Systems 89," 941 Danbury Road, Georgetown, CT 06829.



**Guest Article . . .****Mahoney on Marketing**

**T**here sure seems to be a lot of activity which is labeled as marketing and appears to be marketing, at least on the surface. The use of marketing terminology is becoming more prevalent and, clearly, there are more partnerships and promotional materials being formed/produced, but I am not convinced that marketing has been integrated into the Forest Service decisionmaking at any level. I am not even sure that some Forest Service employees understand that marketing entails more than attempting to create additional visibility through the production of additional promotional materials. I am certain that many do not know how to evaluate marketing efforts. And, marketing and public affairs efforts are often not well coordinated.

Let me illustrate using a recent DG exchange . . .

**Sender:** I am sending you a copy of a recent brochure we are producing 500,000 copies of . . . its part of a partnership we formed with a local association to promote camping on the National Forest. Great marketing effort!

**Me:** Interesting! Could you also send along a copy of your promotional platform and Forest promotional strategy, or at least the Forest marketing objectives that guided the development of the brochure.

**Sender:** Not sure what you mean by platform? We don't have a promotional strategy! I am not sure whether we have any marketing objectives. If we do, I haven't seen them so I guess they don't affect me?

**Me:** Well can you tell me: (1) the objectives of the brochure, (2) the target audience, (3) major theme and link to other Forest promotions and public affairs/relations efforts, (4) how you are going to distribute the 500,000 brochures and (5) how you plan to evaluate its effectiveness.

**Sender:** Hey, we just wanted to create some excitement and let the public know that we have great camping. Our share of the cost is only \$30,000. I am not even sure the Public Affairs Officer knows we produced the brochure—this is marketing not public affairs. Why do you need this information anyway?

**Me:** Well, it's difficult to evaluate the brochure unless I know what you wanted to accomplish. By the way, does the \$30,000 include the cost of distribution? Also, are you prepared to deal with the requests for additional information the brochure might stimulate?

**Sender:** Hey Mahoney, why don't you go back to academia and take all this theory crap back to the university with you. I've been told to do marketing and form partnerships. My Forest Supervisor told me and the Regional Forester told him! And anyway, our Regional Forester took the brochure to one of those Regional Forester meetings and some of the other Regional Foresters were so impressed, they are going to have their staff produce a similar brochure. We've already received a pat on the back from Washington for producing the brochure and the partnership . . . At least some people know good marketing when they see it! This marketing stuff is a piece of cake.

**Me:** Well, who am I to argue with such obvious and relevant indicators of success!

**Sender:** By the way, if you have any ideas on how we can distribute these, we'd sure appreciate it! Seems that the brochure is too large to send out at normal postage rates and we don't have any money to attend travel-outdoor shows. We have the brochures but nobody knows we have them! Also, don't you do customer relations stuff. Seems that we're getting more complaints about our campgrounds lately. We can't figure it out but many of the first-time campers aren't satisfied with what we have to offer!

**Me:** I'd be glad to help . . . Who are your target audiences? What types of camping information do they use? Where do they obtain this information? . . . What? . . . Why? . . . How? . . .

**Sender:** Forget it . . . We did all the work and you still can't help us!

This type of exchange has been fairly common. I also regularly receive DG messages praising various marketing efforts (usually partnerships or promotions) throughout the country. However, it is not possible to evaluate their efficiency or effectiveness without knowing how they were to contribute to the accomplishment of Regional objectives, the Forest Plan, and/or established Forest marketing objectives. Unfortunately, these important linkages often do not exist. If they do, the relationship is frequently vague and hard to assess. Given this, it is difficult to really say whether some of these marketing efforts are effective, should be circulated as "good examples," or duplicated by other Forests or Regions . . .

Many in the Forest Service have now had some experience with partnerships (cooperative marketing) and various types of promotions. We now know that we can form partnerships and contract for video tapes/brochures/coffee table books. Many of these efforts have been very positive. We have learned that we can pull the trigger and, when we do, the gun goes off. That is an important first step . . . we now need to determine whether we can identify targets, aim the gun, and hit the targets. Its time that we link marketing efforts with Forest plans and agency and Regional priorities. We need to demonstrate if, and how, marketing can contribute. That will require that specific and measurable objectives be established, and that marketing efforts be evaluated on the basis of these objectives. It will be important that those who . . . approve and/or evaluate marketing efforts (Regional Foresters, Staff Directors, and Forest Supervisors) require . . . clear linkages with Agency, Regional and Forest (plan) objectives. Otherwise, it is too easy to be impressed with the number of shots fired, and all the noise and smoke, rather than if anyone is hitting anything they are aiming at.

Ed Mahoney  
Marketing Specialist, Region 9

# SPECIAL INTEREST

## Life Tips . . . How's Your Mental Health?

**M**ental illness is abnormal or unrealistic behavior—out of line with things as they really are. One in every 10 Americans suffers from a mental or emotional disorder requiring psychiatric treatment. Emotional complications are involved in at least 50 percent of all medical and surgical cases. Mental illness is found in every age group, economic level and race.

	<b>Normal</b> (All normal people sometimes display neurotic behavior.)	<b>Neurotic</b> (Observes life as he/she would like it to be or fears it to be.)	<b>Psychotic</b> (Has lost touch with real world and lives wholly or partially in a world of fantasy.)
<b>Love</b>	Wants to give and receive love.	Needs constant reassurance of love because feels insecure and unworthy.	Either feels loved by everyone or loved by no one.
<b>Anger</b>	Becomes angry when provoked. Usually limits anger at small matters and "works it off" in appropriate ways.	Becomes angry inappropriately. Remains angry for long periods of time.	The world is angry at me, so I am unhappy with everyone all the time.
<b>Security</b>	Starts savings and/or investments for later years. Invests in family relationships for emotional security in later years.	Is fearful of spending money, especially on pleasure.	Cannot bear to spend money—the type that stuffs mattresses with money and lives in a hovel.
<b>Independence</b>	Wants to be independent but recognizes need for parents, spouse, doctors, etc.	Is so fearful of losing independence, may not marry.	Goes to extremes—not depending on anyone for anything or completely dependent for all needs.

### WHAT HAVE YOU DONE FOR YOUR MIND LATELY ?



To be mentally healthy is to feel comfortable about yourself, feel right about other people and meet the demands of life. A mentally healthy person is able to give love and consider the interests of others. This person feels a sense of responsibility for his neighbors and fellow men.

### TEST YOUR KNOWLEDGE ABOUT MENTAL ILLNESS WITH THESE TRUE OR FALSE QUESTIONS

- Mental illness cannot be inherited.
- A mentally ill person can "snap out of it" by himself.
- Mentally ill people are usually not dangerous.
- All mentally ill people need to be hospitalized.
- Mental illness is treatable.
- There is no disgrace in being mentally ill.
- Most people who enter mental hospitals never leave.
- Children are not affected by mental illness.
- Mental health is freedom from anxiety and tension.
- Mental health is conformity.
- Mental health is constant happiness.

Answers: 1. True—although certain physical factors which tend to make persons more likely to become mentally ill may be inherited. 2. False—a person can no more do this than set his/her own broken leg. 3. True—only 1 or 2 percent are dangerous to others or themselves. 4. False—local medical and support help is often sufficient. 5. True—early diagnosis and treatment makes the difference. 6. True—this is no more disgraceful than having heart trouble. 7. False—50 percent of people who are hospitalized leave within one year. 8. False. 9. False—anxiety and tension are often necessary and accompany creativity and self-preservation. 10. False—mental health is characterized by relative freedom from cultural and personal biases. 11. False—in this imperfect world, a sensitive, mature person often experiences unhappiness.

### YOUR PROBLEMS MAY BE TOO BIG TO HANDLE ALONE—

IF—without apparent reason anxiety or depression persists for months  
you feel a sense of loss, although no one close to you has died  
you feel excessive anger, continuing and out of proportion to the day's frustrations  
you feel apathetic and disinterested in everybody and everything

### BETTER TALK IT OVER WITH

- your minister
- your family doctor or pediatrician
- your local psychiatrist
- your mental health clinic
- your family service agency
- your public health nurse
- your school guidance counselor



## PERSONNEL

### New Kids

Everybody has a few new kids on the block every year, but 1989 was a banner year for new kids on the Boise National Forest. Five bright, talented, highly motivated people joined the Boise staff and are already making a splash by providing high quality service to fellow employees and the public.

The Forest has been actively involved in recruiting talent from the area's large Hispanic population through the College Assistance Migrant Program (CAMP). CAMP is a federally funded program that helps migrant or seasonal farm workers or their children go to college in their freshman year. Forest staff officers including Administrative Officer Chuck Hardy and Public Affairs Officer Frank Carroll successfully placed several Hispanic students from Boise State University (BSU) directly or indirectly through CAMP.

Two of the students are accounting majors: Joe Puente graduated in December 1989 and is on a NTE (not

to exceed) one-year appointment; Jaimie Vasquez is a sophomore who is in the cooperative education program. Fred Hernandez recently graduated with a degree in computer programming and is also on a NTE one-year appointment. Maria Navarro was hired in a trainee position and is taking classes in English, computers, and communications at BSU part-time. And Melinda Guerrero is in the

cooperative education program. She attends BSU and is accomplishing impressive things in several administrative areas.

The Boise Forest looks forward to the "new kids" pursuing full-time careers with the Forest Service.

Frank Carroll  
Public Affairs Officer  
Boise National Forest

*Left to right; Joe Puente, Jaimie Vasquez, Chuck Hardy, Maria Navarro, and Fred Hernandez.*



### Take Pride in Idaho Award Goes to Payette Forest

The Idaho Centennial Commission selected the Payette National Forest as a winner in the 1988 Take Pride in Idaho campaign. The award was presented by Governor Cecil Andrus at the Idaho Historical Museum in Boise.

The award recognized the activities of Payette cultural resource specialists who have been collecting information pertaining to the 19th Century Chinese of the Warren Mining District. Supporting this effort, the public participated in excavating two Chinese sites and developing a brochure and self-guided hiking trail



*At a luncheon ceremony at the Historical Museum in Boise, Governor Cecil Andrus (far right) presents a 1988 Take Pride in Idaho Award to the Payette National Forest. Accepting are Gene Benedict and Larry Kingsbury (far left). Mr. Artinger (at the podium) leads the applause.*

of three Chinese sites. Also, three Chinese exhibits were developed: one consisting of photographs of the Chinese who lived in the Warren Mining District; another of Chinese

artifacts brought to Idaho; and the third shows reconstruction of a semi-subterranean dwelling of Ah Toy's seasonal home.

## PERSONNEL

### “MONT”umental Accomplishments

Mont E. Lewis has been productive for 84 years with 50 of those years spent working for the Forest Service (35 years as a Range Conservationist and the equivalent of 15 full-time years as a volunteer Curator for our Herbarium). The Herbarium stores over 28,000 specimens of important forest and rangeland plants which are utilized by scientists and land managers throughout the United States. Mont's efforts have turned this into one of the major herbaria in the western United States.

He also volunteers his services to many individuals and organizations throughout the West. He still makes field visits to the Forests and provides them with current lists of plant species in their respective areas.

An expert plant taxonomist, Mont discovered two new plant species. One of these, *Astragalus montii*, was named after him. It is so rare that it is currently listed as a threatened species.

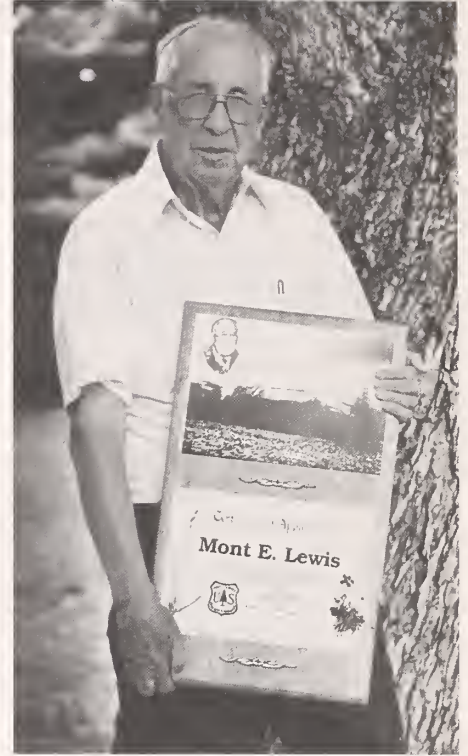
Mont is finalizing a report on the changes that have occurred on high mountain areas in central Utah since

the turn of the century. This will be one of the most intensive summaries available of vegetation changes that have taken place on the Wasatch Plateau since it was settled.

Since retirement, Mont has received several prestigious awards, including “Rangeman of the Year (Utah-1979), an Outstanding Achievement Award from the Society for Range Management (1984) and a Forest Service award for his 30,000 hours of volunteer service (1987).

The most recent award is perhaps the most meaningful one of all. On July 19, 1989, George Morris, Supervisor of the Manti-La Sal National Forest presented Mont a plaque. Standing atop the Wasatch Plateau near Seeley Creek Guard Station, Mont accepted the plaque which pictorially and verbally recognizes his contributions.

The plaque is personalized with Mont's picture in the left-hand corner. The other photos on the plaque are also special as they show an area and plant that mean a great deal to Mont. Mont loves Mt. Mooseneach and Heliotrope Ridge on the Wasatch Plateau where he spent much of his



*Mont Lewis and his plaque that recognizes his lifelong efforts in increasing human knowledge of the flora and associated resources on the Wasatch Plateau.*

career. It was there he found Heliotrope milkvetch (*Astragalus montii*). Photos of each are on the plaque as are the words, “In recognition for his lifelong efforts in increasing human knowledge of the flora and associated resources on the Wasatch Plateau.”

A \$100 award was presented to these SCSEP enrollees in September for being a highly productive part of the Boise National Forest workforce in a year that dealt with a heavy fire season, Forest planning and cluster activities. Recipients were (left to right): Evelyn Luther (TM), Betty Charlton (Contracting), Audrey Miller (E), Verna Johnston (Office Services), Dita Mathews (Office Services) and Sue Howe (RWWR). Others, not available for the photograph, were Betsy Herman (F&A), Carole Clark (Mountain Home RD), Dorothy Coons (Emmett RD), Gerald Richardson (Mountain Home RD) and Mary Tuffield (Idaho City RD).





# PERSONNEL

## Retirements

### DICK ALLRED

Charles "Dick" R. Allred retired from the Fishlake National Forest on December 29 after more than 32 years of federal service.

Forest Supervisor J. Kent Taylor said, "We are proud to have had Dick as a employee and appreciate his dedicated efforts and support. His positive attitude toward accepting additional responsibility has contributed significantly toward the timely accomplishment of many difficult assignments."

Dick began his career with the Forest Service in 1961 as a Range Conservationist on the Teton National Forest in Jackson Hole, Wyoming. His next move took him to the Manti-LaSal National Forest in Ephraim, Utah, as an Assistant District Ranger. In 1967, he received his first appointment as District Ranger on the Manti District. Dick has been the Richfield District Ranger since January 1977. Richfield will continue to be his home.

A native of Mt. Pleasant, Utah, Dick is a 1961 graduate of Utah State University where he majored in range management. He served in the Armed Forces from January 1954 through December 1955. He married Diane Madsen of Ephraim, Utah, in 1956. They are the parents of four children.

### HALE HUBBARD

Hale M. Hubbard, Administrative Officer for the Fishlake National Forest, retired on December 29 after 34 years of federal service. Hale has been a Staff Officer in charge of Administrative and Business Management activities for the Fishlake National Forest since August 1972.

After graduation from Idaho State University in 1961 with a degree in industrial engineering, Hale was hired as an Administrative Trainee by the Challis National Forest in Idaho. He was reassigned in 1964 to the Caribou National Forest in Pocatello, Idaho, as an Administrative Assistant. He transferred back to the Challis Forest in 1967 as Administrative Officer.

During his career, Hale received three performance awards in recognition of his excellent work—one in 1977 from Regional Forester Vern Hamre and two from Regional Forester Stan Tixier (1984 and 1988).


A native of Ashton, Idaho, Hale served with the U.S. Air Force from 1951 to 1955. Hale and his wife, Rose, have three sons. The Hubbards will continue to live in Richfield.

### TOM STINSON

Thomas M. Stinson, Supervisory Range Conservationist on the Fillmore Ranger District, Fishlake National Forest, retired from federal service on December 29, 1989. He had been a Forest Service employee for 28 years with the last 10 spent in Fillmore. Before that, he worked in various positions at the District and Supervisor Office levels in both Nevada and Idaho.

Tom was a great asset in directing the Fillmore District's range, wildlife and watershed programs. His accomplishments in those programs were many.

Tom and his wife, Iva, have 5 children. Tom served as the minister for the Church of Christ while living in Fillmore. The Stinsons will be greatly missed by both the Forest Service and the community as they are moving back to Tom's hometown of Snyder, Texas.



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*Colleen Anderson, Editor  
Susan McDaniel, Design and Layout*

# PERSONNEL

## Awards

(You will note that some of the following entries contain award amounts and some do not. That is because we are in a transitional stage of implementing a requirement of the August 1989 Master Agreement between the Forest Service and NFFE. In the future, amounts will be shown for all awards.)

### REGIONAL OFFICE

J. S. TIXIER, Regional Forester, and RAY HALL, Director of Range and Watershed, received an Outstanding Service Award from the Utah Section of the Society for Range Management for initiating and hosting the Celebration of Range Management Successes.

GENE WATSON, Human Resources Program Coordinator, PM - Received a Chief's award for the Region for meeting all SCSEP (Older American) targets, including race and sex goals and unsubsidized employment.

### Cash

DUANE ATWOOD, Botanist, F&WL - \$750 for leadership in developing the Region's program for Threatened, Endangered and Sensitive Species.

MICHAEL RATH, TES Program Manager, F&WL - For leadership in developing the Region's program for Threatened, Endangered and Sensitive Species.

JASON PETERSON, Computer Clerk, F&WL - For outstanding performance and services in the Fisheries and Wildlife Staff from July 14 to September 13, 1989.

BETTY PIERCE, Mail and File Clerk, R&L - \$100 for performing additional duties by helping Engineering (RO) update their filing.

ROBERT E. CUNNINGHAM, Personnel Management Specialist - For excellent service and advice to the Engineering Staff during a period of organization review and change.

GLENDA W. MOORE, Computer Assistant, P&B - A quality increase for outstanding performance during 1989.

### ASHLEY NATIONAL FOREST

#### Quality Step Increase

JULENA POPE, Secretary, SO - For outstanding performance.

SUSAN FREEMAN, Accounting Specialist - For exemplary performance in support of the Resource Staff.

### Cash

SHERIL GOODRICH, Range Conservationist, and DARLENE JOHNSON, Soil Scientist, SO - For a detail to the Payette Forest as members of the Emergency Burned-Area Rehabilitation Team.

### BOISE NATIONAL FOREST

#### Cash

JENNIFER CALLAN, Public Affairs - \$1,000 for outstanding contributions to the Forest's Public Affairs Initiative in Mass Communications.

ERIC REYNOLDS, Forestry Technician, Boise RD - \$100 for an outstanding contribution to the Boise Ranger District Safety Program.

GREG LESCH, Hydro Technician, Boise RD - \$75 for an outstanding contribution to the Boise Ranger District Safety Program.

GLEN MACY, Forestry Technician, and ED KETCHUM, Information Receptionist, Boise RD - \$50 each for outstanding contributions to the Boise Ranger District Safety Program.

LUZ MARIA MORENO, Clerk-Typist, Mountain Home RD - \$350 for initiative in independently coordinating and managing the Forest Hispanic Human Resource Program.

ED KETCHUM, Information Receptionist, Boise RD - \$150 for superior performance in providing excellent customer service to the public as well as co-workers.

STEPHEN PATTERSON, Supervisory Forester, Cascade RD - \$300 for organization, leadership and fostering team spirit for the 1989 Wildfire Rehabilitation Team which dealt with 39,000 acres of wildfire on the District.

LARRY WHITEHEAD, Forestry Technician, Cascade RD - \$220 for outstanding support and service as resource advisor on the Foolhen, Warm Lake and Riordan fires on the Boise Forest.

HERB L. CUMMINGS, BRETT T. COLEMAN, MARGARET I. HILLHOUSE, and TERRY E.

FORD, Cascade RD - \$220 each for timely and professional efforts and acts. Their first-hand knowledge of District resources and publics proved most valuable and beneficial to visiting incident teams.

WILL REED, Archeologist, SO - \$750 for the organization, planning and successful completion of the first workshop on archeology of the Chinese on the western frontier.

### BRIDGER-TETON NATIONAL FOREST

#### Cash

NANCY TROTTER, Accounting Technician, SO - For hard work and able assistance in the Resource Section during the summer of 1989.

ERIC J. WINTHERS, Biological Technician, SO - For sustained superior performance of duties associated with Bridger-West Soil Survey Program.

GWEN BRADY, Support Services Supervisor, Jackson RD - For selection as Employee of the 4th Quarter of 1989 for her ability to maintain duties while taking on additional responsibilities.

CRAIG R. SMITH, Supervisory Civil Engineer, Greys River RD - For sustained superior performance in accomplishing the engineering program on the South Zone.

GARY L. POULSON, Forestry Technician, Jackson RD - For coordinating the unanticipated minerals activities in addition to maintaining responsibilities for his own program.

PETER M. MOURTSEN, Recreation Forester, Jackson RD - In recognition of his effort in coordinating the District's recreation program while maintaining his normally assigned duties.

MICHAEL C. GRYSO, Resource Assistant, Buffalo RD - For outstanding performance in establishing recreation partnerships, particularly in initiating the Buffalo RD Resort Naturalist Program.

BENTON SMITH, Supervisory Range Conservationist, Greys River RD - For demonstrating substantial leadership in furthering the goals of the Recreation Initiative. He effectively used innovation, manpower programs and partnerships to improve the recreation program in both developed and dispersed recreation, as well as marketing our program to the public.

RANDY L. DAVIS, Soil Scientist, SO - For sustained superior performance the past year in meeting the extra workload of burned area rehabilitation from the 1988 fires and work associated with Forest planning and Plan implementation.

WILLIAM MOYER, Civil Engineering Technician, Jackson RD - For superior contract administration of Skull Creek and West Table construction projects and concurrent superior District assistance on numerous projects.

STEVE VANLERBERGHE, Forestry Technician, Greys River RD - For exceeding the requirements of his position to plan and coordinate the recreation projects assigned to him in 1989.

FRANK J. KALAN, Engineering Equipment Operations Leader, Kemmerer RD - For enthusiastic sustained superior performance on the South Engineering Zone and for outstanding blade work on the Hobble Creek Road construction project which resulted in the successful completion of a very difficult contract.

WILLIAM I. BAETGE, Engineering Equipment Operator, Greys River RD - For enthusiastic sustained superior performance on the South Engineering Zone and for accomplishing additional projects which significantly improved the South Zone Engineering budget.

ROBERT KING, Engineering Technician, Greys River RD - For enthusiastic superior performance on the South Engineering Zone and for outstanding performance in timber sale contract preparation under an extremely tight timeframe which resulted in the successful sale of a yearend timber sale.

MAURICE YOUNG, Forestry Technician, Greys River RD - For superior performance exceeding the requirements of his position in completing projects assigned to him in 1989.

JUDITH REED, Range Conservationist, Greys River RD - For performance exceeding the requirements of her position in supervising and training a seasonal range technician during the 1989 field season.

ELAINE MERCILL, Writer/Editor, SO - For exceptional work coordinating special events, VIP trips and meetings, and for outstanding performance dealing with appeals.

DOROTHY NECKELS, Information Receptionist, SO - For exceptional work under difficult conditions.

MARTHA MERRILL-EXTON, Forester, Big Piney RD - For superior performance in directing the Big Piney Recreation Program.

JUDITH PEPE LARSON, Computer Programmer Analyst, SO - Selected as Employee of the 3rd Quarter (1989) for her exemplary dedication to her job and the mission of the Forest Service. Her excellent service was done without other normally available backup and with the additional burden of being Acting Information Systems Manager.

JENNIE IMESON, Property Accounting Clerk, SO - For sustained superior performance as acting Forest Personnel Clerk while continuing a consistently high level of performance in her own position. Jenny is always pleasant and a joy to work with.

GLENDA M. FLOYD, Support Services Specialist, SO - For closing out files and upgrading the District's filing system which was accomplished with help of new SCSEP position which she recruited. Morale greatly improved because of her efforts.

DAVID G. HOHL, Forester, Pinedale RD - For outstanding performance while assigned as a resource advisor on Ann's Fire. Through his knowledge of the country, firefighting tactics, and wilderness management objectives, he saved thousands of dollars in firefighting and rehabilitation costs, prevented substantial environmental impact and was an invaluable asset to the Incident Overhead Team.



# PERSONNEL

**Other Merit Awards For Exceptional Work During the Past Year:** Supervisor's Office; AL KOSCHMANN and TAMMY SMITH; Jackson RD: DALE DAWSON and MICHAEL BOYCE; North Zone Engineering: STEVE BALDOCK; Kemmerer RD: MARY CRAWFORD, WILLIAM CORSI and JOE SEOANE; Greys River RD: TOM HASS, ERVON JOHNSON, LORIN JOHNSON, RALPH MOFFAT, RAY PETERSON, NEWELL LEAVITT, THOMAS SIMPSON, BOYD JENSEN, JEFF HINCK, NOEL SESSIONS, GEORGE THOMPSON, RONALD MERRITT, GEORGE BURDICK, and LYNN HUNSAKER; Pinedale RD: CHIP RAWLINS.

## Length of Service

**10 Years:** PAUL ARNDT, DAVID CANNON, MICHAEL GRYSO, SUSAN MARSH, KURT NELSON, CYNTHIA ROGOWSKI, JUDY SHIELDS, JOETTE ZAKONIK, ELIZABETH BALLARD, GWENDOLYN BRADY, ELLEN DAUGHTERY, and TED TIDWELL.

**20 Years:** LYNN JOHNSON, FRED KINGWILL, GARY POULSON, GORDON WARRINGTON and LYNN WILLIAMS.

**30 Years:** WAYNE BILLS.

**Certificates of Appreciation:** E. J. CAPLAN, DEBORAH HOOK, MARJORIE IVERSON, KELLY PARRISH, ANITA DOUGLAS, LAURA OLOFSON, ROSEMARY HOUSER, CLAUDIA HARTLEY, and SHIRLEY and GEORGE DAVIS.

## CARIBOU NATIONAL FOREST

### Cash

MARK VEDDER, Range Conservationist, Pocatello RD - For performing at an outstanding level all aspects of the special work element in forest roads and trails and OHV management during the 1989 field season. TATTERSON SMITH, Supervisory Forester, Montpelier RD - For calm, decisive action which assisted in saving the life of a critically injured Forest worker. SHAWNA ANDERSON, Resource Assistant, SO - For extraordinary initiative in accomplishing all duties of her position above and beyond her job responsibilities from 10/88 to 9/89.

NORMAN BARE, Retired Soil Scientist, SO - For implementation of the Forest's soil resource inventory which will make management more timely, efficient and precise.

JEANNE WHITE, Forester, Soda Springs RD - For Lander Trail project and video.

### Group

RECREATION TEAM (Forestry Technicians Max Kulicke, Clarence Atkinson, Reed Jensen, Leon Howell and Delmar Derricott) - For maintaining and administering 18 campgrounds, picnic and use areas to a high standard with minimum supervision.

## CHALLIS NATIONAL FOREST

### Cash

JIM T. KOPP, Engineering Equipment Operator, SO - For outstanding achievement in implementing the Forest Land and Resource Management Plan road reconstruction schedule with a perfect safety record. CAROLYN D. DEAN, Clerk Typist, SO - For initiating and maintaining a system to make supplies readily accessible in the SO while accomplishing her other duties as well.

ANDREA REEDER, Resource Clerk, Challis RD - For superior performance of duties in support of each function of the District.

BARBARA D. ANDREWS, Resource Clerk, SO - For initiative and high quality work in range, special uses and timber.

## FISHLAKE NATIONAL FOREST

### Cash

JOHN O. HOLWAGER, Appraiser, and KATHY A. SLACK, Realty Specialist, Dixie NF - \$350 each for acquiring the John Jorgensen Water Storage Rights for seven reservoirs in the Gooseberry Drainage and for the Wasatch Bank land purchase on the Fishlake National Forest. Both projects were unscheduled but were accomplished in a timely and professional manner.

RALPH M. GODDARD, Civil Engineering Technician, SO, received a certificate of appreciation from Forest Supervisor John Inman, Humboldt NF, for "excellent cooperation and assistance in managing the 1989 Rainbow Family gathering on the Jarbidge Ranger District of the Humboldt National Forest. This assignment meant leaving your regular job, which was more than enough to keep you busy, and your family to meet a need elsewhere in the Forest Service. I appreciate your willingness to do so. You were an important member of a team that managed the event in a professional manner. Most of the Rainbows felt the gathering was very successful. At times the circumstances were trying, but each member of the team performed in a manner that was a credit to themselves and the Forest Service. The results were commended by all levels of the Forest Service. Thanks again for your help. It was greatly appreciated."

### Host

Unit Award - BEAVER RANGER DISTRICT; Forest Host of the Year - TOM STINSON; Individual Awards - FRED HOUSTON, REVA HICKS, JOHN LOTT, CINDY KESLER, GLENNA FORBUSH, BOB LEONARD, FERRIN REX and VIRGINIA JEFFERY.

### Forest Photo Contest

BERT LOWRY, CORNELL CHRISTENSEN, MONTE CARTWRIGHT, VAL NORMAN and TOM STINSON.

### Safety Awards on the Loa Ranger District

DOUGLAS OYLER, ETTA NELSON, OWENA CHAPPELL, BERTA TAFT, SCOTT DURFEY, GLENN OKERLUND, PACE ELLETT, JODY MORRELL, MARK TURNER, RON TORGERSON, THAINE TAYLOR, KEVIN NEW, RICKY OYLER, KENT TRAVELLER, CORNELL CHRISTENSEN, DEONA OYLER, NATALIE MORRELL, VIRGINIA JEFFERY, GLORIA JOHNSON, BRAD WILLIAMS and GARY LAING.

### Special

GLENN OKERLUND - \$400 for managing Loa District work crews in such a manner that targets were substantially exceeded in range, wildlife, watershed and trail structural improvements which resulted in savings to the Forest Service of at least \$5,000. All projects were completed on or prior to due dates and work was professionally done to established quality standards.

VIRGINIA JEFFERY - \$250 for taking a special interest in an assignment to coordinate Loa District involvement with the Fishlake Discovery Association. Her performance far surpassed that expected of a GS-3 Forestry Aid and with minimal supervision. She also assisted the SO and Fillmore RD in a similar effort.

## HUMBOLDT NATIONAL FOREST

### Cash

STEVEN WILLIAMS, Supervisory Range Conservationist, Santa Rosa RD - For serving as Acting District Ranger. DALE C. ARMSTRONG, Supervisory Civil Engineer, SO - For supporting the development of the Forest Land and Resource Management Plan and EIS in a compressed time frame and ahead of schedule.

## MANTI-LA SAL NATIONAL FOREST

### Cash

BRUCE ROBERTS, Fisheries Biologist, SO, and HEATHER MUSCLOW, Fisheries Biologist, Moab RD - For donating time and sharing their expertise at the annual Emery County 4-H Camp at Indian Creek Campground.

BILLY J. DYE, Forester, Ferron RD - For encouraging and using Boy Scouts as volunteers to perform numerous tasks on the District.

IRA W. HATCH, District Ranger, Price RD - For superior administrative skills during the recovery of the Huntington mammoth and subsequent efforts concerning that August 1988 find.

BRUCE ROBERTS, Fisheries Biologist, SO - For a detail to the Payette Forest as a member of the Emergency Burned-Area Rehabilitation Team.

CHRISTY WRIGHT, Forestry Aid, SO - For handling dispatch duties during emergency off-Forest and on-Forest fire situations.

WILLIAM AVEY, Forestry Technician, Ferron RD - For performing Acting Ranger duties to a high standard while all District personnel were on fires. WILLIAM R. BROADBEAR, Forester, Price RD - For accepting and successfully completing additional work responsibilities from a vacant position that involved recreation maintenance, trails and facilities maintenance.

## Length of Service

**10 Years:** CAROL RIDING, Support Services Specialist, Ferron RD

**30 Years:** EVAN LOWRY, Forestry Technician, Monticello RD

## Safety Awards

Seasonal Employees CRAIG SCHAUGAARD, CHRIS SINGER, CHARLEY ROSE, ED TSOSIE, JIMMIE MUHLESTEIN, SHERRI WILLIAMS, WHIT WHITTAKER, WILFRED MARK, TERRY EARDLEY, LAWRENCE GILLIS, ANDREW EDDIE, GERALD HARVEY, FAYE BENALLY, WALLY BAILEY, CLEM SCHMITZ, ELAYNE STOKER, JOE BUNDY, TERRY JOHNSON and ROLAND MORGAN received letters of appreciation and jackets.

DEBBIE JOHNSON, LES WIKLE, JOAN HARVEY, ALYCE YELLOWMAN, JOE BISTRYSKI, HEATHER MUSCLOW, JIMMIE FORREST, BRENT FOSTER and LEE BENNETT.

## PAYETTE NATIONAL FOREST

### Cash

MARK A. STEWART, Forestry Technician (Timber), Council RD - \$200 for sustained superior performance in helping meet assigned programmed timber sale targets on the Council and Weiser RD's. MICHELLE N. TRULOVE, Resource Clerk (Typing), Council RD - \$250 for continually meeting deadlines, maintaining a cooperative attitude, and performing work under heavy impacts and short time frames during salvage operations of insect-infested timber.



# PERSONNEL

JAMES D. FRY, Fuels Officer, Council RD - \$500 for an outstanding level of planning, design, and implementation of the Deep Creek Project.

MERLE J. MOORE, JR., Lead Forestry Technician, McCall Smokejumpers Unit - \$400

LAWRENCE R. SWAN, Forestry Technician, SO - \$250 for valued assistance and versatility during the 1989 fire bust—on the MAC group, in dispatch, and in developing high quality briefing packages for overhead.

JOHN GOODWIN, Archeological Technician (Fire and Recreation), SO - \$200 for developing a computer program that has accelerated report writing in cultural resource management and for completing 10 cultural inventories for timber sales during the 1989 field season.

TINA S. FLORENCE and PEGGY L. HAREN, Information Receptionists, Council RD - \$200 each for their outstanding information and logistical support associated with the United States Army Reserve Project.

HEIDI BIGLER, Information Assistant, Council RD - \$250 for outstanding information and logistical support associated with the United States Army Reserve Project and the completion of the Deep Creek Trail Project.

PAMELA S. BARNETT, Support Services Supervisor, JOHN B. KIRKENDALL, Fire Management Officer, THOMAS A. GREEN, Range Technician, and LADDIE E. BATEMAN, Maintenance Worker, Council RD - \$300 each for outstanding logistical support to the Deep Creek Trail Project.

HENRY F. SHIRTCLIFF, Resource Assistant, Council RD - \$500 for outstanding planning, design, and implementation of the Deep Creek Trail Project.

GARY D. KOSKIE, Civil Engineering Technician, SO - \$200 for design and construction of a portable storage box to protect and keep engineering-related equipment and supplies.

MARCIA NELSON, Clerk-Typist, McCall RD - \$100 for outstanding accomplishment of the first edition of the Forest newspaper, "Payette Pathways."

MARSHA THOMASON, Forestry Aid, Krassel RD - \$150 for outstanding performance in the areas of detection, dispatching, and logistics during the 1989 fire bust on the Forest.

RENEE HILL, Forestry Technician, Krassel RD - \$300 for 3 years of superior performance as a fire lookout on the Krassel RD.

ED ALLEN, Supervisory Forestry Technician, Krassel RD - \$250 for an employee suggestion.

JODIE LEA, RICK DEAL and HILARY LAMPARD, Forestry Technicians, Krassel RD - \$200 each for personal commitment to quality trail maintenance; for providing leadership and continuity in maintenance and betterment efforts and for displaying a high level of initiative and responsibility for accomplishing assigned tasks.

GARY ELLIOT, Resource Specialist, Krassel RD - \$250 for outstanding fire suppression accomplishments.

RICK BELNAP, Forestry Technician, Krassel RD - \$400 for outstanding leadership of the Krassel fire organization.

GLENDA MULLER, Clerk-Typist, and PATSY MICHAEL, Payroll Clerk-Typist, McCall Smokejumper Unit - \$250 each for extraordinary personal effort, commitment and determination during the 1989 fire season. For an outstanding attitude and willingness to accept responsibility during a large fire situation.

RAMONA MALONE, Senior Communication Service Employee, McCall Smokejumper Unit - \$100 for extraordinary effort, commitment and determination during the 1989 fire season. For an outstanding

attitude and willingness to accept responsibility during a large fire situation.

DAVID M. LECLAIR, Carpenter, and DONALD E. JENKINS, Maintenance Mechanic, New Meadows RD - \$200 each as recognition from the Facilities and EIS groups for excellence in carpentry workmanship in remodeling the old smokejumper loft as office space for the EIS team.

THOMAS L. KELLIE, Range Technician, New Meadows RD - \$500 for serving as range program manager on the District during the absence of a Range Conservationist. The assignment was completed in a superior manner.

KAY JONES, Fire Retardant MXR/Operator - \$100 as recognition from the facilities and EIS groups for excellence in carpentry workmanship in remodeling the old smokejumper loft as office space for the EIS team.

SHERWOOD STRICKLER and COLLEEN LECLAIR, Cartographic Technicians, SO - \$100 each for demonstrating excellent customer service in meeting requests from the timber management group and their associates.

SCOTT LEMBERES, Supervisory Cartographic Technician, SO - \$100 for demonstrating excellent customer service in meeting requests from the timber management group and their associates.

SUSAN FIELD, Forestry Technician - \$1,000 for outstanding performance as a supervisory dispatcher and for administration of the ACUSE aircraft payment program during the extremely heavy 1989 fire season on the Forest.

BETH LUDVIGSEN, Student Trainee Landscape Architect, McCall Smokejumper Unit - \$200 for outstanding support of aircraft payments, operating the ACUSE program and assistance to the dispatch organization during the extremely heavy 1989 fire season on the Forest.

LARRY HARTGRAVE, Forestry Technician, McCall Smokejumper Unit - \$500 for superior performance as an initial attack dispatcher during the record-breaking 1989 fire season on the Forest.

KAY JONES, Fire Retardant Mixer Operator - \$500 for outstanding work in managing the McCall air tanker base during 1988-1989.

SHERWOOD STRICKLER, Cartographic Technician, SO - \$300 for outstanding performance at the McCall air tanker base during the 1988 and 1989 fire seasons.

RICHARD STEWART, Survey Technician - \$200 for outstanding performance at the McCall air tanker base during the 1988 and 1989 fire seasons.

MARIA COX and TODD A. FITCH, Forestry Technicians, New Meadows RD - \$150 each for outstanding performance as sale preparation specialists for the District's timber group.

MICHAEL CHRISTIANSON, Forestry Technician, New Meadows RD - \$250 for outstanding performance as sale preparation specialists for the District's timber group.

TIMOTHY C. TOOMEY, Supervisory Civil Engineering Technician, Council RD - \$500 for outstanding planning, design and project supervision and coordination associated with the U.S. Army Reserve project.

PATRICK P. TRAINOR and WAYNE E. HERSEL, Civil Engineers, SO - \$200 each for outstanding planning, design and project supervision associated with the U.S. Army Reserve project.

DENNIS R. MARTI, Civil Engineering Technician, Council RD - \$500 for outstanding planning, design and implementation of the Deep Creek Trail project.

JAMES A. AMELL, ERIC L. BRUNDIGE, CHARLES J. BUESCHER, LEO CROMWELL,

DANIEL D. FELT and RICHARD E. HUDSON, Lead Forestry Technicians, McCall Smokejumper Unit - \$400 each for superior performance and an outstanding attitude in managing the business management section of the McCall Smokejumper Unit during the record 1989 fire season.

JOHN L. HUMPHRIES, BARRY E. KONCINSKY and CLARK F. NOBLE, Supervisory Forestry Technicians, McCall Smokejumper Unit - \$400 each for superior performance and an outstanding attitude in managing the business management section of the McCall Smokejumper Unit during the record 1989 fire season.

JERRY I. OGAWA, DAN M. PIERSON, PETER L. PRIDE, JOHN R. STRIGHT, ROBERT V. SHOEMAKER and LAWRENCE R. WILSON, Lead Forestry Technicians, McCall Smokejumper Unit - \$400 each for superior performance and an outstanding attitude in managing the business management section of the McCall Smokejumper Unit during the record 1989 fire season.

ROBERT C. BRYAN, Supervisory Forester, Minerals, SO - \$500 for sustained superior performance as the Payette Forest Minerals Program Manager.

MAGDALENE LEMBERES, Support Services Specialist, McCall Smokejumper Unit - \$300 for superior performance and an outstanding attitude in managing the business management section of the McCall Smokejumper Unit during the record 1989 fire season.

TRONNIE K. LOSEKE, Budget Analyst, SO - \$700 for superior performance in managing the Forest's program development and budget allocation process. Her leadership and technical abilities have led to innovative and highly efficient approaches to Forest plan implementation through the program budgeting process.

GRETCHEN A. SAUSEN, Hydrologist, and ERIC J. SWENSSON and BECKY D. WROBLEWSKI, Biological Technicians - \$500 each for being a member of the Instream Flow Crew which substantially exceeded job requirements during the 1989 field season.

BILL E. WILLIAMS, Supervisory Forestry Technician, SO - \$1,000 for outstanding efforts in managing the Forest's aviation management program.

JAMES H. ARP, Landscape Architect, SO - \$1,000 for performance that substantially exceeded requirements of the position.

ANDREW F. LANG, Supervisory Forestry Technician, New Meadows RD - \$250 for consistently exhibiting high standards in managing the Price Valley helitack crew.

JOHN A. PHILLIPS, Forestry Technician, New Meadows RD - \$250 for outstanding leadership and helicopter management skills during the 1989 fire season.

## Quality Step Increase

WALTER ROGERS, Supervisory Forester, Council RD - For superior performance in managing the timber program.

NEAL A. DAVIS, Supervisory Forestry Technician, SO - For outstanding performance.

JAMES M. NORFLEET, Forestry Technician, SO - For outstanding performance.

## SALMON NATIONAL FOREST

### Cash

THEODORE R. MAESTRETTI, Civil Engineering Technician, North Fork RD - For superior performance in completing the District's mineral withdrawal review in a timely manner while keeping abreast of an extremely heavy administrative workload in mineral exploration.



# PERSONNEL

MARK C. KERNS, and JAMES L. UPCHURCH, Forestry Technicians, North Fork RD - For providing good leadership in accomplishing trail objectives above and beyond expectations and for making a substantial contribution to the overall trail program. GARY L. JACKSON, Soil Scientist, SO - For taking action on his own to establish a quality air monitoring program for the Forest. TROY A. COOPER, Forestry Technician, North Fork RD - For sustained superior performance in working with outfitters, planning and conducting VIP river trips and supporting District's affirmative action programs. CHARLES R. WENGER, Biologist, SO - For acting as team leader to complete a 5-year wildlife and fisheries plan implementation program for the Forest.

## Quality Step Increase

KENNETH STAUFFER, Landscape Architect, SO - For sustained high performance in completing responsibilities on the Forest. ERIC PROCTOR, Electronic Technician, SO - For an outstanding contribution in updating the Forest's communication systems and achieving this with substantial cost savings.

## SAWTOOTH NATIONAL FOREST

### Cash

EUDOXIO I. SOLIS, Forestry Technician, Twin Falls RD - \$200 for considerable extra effort in safely suppressing numerous wildland fires that had the potential to cause excessive resource damage. GARY D. SULLIVAN, Supervisory Forestry Technician, Twin Falls RD - \$75 for excellent safety performance and an outstanding work attitude during the 1989 fire season. JAMES F. RINEHOLT, Forestry Technician, Sawtooth NRA - \$200 for continued enthusiasm, effort and excellence in directing on-the-ground timber and vegetative management treatments. GARY L. SLOMINSKI, Sawtooth NRA - \$200 for superior performance designing, fabricating and constructing campground facilities on the Sawtooth exceeding that expected of the position. BOB W. GILL, Sawtooth NRA - \$200 for superior performance designing, fabricating and constructing campground facilities on the Sawtooth and for contributing extensive welding skills, and fabricating tools and other items which made maintenance easier and safer. CLIFFORD J. DORR, Forestry Technician, Sawtooth NRA - \$200 for exceptionally high level performance in supervising trail maintenance and construction. PAMELA L. CHURCHILL, Sawtooth NRA - \$200 for superior performance organizing, training and supervising the recreation crew which serves the northern portion of the Sawtooth NRA without previous supervisory training. RALPH JENKINS and RAYMOND W. NEIWERT, Range Conservationists, Twin Falls RD - \$350 each for extra effort and donated time to make the Shoshone Creek Riparian Project a success. TODD A. BARKER and CURT C. BRAUN, Forestry Technicians, Burley RD - \$200 each for extra effort in safely suppressing numerous wildland fires that had potential to cause excessive resource damage. JEFFREY W. WAALKES, Forestry Technician, Twin Falls RD - \$250 for extra effort in safely suppressing numerous wildland fires that had potential to cause excessive resource damage. WILLIAM M. YINGST, Forestry Technician, Twin Falls RD - \$250 for exceptional effort and motivation in sale preparation and personal use firewood programs on the District contributing to high quality natural resource management.

JUANITA E. RAMOS, Information Receptionist, Twin Falls RD - \$150 for a high degree of effort, enthusiasm and caring in customer service for the 1989 summer season. EUGENE JENNINGS, Forestry Technician, Twin Falls, RD - \$200 for a high degree of effort and professionalism in timber sale administration contributing to quality natural resource management. TOM E. RAMSEY, Forestry Technician, Twin Falls RD - \$250 for exceptional effort and professionalism in firewood and timber sale administration resulting in increased compliance and support for law enforcement efforts. CHANTEL ARMSTRONG, Forestry Aid, Twin Falls RD - \$150 for a high degree of effort and enthusiasm in sale preparation and brush disposal activities. KEVIN EMERSON, Forestry Aid, Twin Falls RD - \$200 for exceptional effort and enthusiasm in Third Fork trail construction program. THOMAS W. BUTLER, Forestry Technician, Twin Falls RD - \$200 for a high degree of effort and enthusiasm in recreation management contributing to quality recreation management program. JACK L. CALDWELL, Laborer, and DENNIS R. THOMPSON, Forestry Technician, Twin Falls RD - \$250 each for exceptional effort and enthusiasm in Third Fork trail construction program. JULIE A. THOMAS, Forestry Technician, Twin Falls RD - \$250 for exceptional effort and motivation in recreation management on the District, contributing to high quality recreational experiences for our customers. MAYBEN C. JOHNSON, Supervisory Forestry Technician, Twin Falls RD - \$500 for extra efforts in affirmative action staffing of the Twin Falls District Hotshot Crew. ROMA NELSON, Information Receptionist, Sawtooth NRA - \$200 for being the image of NRA recreation through superior dedication to public service. GARY D. SULLIVAN, Supervisory Forestry Technician, Twin Falls RD - \$75 for excellent safety performance and an outstanding work attitude during the 1989 fire season. VICTORIA LAST, DAN TAYLOR, MIKE ZACARIAS, KELVIN L. DANIELS, BRAD N. D. YATES, KENT R. BARKER, JOHN STRUCHEN, IR Crew - \$75 each for excellent safety performance and outstanding work attitude during the 1989 fire season.

## TARGHEE NATIONAL FOREST

### Cash

LYNN BALLARD, Assistant District Ranger, Teton Basin RD - For providing leadership for building a tack shed on the District compound. MARY MAJ, Assistant District Ranger, Teton Basin RD - For leadership of a local task force for evaluating recreation access and wildlife winter range. JACK HADDOX, Assistant District Ranger, Teton Basin RD - For leadership in a partnership for building a horse transfer camp in Teton Canyon. SHANA MILLER, Support Services Supervisor, Teton Basin RD - For exceeding normal requirements in performing assigned tasks. EUNICE OLSON, Resource Specialist, SO - For consistently performing at a level which exceeds fully satisfactory. HAL GIBBS, Wildlife Biologist, SO - For completing his regular program of work to a high standard while taking on additional assignments related to predator control and appeals.

MARK MOULTON, Hydrologist, SO - For completing his scheduled and planned work to a high standard while accepting additional assignments in river basin studies, stream flow measurements and water needs inventory. KRISTINA M. DREWES, Forestry Technician, Ashton RD - For outstanding initiative in moving the Ashton District's GIS program forward during FY 1989. SHARON EYRAUD, Clerk Typist, Ashton RD - For sustained superior performance and cheerfully working with the public and co-workers as backup receptionist, systems manager, and all-around girl Friday, far exceeding normal requirements of her job. JANALEE ALBERTSON, Resource Clerk, Ashton RD - For exceeding the requirements of her resource job by cheerfully extending duties to help as a "frontliner" during difficult times on the District. WILLIAM "DAN" GARZ, Civil Engineering Technician, Ashton RD - For superior performance in the fleet and signing functions on the District, exceeding normal requirements of this position. CATHEY HARDIN, Supervisory Forestry Technician; ALISSA WILSON, Civil Engineering Technician; and KAREN O'LEARY, Forestry Technician, Island Park RD - For establishing the Forest's first day-care facility on the Island Park Ranger District. ALEEN ORR, Civil Engineering Technician, Island Park RD - For being the 1989 District Host of the Year. LEONARD LAKE, Range Conservationist; RICHARD WELCH, Wildlife Biologist; and JILL KELLEY, State Trainee Wildlife Biologist, Island Park RD - For exceeding accomplishments in the Resources section of the District, especially those targets dealing with fisheries and wildlife habitat improvement, range management, and Threatened and Endangered Species. All work was accomplished with a 100% safety record. MARIE DAVIS, Clerk Typist, SO - For outstanding accomplishment as a member of the Frontliner Training Team for Region 4. KENDALL F. ADAMS, Land Surveyor, SO - For sustained superior performance and sustained production of land line locations, exceeding targets by 25%.

## Group

EVELYNN HURT, LEON BLEGGI, MARIAN BOULTER, JACKIE YOUNG, KARLOTTA PARRY, REBECCA MAROTZ, DONNA WINTERS, and LORRI GHORMLEY (SO); LESTER HENMAN and JERI TAVENNER (Dubois RD); RUSH HARDIN, ROBIN JENKINS, ALEEN ORR, REGINA REINSCHMIDT, and BRIAN WILKENING (Island Park RD); TED KELLOGG and DONALD BLACK (Ashton RD); JOSLYN ALLRED, JAYNE CARDENAS and ELLEN SPICKERMAN (Palisades RD) and LINDA MERIGLIANO (Teton Basin RD) - For exceptional "quality service" to the public we serve.

## Quality Step Increase

PATRICK O'LEARY, Forestry Technician, Island Park RD - For outstanding performance of duties as Recreation Technician on the District.

## TOIYABE NATIONAL FOREST

### Cash

MAY TOTH, Support Services Specialist, Las Vegas RD - For personal effort in providing quality management and clerical support. CLAIR HIGGINS, Forestry Technician, Carson RD - For an outstanding season in the fuelwood area.



# PERSONNEL

THERESA FROLI, Range Conservationist, Austin RD - For sustained superior performance.  
 CLYDE WEBBER, Electronic Worker, SO - For superior performance in constructing a communication site.  
 SYLVIA LARKIN, Computer Program Analyst - For outstanding leadership in Forestwide training.  
 DAVID BOOTH, Range Conservationist, Austin RD - For sustained superior performance.  
 PAUL BRUGGER, Forestry Technician, Bridgeport RD - For sustained superior performance.  
 THOMAS FROLI, Range Conservationist, Austin RD - For sustained superior performance.  
 MARK BLANKENSOP, Supervisory Forestry Technician, Las Vegas RD - For exceptional dedication and performance as Acting Resource Assistant.  
 KATHRYN NICHOLAS, Management Assistant, SO - For outstanding efforts in monitoring the FY 1989 budget.  
 MARK CHRISTIANSEN, Supervisory Forester, Las Vegas RD - For dedication and personal effort in meeting District targets.  
 BRIAN DAVID, Forestry Technician, Bridgeport RD - For outstanding performance during a detail.  
 DARRYL MCKAY, Forestry Aid, Bridgeport RD - For performance in supervising developed site operations.  
 THOMAS WAGNER, Forester, Carson RD - For initiating, organizing and facilitating the Humboldt/Toiyabe Team Meeting.  
 PAUL BRUGGER, Forestry Technician, Bridgeport RD - For sustained superior performance for FY 1989.  
 MARK MANDA, Maintenance Worker Leader, Bridgeport RD - For superior performance as trail crew leader.  
 NORA RASURE, Forester, Carson RD - For outstanding and close coordination with county government.  
 JANE SCHMIDT, Range Conservationist, Carson RD - For outstanding contributions toward the Lahontan cutthroat trout project.  
 PEGGY GARRISON, Computer Assistant, Bridgeport RD - For sustained superior performance for FY 1989.  
 RICHARD JAMESON, Hydrologist, SO - For a detail to the Payette Forest as a member of the Emergency Burned-Area Rehabilitation Team.

## Quality Step Increase

MEI TING MARK, Wildlife Biologist, Bridgeport RD - For performance exceeding the trainee level.

## UINTA NATIONAL FOREST

### Cash

KENT JONES, LUANNE BUELL, RUSSELL CHRISTENSEN, RALPH R. KINSEY, VIRL E. PETERSON, MACK ADAMS, DWANYNE SMITH, FLOYD BROWNING, RAY CUMMINGS, and SID JENSEN, Heber Ranger District - For outstanding concrete work at Currant Creek Handicapped Pier and the Strawberry Visitor Center.  
 JIM DUNFORD, SCSEP, SO - For being the organizer and driving force behind the 25th Anniversary celebration of the Wilderness Act.  
 MARVIN KLAIN, Engineering Technician, SO - For being willing to do what was necessary to assist in maintaining the high level of efficiency of the engineering program.  
 HERB BALES, SCSEP, SO - For always being willing to do what needed to be done for the efficient operation of the Forest  
 LUANNE BUELL, Forestry Technician, Heber RD - For taking over as YCC Crew Leader in the middle of the season and excelling in that responsibility.

DON MOWER, Recreation Technician, Pleasant Grove RD - For going beyond the normal scope of his recreational management duties.  
 ANNE ROBINSON, Recreation Technician, Pleasant Grove RD - For going the extra mile in her recreational management duties.  
 ALAN PULHAM, Forestry Technician, Pleasant Grove RD - For excelling as Helitack Specialist on the Forest's fires.  
 SYDNE THURBER, Civil Engineer, SO - For going beyond her normal duties in connection with the Forest's FY 1989 construction program.  
 KATHI ABRAHAM, Property Clerk, SO - For maintaining an enthusiastic, positive attitude and efficiency that contributes to the morale of the SO.  
 KLEIN HOUSTON, Forestry Aid, Pleasant Grove RD - For being an outstanding example to the young people of his YCC crew.  
 JERRY SMITH, Energy and Minerals Specialist/HRP Program Director, Fire Management Officer, SO - For outstanding work with the powerline construction on the Dixie Forest and BLM lands, with the HRP program and his various fire duties.  
 LOYAL CLARK, Human Resource Program Coordinator, SO - For taking the lead in the Utah Environmental Ethic program and working with various government agencies to support this program.  
 JOHN REESE, Civil Engineer, SO - For willingness to assume additional engineering responsibilities such as COR for over \$510,000 in construction projects.  
 GERI GRIFFIN, Information Receptionist, SO - For being sensitive to the needs of the public and cheerful, efficient, and professional in all aspects of her job.  
 MELISSA ASHBRIDGE, Forestry Technician, Pleasant Grove RD - For being an outstanding leader of a trail crew as it worked on various projects such as the Great Western Trail.  
 JIM KELLER, Forestry Technician, Pleasant Grove RD - For doing an outstanding job in administering special use permits.  
 PAUL GAUCHAY, Administrative Assistant SO - For assuming new responsibilities in the business management area and performing them in a timely, accurate and professional manner.  
 HELEN WOODS, Computer Assistant, SO - For her flexibility, knowledge of all office functions, and willingness to go beyond the "call of duty" when the SO faced a personnel shortage and jobs were vacant.  
 WALT HANKS, CUP Liaison Officer, SO - For his invaluable assistance as the liaison between the Bureau of Reclamation and the Forest Service on the CUP.  
 TIM GARCIA, SHAUN NELSON, GINGER VAN-ORMAN, SHELEE SMITH, Pleasant Grove RD - For stopping en route to a fire to administer first aid to traffic accident victims and to help with traffic control.  
 JOHN C. HENDRIX, Forestry Technician, Pleasant Grove RD - For excellent work in the human resources program.  
 STEVE STALKER, Communications Specialist, SO - For almost single handedly completing the installation of the integrated Forest communication system.  
 ROBERT EASTON, Pleasant Grove District Ranger - For successful negotiations in reducing sheep allotments on Mt. Timpanogos by 50%.  
 NORM HUNTSMAN, Branch Chief, Range and Wildlife, SO - For providing leadership and direction in needed livestock adjustments on the Heber RD and sheep allotment reduction on Mt. Timpanogos.

REID SHELLEY, Fire Management Officer, Pleasant Grove RD - For outstanding work in fire training of individuals who are interested in being firefighters, in fire prevention, detection and suppression.  
 CAROLYN WOOD, Support Services Specialist, Spanish Fork RD - For superior performance in maintaining an efficient and smooth-running office.  
 DEA NELSON, Ecologist, Spanish Fork RD - For developing relationships that resulted in substantial change in the traditional way of accomplishing projects that will carry over in completing future projects.  
 RAY ABRIEL, Assistant District Ranger, Spanish Fork RD - For making a significant improvement in the condition of the developed recreation sites along Nebo Loop through use of the HRP program.

## Quality Step Increase

VICKI MAY, Program Assistant, SO - For being a strong asset in all Forest Management Team activities. She continually exceeds expectations for her position.

# Roll Call

## REGIONAL OFFICE

### Appointment

SUZANN STEPHENS, Clerk-Typist, PM

### Promotions

RUEBEN NATERA, Civil Engineer, E, to Supervisory Civil Engineer, National Forests in Texas, R-8  
 DEBORAH CAMPBELL, Accounting Technician to Financial Assistant, F&PS  
 UDENE SLAMA, Accounting Technician to Supervisory Budget and Accounting Analyst, F&PS

### Promotion in Place

Laurie Spease, Computer Assistant, TM

### Reassignment

MARY BENALLY, Procurement and Property, WO, to Director, AS

### Retirements

RAY KINYON, Director, AS  
 BOB GLENN, Recreation Plans and Administrative Officer, R&L  
 BETTY PIERCE, Mail and File Clerk, R&L  
 VERN FRIDLEY, Environmental Education Officer, IO  
 BRUCE BROWN, Timber Sales Planning and Preparation, TM  
 LOU WAIKART, Special Projects, TM  
 DICK SANDERS, Cooperative Fire Protection, AM  
 HANK CHEATHAM, Timber Inventory, TM  
 JERRY HAMILTON, Silviculture, TM  
 BLAINE MOLYNEAUX, Vegetative Management, S&P  
 LOU TAYLOR, Accounting Management, F&PS

### Transfer In

LYNDIA DUBROW ROBISON, Supervisory Public Affairs Specialist, BLM in New Mexico, to Public Involvement and Education Officer, PAO

### Transfer Out

WENDY KUNKEL, Contract Specialist, AS, to Contract Specialist, Department of Navy, Key West, Florida

## ASHLEY NATIONAL FOREST

### Retirement

JACK MCMORRIS, Minerals Forester, Duchesne RD

## BOISE NATIONAL FOREST

### Appointments

BARBARA MORGAN, Personnel Management Specialist Trainee, SO  
 IDA CAMARENA, Clerk, SO  
 ANN FINKELSTEIN, Information Receptionist, SO



# PERSONNEL

## Promotions

MARLENE JOHNSON, Forestry Aid, Boise RD, to Forestry Technician, Boise RD  
 MICHAEL J. SMITH, Forestry Technician, Boise RD, to Supervisory Forestry Technician, Boise RD  
 ROBERTA MOLTZEN, Timber Staff Officer, Gifford Pinchot NF, R-6, to Deputy Forest Supervisor

## Reassignments

SUE VOSBURG, Voucher Examiner, SO, to Personnel Clerk (Typing), SO  
 STEVEN WILLIAMS, Routt NF, R-2, to Supervisory Forester, Mountain Home RD  
 DANIEL R. PANKS, Gila NF, R-3, to Emmett RD  
 MICHAEL DIEM, Range Conservationist, Black Hills NF, to Range Conservationist, Cascade RD  
 CHRISTINE WAGNER, Forestry Technician, Lassen NF, to Resource Clerk, Lowman RD

## Retirements

HERB CUMMINGS, Supervisory Forester, Cascade RD  
 KIRBY LEE, Forest Engineer, SO  
 CHUCK NELSON, Land Management Planner, SO  
 MARIE SPAULDING, Support Services Supervisor, Emmett RD

## Transfers In

MARY RITZ, Range Conservationist, Wyoming BLM, to Range Conservationist, Mountain Home RD  
 MARILEE POSPAHALA, Personnel Management Specialist, Bureau of Reclamation, to Personnel Officer, SO

## BRIDGER-TETON NATIONAL FOREST

### Promotions

CHERYL HARRESON, Hydrologist, Pinedale RD, to Hydrologist, Jackson RD  
 KRISTEEN ORTMAN, Accounting Specialist, SO, to Budget and Accounting Officer, SO  
 DONA SMEDLEY, Administrative Officer, Jacobs Creek JCC, Tennessee, to Administrative Officer, SO  
 BRAD MERRILL-EXTON, Resource Assistant, SO, to Jackson District Ranger

### Promotion in Place

MAURICE YOUNG, Forestry Technician, Greys River RD

### Reassignments

ALAN BOSS, Wildlife Biologist, to Wildlife Biologist, R-9, RO  
 BARBARA RIDGWAY, Accounting Technician, SO, to Payroll Clerk, SO  
 TINA LANIER, Wildlife Biologist, Pinedale RD, to Wildlife Biologist, Jackson RD  
 BONNIE SHOYO, Resource Clerk, SO, to Resource Clerk, Medicine Bow NF  
 KELLY PARRISH, Resource Clerk, Jackson RD, to Computer Assistant, Rocky Mountain Forest and Range Experiment Station  
 STEVE SWAIN, Forester, Pinedale RD, to Forester, Gallatin NF  
 HUGH IRISH, Forester, Jackson RD, to Silviculturist, New Meadows RD

## CARIBOU NATIONAL FOREST

### Promotions

HARRY SHERMAN, Forestry Technician, Malad RD, to Purchasing Agent, Contracting Center  
 ALOMA PHILLIPS, Procurement Clerk, Contracting Center, to Procurement Assistant, Contracting Center

### Promotion in Place

PEGGY SMITH, Purchasing Agent, IDA/WY Contracting

### Retirement

NORM BARE, Soil Scientist, SO

## CHALLIS NATIONAL FOREST

### Promotion

TIMOTHY JONES, Forester, Malheur NF, to Forester, W.O.Y. Contracting

## Reassignments

NORMA GANDENBERGER, Clerk-Typist, SO, to Accounting Technician, SO  
 GARY FULLMER, Middle Fork District Ranger, to Supervisory Forester, Prescott NF, R-3  
 ANDREA REEDER, Resource Clerk, Challis RD, to Information Receptionist, Challis RD  
 JANICE STAATS, Hydrologist, White Mountain NF, to Hydrologist, SO

## DIXIE NATIONAL FOREST

## FISHLAKE NATIONAL FOREST

### Appointments

MARSHA LAY, Accounting Clerk, SO  
 DOROTHY LUND, SCSEP Enrollee

### Promotions in Place

TAKAKO SCOTTORN, Resource Clerk, Fillmore RD  
 SEONA L. BROWN, Fisheries Biologist, SO

### Reassignments

FREDERICK H. FULLER, Supervisory Range Conservationist, Beaver RD, to Supervisory Range Conservationist, Palisades RD, Targhee NF  
 GEORGE V. FOLEY, Forester, Beaver RD, to Interdisciplinary, Medicine Bow NF

### Retirements

HALE M. HUBBARD, Administrative Officer, SO  
 CHARLES R. ALLRED, District Ranger, Richfield RD

## HUMBOLDT NATIONAL FOREST

### Resignation

NANCY RORICK, Geologist, Ely RD

### Transfer In

DAN DALLAS, Minerals Management Specialist and Environmental Coordinator, Mountain City RD, from Soil Conservation Service in Fairfield, Idaho

## MANTI-LA SAL NATIONAL FOREST

### Reassignment

BILL AVEY, Forestry Technician, Ferron RD, to Forester, Wisdom RD, Beaverhead NF, R-1

### Retirements

DEAN BEHLING, Range Technician, Ferron RD  
 JACK SHERMAN, Forestry Technician, Price RD

## PAYETTE NATIONAL FOREST

### Reassignments

CAROL BOYD, Range Conservationist, Council RD, to Range Conservationist, Weiser RD  
 JILL KEMP, Forestry Technician, Fire Management, to Resource Clerk, SO

## SALMON NATIONAL FOREST

### Appointment

JULIE MONTGOMERY, Fire Operations Clerk, SO

### Promotion

LINDA SMITH, Forestry Technician, North Fork RD, to Lead Forestry Technician, North Fork RD

### Promotion in Place

JACQUILYN CAIVANO, Accounting Technician, SO

### Reassignment

MARGORIE LIGHT, Procurement Assistant, SO, to Accounting Technician, SO

## SAWTOOTH NATIONAL FOREST

### Appointment

JAMES RINEHOLT, Forestry Technician (Timber), SNRA

### Retirement

DOW BOND, Engineering Staff Officer

## TARGHEE NATIONAL FOREST

### Appointment

RUBY J. LECLAIR, Clerk Typist, SO

## Promotions

LORI NAGLE, Clerk (Trainee), IDA/WY Personnel, to Clerk Typist, IDA/WY Personnel  
 JOHN AMUNDSON, Silviculturist, SO, to Forester, RO-TM  
 WAYNE JENKINS, Range Technician, Ashton RD, to Supervisory Range Technician, Ashton RD

## Promotions in Place

ELIZABETH LEW, Public Affairs Specialist, SO  
 SHELBY JORDAN, Survey Technician, SO

## Reassignments

RONDA HAMMER, Clerk Typist, Teton Basin RD, to Clerk Typist, SO (Timber)  
 KURT CUNEO, Range Conservationist, Salmon NF, to Interdisciplinary, Island Park RD  
 ROBERT WILLIAMS, Planner, SO, to Branch Chief, Recreation, Land, Minerals, SO  
 DAVID WICKWIRE, District Ranger, Shasta-Trinity NF, to Supervisory Forester, SO

## Retirements

STEPHEN RUSHTON, Branch Chief, Recreation and Land Uses, SO  
 LOWELL BIRCH, Forestry Technician, Ashton RD

## Transfer Out

RICHARD L. MARTIN, Range Conservationist, Dubois RD, to BLM

## TOIYABE NATIONAL FOREST

### Appointments

ELOY ROMERO, Computer Assistant, Tonopah RD  
 LINDA SPRAGUE, Information Receptionist, Austin RD

### Promotion in Place

MEI TING MARK, Wildlife Biologist, Bridgeport RD

### Reassignment

PAULA BUSCH, Support Services Specialist, Huron-Manistee NF, to Support Services Specialist, Carson RD

### Resignation

DAVID LAWRENCE, Range Conservationist, Bridgeport RD

## UINTA NATIONAL FOREST

### Promotions

VICKI MAY, Program Assistant, SO, to Personnel Management Specialist, SO  
 JEFFREY CRAIG, Personnel Officer for Dixie, Fishlake, and Uinta Forests, from Personnel Officer, Lewis and Clark NF, R-1

### Promotion in Place

JERRY SMITH, Forester, SO

### Reassignment

JAMES KELLER, Forestry Technician, to Forester

## WASATCH-CACHE NATIONAL FOREST

### Promotions

YOLANDA NIETERT, Personnel Assistant, RO, to Personnel Management Specialist, SO  
 MARYLEA NIELSON, Supply Clerk, SO, to Resource Clerk, SO

### Promotions in Place

KATHY JO POLLOCK, Information Assistant, SO  
 JOANNE KOFFORD, Accounting Technician  
 MARIANNE AUSSERESSES, Support Services Specialist, SO

### Retirement

SAM WARREN, Kamas District Ranger

## OBITUARY

CHARLES CONNAUGHTON, former Regional Forester of Region 6, died December 19 in Portland, Oregon.

# HISTORY

## Octogenarian Preserved

The California Bar Ranger Station has been stabilized to arrest further deterioration. Located near the Leesburg Townsite, the Station is the second oldest Forest Service structure on the Salmon National Forest. The Station was completed in 1910 and

Trainees are given a rare opportunity to work with primitive tools.



manned through World War II.

Eighty years ago, this large, single-story, two-room building was constructed with a single-room shed in the rear and an attic loft. It was built with ponderosa pine logs that were hewn flat on the inside and square notched to fit snugly. The steeply pitched, single-gabled roof is supported by pole rafters and milled collars and has plain cedar shingles. The doors are paneled and the windows are two over two lights. The structure sits on the concrete foundation installed in the mid-1930's.

*California Bar Ranger Station is shown after completion of the stabilization work. (Photo credits: Ken Stauffer, Landscape Architect, Salmon National Forest.)*



The stabilizing work was done through a training session offered Nationwide to those involved with historic structures.

Participants came from Idaho, Washington, New Jersey, California, Montana and Oregon to be trained through lectures and hands-on work that replaced logs and repaired the roof, walls and floor.

Forest Service assistance came from three sources: Idaho Zone Archeologist Joe Gallagher is a specialist in log structure stabilization; Harrison

Goodall prepared the action plan and training session; and Ken Stauffer, Landscape Architect for the Salmon Forest, was responsible for coordination.

Upon completion of the project, the Idaho Historic Preservation Council presented the Salmon National Forest with its Orchid Award as recognition of superlative achievement in preserving Idaho's heritage.

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