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Inside APHIS

Vol. 15 No. 4

United States Department of Agriculture • Animal and Plant Health Inspection Service

May/June 1995

All APHIS Mourns the Loss of Seven Oklahoma Employees

On April 19 at 9:02 a.m., a bomb exploded in the A.P. Murrah Federal Building in Oklahoma City, OK, killing 167 people. Seven of the dead were APHIS employees, and in the face of this tragedy, none of us will ever be quite the same again.

As the early stories of rescues filtered out to the world, we hoped for the best. As each day went by, and no word of our missing came from the office of the Oklahoma State Medical Examiner, the horror of the event and its aftermath overwhelmed many of us.

As always in an emergency, APHIS mobilized quickly, sending specialists in human resources, finance, contracting, and public affairs to Oklahoma to render immediate assistance. The VS regional office immediately sent two administrative employees to support the Oklahoma office and to help it continue to provide services. The nearby ADC office made available transportation, space, and services in their building. At headquarters, M&B coordinated daily briefings on the situation and organized prayer vigils. LPA prepared daily updates, and ITS sent them out electronically to keep employees informed. Agencywide, volunteers came forward to help with relief funds for the families, to work in the memorial service, and to make purple and blue remembrance ribbons for all employees to wear.

Incredibly, against a backdrop of uncertainty and apprehension, two of the three employees who survived the blast returned to work to help arriving support employees. Procedures for assisting the families of the missing and getting the programs back on line all needed to be put in place.

"It's an event totally out of 'sync' with the established patterns of our lives," comments Stuart McDonald, LPA support employee on site 2 days after the bombing. "Everyone is numb, going through the motions, having flashbacks of different times with coworkers and praying that by some miracle we can avoid the predictable outcome."

The Survivors

Brian Espe, area veterinarian in charge for Oklahoma, was one of the few people working in the building on the morning of April 19th who walked away physically unscathed. Many recall that live television news coverage of the rescue efforts featured Espe escaping the crumbling building via a fireman's ladder. Grateful to be alive, Espe expresses heartfelt sympathy for the families whose loved ones were not so fortunate. The seven APHIS victims were employees he had worked with for many years.

Espe has worked untiringly for the welfare of Oklahoma employees and the families of the victims. "He has been a model of thoughtfulness," says Linda Becker, M&B employee on site during the first two weeks after the bombing.

"He and his family consistently looked out for people, putting their needs first." Espe and his wife Evelyn say that if anything good can come from a tragedy like this, it is that old friends and colleagues—some of whom they haven't heard from in 40 years—have called from all over the world to express their sympathy, and offer support.

Jack Gobin, State plant health director, was in the building at the time of the bombing but escaped

(See TRAGEDY on page 3)



Olen Bloomer
Jim Boles
Peggy Clark
Dick Cummins
Adele Higginbottom
Carole Khalil
Rheta Long

Letters to the Editor

Dear Editor:

Eight days ago I returned home from a hunting trip in Venezuela, my routing being through Miami. I had been advised previously of the steps to take for importing some feathered ducks to subsequently be mounted for my collection. On duty in Miami on the morning of Sunday, March 12, were the most pleasant, positive and genuinely-interested government employees I have ever met. Ms. Gena Davis was particularly helpful that morning regarding American Airlines' refusal to take my shipment in bond. Ms. Davis would not take "no" for an answer, because she knew what I was asking AA to do was an ordinary request. When we found out, after an hour, that they could not take the shipment because someone was on vacation, it really set me back. Ms. Davis then helped me find another airline who gladly took the shipment and saved the day for me (and my perishable shipment).

When I wrote to thank Ms. Davis, I received a phone call from her supervisor, Mr. Russo. He thanked me for my letter, but in that phone conversation I had the opportunity to hear him refer to

me as a "customer." I couldn't believe my ears, because I cannot remember meeting anyone in government who ever thought of a taxpayer as a customer. I sincerely hope this represents a new wave spreading throughout our government. After a long, tiring trip, when you find yourself anxious to return home, it really is nice to be greeted by people like these.

Robert M. Stuck, President
Marshall Air Systems, Inc.

Dear Editor:

On behalf of the children, staff, and parents of Glenridge Elementary School, I would like to thank you for your donation of furniture for our science lab, which is in the process of being built to serve over 800 children. The timely occurrence of a USDA department move and the redistribution of certain items to the public schools has enabled us to outfit our lab with sturdy tables and storage items. We are grateful for this gift and consider it an outstanding example of a cooperative effort between organizations that serve the public.

Please extend our sincere thanks to the following staff: Mrs. Cheryl

Delamater, Management Services Division, and Mrs. Joyce Burt, Ms. Michelle Weddle, and Ms. Heather Donaty of Customer Support Services. These people who worked so diligently to fulfill our request represent the finest in public service!

Sally Majak, Principal
Glenridge Elementary School
Landover Hills, MD

Dear Editor:

I am writing to express my support and deep-felt thanks to the U.S. Department of Agriculture's Animal Damage Control program for the work they have done to enhance safety at the world's busiest airport, O'Hare International.

O'Hare, like other airports in this country, has experienced an increase in wildlife populations over the past few years. One of our biggest safety concerns is an animal, especially a large animal like a deer, coming in contact with an arriving or departing aircraft. The hazards of such an accident are increased by the low-slung engines on commercial aircraft.

(See LETTER on page 5)

Retirees Move to Form an Association

By Sid Moore, LPA retiree

The group seeking to form an association of retirees and former employees met on May 5 at 1 p.m. at the Riverdale, MD, headquarters. Meetings are planned for the first Friday of each month.

Under the leadership of Frank Mulhern, former administrator, the group is actively exploring the possibility of an association that will link these individuals nationally as well as locally to the APHIS family.

"It is an opportunity for them to help preserve and foster past APHIS achievements while keeping posted and, perhaps, involved in current agency projects," says Mulhern.

"At our initial meeting in March, there were a number of suggestions on how to proceed and what we could hope to accomplish," he continues.

"It was agreed, however, that our next step should be to solicit ideas and commitments from as many APHIS retirees and former employees as possible from across the country. A questionnaire will be going out to them in the near future.

"Meanwhile, those interested may call me at 301-982-9729 or write in care of *Inside APHIS*." ♦

Correction

In the last issue, we misspelled the name of a PPQ retiree. He is Robert Berninger.

Inside APHIS

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Remembering the Victims of the Oklahoma City Bombing

By Janna Evans, Public Affairs, LPA



Olen Bloomer

Olen Bloomer was born in Elk City, OK, in 1933. He went to work for APHIS in 1977 at the screwworm rearing lab in Mission, TX. He was later reassigned to Salt Lake City, UT, where he worked for 5 years as an administrative assistant. Bloomer joined the VS Oklahoma City office in 1985. He was serving as the budget assistant for Oklahoma at the time of his death.

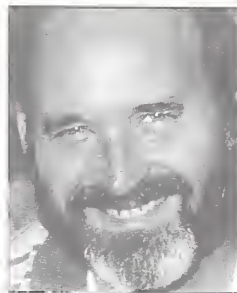


Admired by his staff for his ability to stay cool under pressure, Bloomer labored to keep the Agency's budget trim and in order and cut through bureaucratic red tape when emergencies struck. He was always willing to help and was especially able at troubleshooting computer problems. His grandchildren called him "Big Dad," not only out of deference to his 6-foot 6-inch stature, but to distinguish him from their fathers. He was a true gentle giant.

Jim Boles

Jim Boles was born in Quitman, MS. He joined the Animal Health Division of the Agricultural Research Service (ARS) in 1970 and converted to VS in 1972, where he

worked for the next 25 years. During his tenure with APHIS, he made many friends throughout the agency and lived in Mississippi, Florida, Maryland, and finally, Oklahoma. Boles met his wife Jennifer through APHIS.



As administrative officer for the VS office in Oklahoma City, Boles helped develop new and better ways of conducting the various administrative functions that Government agencies must carry out. His progressive ideas paved the way for innovative resource- and responsibility-sharing with sister branches that saved the Government both time and money.

Above and beyond his on-the-job duties, he will be remembered for encouraging, guiding, and helping develop his coworkers' career goals. But his foremost concern was the well-being of his colleagues. He was careful to recognize fellow employees for their accomplishments and service to the community and agency.

Peggy Clark

Peggy Clark was born in Chickasha, OK, on April 6, 1953, and began an impressive career in veterinary medicine as a private

practice veterinarian, placing special emphasis on the equine industry.

In 1981, Clark worked for the Oklahoma Department of Agriculture as a staff veterinarian and coordinated



Federal/State disease control programs. In 1985, she moved over to the State of Oklahoma's Horse Racing Commission where she met her future supervisor and colleague, Brian Espe. Clark joined APHIS in 1994 as part of the Public Veterinary Practice Career program. Her assignment to the Oklahoma City office as a veterinary medical officer was part of that developmental training.

Outside the office, Clark was very involved in the lives of her children and was active in horse shows, livestock shows, and soccer. The Governor had appointed her to serve a 6-year term on the Oklahoma State Board of Medical Examiners. Although Clark was the newest member of the VS staff in Oklahoma City, her outgoing personality, willingness to help, and professional competence made her a most welcome addition.

(See VICTIMS on page 17)

Tragedy, from page 1

with minor injuries. His staff, also, was spared any major physical injuries. Jack and his family attended the Statewide Prayer Service on April 23 where he met President Clinton, Secretary Glickman, Acting Assistant Secretary Patricia Jensen, and Acting Administrator Lonnie King. Little by little, he says, he plans to re-establish the PPQ office and functions in Oklahoma.

Cindy King, PPQ administrative support assistant, escaped the

building safely via a fireman's ladder. King looks forward to the day when life returns to normal.

With the last body identified on May 5 and burial of loved ones complete, we all begin the slow and painful healing process. Oklahomans held a Statewide Prayer Service at the Fairgrounds Arena on April 23. A Memorial service for the APHIS dead was held on May 17 in Oklahoma; the headquarters service is planned for May 24.

LPA's McDonald, who was on site immediately after the bombing, came through the event shaken but

with his faith in human nature intact: "It was like leaving family," reports McDonald, when he left Oklahoma City on April 26. "I come away inspired by the demonstration of courage exhibited by the APHIS family and the outpouring of compassion, caring, and cooperation by the rest of the APHIS family, the Oklahoma Department of Agriculture folks, and people from around the State and the world." ♦

Coalition Immunizes Coyotes Against Rabies in Rural Texas

By Robin Porter, Public Affairs, LPA

Two bright yellow Canadian planes broke through the dense fog of rural Texas skies recently and dropped 850,000 rabies vaccine-laden baits. The baits, intended for coyotes, would immunize them against rabies, a major health threat in Texas.

ADC's Martin Mendoza was there to witness the first-time event. "When the planes landed in Pleasanton, TX, it gave me goose bumps," says Mendoza of ADC's Riverdale, MD, staff. "With the arrival of those planes came satisfaction that many talented people working together had contributed toward a common goal of combating a deadly disease."

Mendoza joined Texas ADC State director Gary Nunley, assistant director Robert Beach, and Texas rabies coordinator Randy Smith last February to assist with the aerial operations of the Oral Rabies Vaccination Project.

"The goal of the Oral Rabies Vaccination Project was to create a buffer zone of immunized coyotes to try and prevent the further spread of canine rabies across Texas into more heavily populated areas of the State," says Nunley.

In July 1994, Texas declared a State health emergency after an increase in canine rabies was confirmed in the State. Since the first case was reported in 1988, rabies has spread to 18 counties. Over the past 5 years, three people in Texas have died from rabies.

The project began in 1993 when APHIS granted the Texas Department of Health \$350,000 to conduct rabies bait and efficacy trials. In 1994, APHIS continued its support by contributing \$1.3 million to help fund the Oral Rabies Vaccination Project. APHIS also prepared the environmental assessment for the field trials of the vaccine. ADC's Denver Wildlife Research Center in Logan, Utah, helped test the vaccine's effectiveness on coyotes.

The project required the cooperation of the Texas Department of Health, the Ontario Ministry of Natural Resources (MNR), and several groups in ADC, explains ADC's Beach. "If we are successful in stopping the spread of rabies with this vaccine," says Beach, "all



APHIS PHOTO BY RANDY SMITH

Project members load baits onto a Canadian aircraft. By project's end, 850,000 baits had been distributed over a 14,000 square-mile area.

surrounding States, the nation, Ontario, and wildlife will benefit. It's a win-win situation."

Because of their experience in combating the Arctic strain of fox rabies by air in Canada, Ontario MNR employees were invited to join the vaccination project. MNR provided the Texas Department of Health with two twin Otter aircraft equipped with specially-built bait-dispensing machines.

The plan was to create a 40-mile-wide east/west buffer zone by immunizing coyotes living within this zone. The immunized coyotes would form a barrier against rabid coyotes and inhibit the northward spread of the epidemic in South Texas, according to Gayne Fearneyhough, director of the rabies project for the Texas Department of Health. With the combined USDA/Texas/Ontario team operating from the center of the drop zone 30 miles south of

San Antonio, TX, daily flights reached the U.S.-Mexican border to the southwest, the Gulf of Mexico to the south, and Corpus Christi to the southeast. Each of the flights was 500 miles long and lasted about 3 hours. The drop covered a territory of 14,500 square miles in an inverted V shape.

With the aide of global positioning systems, sophisticated navigational technology that told pilots exactly what headings to fly and where and where not to drop baits, the Canadian planes distributed up to 100 vaccine-laced dog-food or fish-meal bricks per square mile. Each brick, especially designed to appeal to the palates of coyotes, contained a vaccine pack sealed in the hollow center of the bait unit with plugs of lard.

In addition to a pilot and navigator in the cockpit, two people aboard the aircraft loaded baits onto a conveyor belt that

carried them to a rotating drum at the rear of the plane, where they were dropped. An Ontario technician controlled the density of the baits being dropped by changing the speed of the drum's rotation and otherwise ensuring trouble-free operations. The navigator could shut off the machine if the aircraft flew over a highway, a body of water, a farm house, a residential area, cattle, or domestic animals.

Unfavorable weather posed some problems at the beginning and end of the project, but the drop was completed on schedule, taking 2 weeks.

In April, ADC collected blood specimens of coyotes within the drop zone. Examination and analysis of the specimens will determine the effectiveness of the vaccine and the baits.

"It was quite a challenge to collect a strategically sufficient sampling of animals over thousands of miles," says Beach, who headed the collection effort. "The success of this project should be attributed to the citizens of Texas. Without their cooperation in allowing us access to their prop-



APHIS PHOTO BY RANDY SMITH

Robert Beach, assistant State director, (right) answers reporters' questions.

erty, the task of preventing the spread of rabies would have been impossible to do."

While the results were pending when *Inside APHIS* went to press, everyone working on the project believes the oral vaccine is an innovative tool with the potential

for solving the problems of the migration of rabies and the presence of rabies in wildlife populations. ♦

Note: Bob Thomas, a media information officer with the Ontario Ministry of Natural Resources, contributed to this article.

Secretarial Focus

By Mary Speiden, Human Resources Division, M&B

Time management is a beneficial skill for all secretaries. As a secretary, I have learned that if I take my assignments and separate them by priority, I can organize myself effectively. After prioritizing them, I read over each job. Before I start, I do any research or ask any questions that need to be asked first. This way, I don't waste my time doing something without having all the facts and then having to do it over.

Managers appreciate a secretary who is willing to put forth extra effort. Using good time-management skills is an excellent efficiency tool. The secretary with good time-management skills will not go about the job haphazardly, or procrastinate in getting started. He or she will not get frustrated and turn in an unpolished product.

Good time management not only applies in the workplace, but also in a secretary's personal life. I

make a "to do" list when I have several things that I want to accomplish. After writing them down, I then decide which ones I feel are the most urgent. If there are preliminary things that I need to look at before doing a particular task, I do them first. I then find that the urgent tasks are easier to do. It works for me, and I bet it

will for you, too. So, good luck with your time management. ♦

Are you interested in contributing your thoughts to Secretarial Focus? If so, contact Linda Story, Program Manager for Operation Jumpstart. 301-436-5551

LETTER from page 2

Because of these safety concerns, we contracted with ADC to help us develop an integrated wildlife management plan. At our request, ADC assigned a full-time wildlife biologist to O'Hare to prepare an environmental assessment. With ADC's help, we now have a comprehensive wildlife management plan. Sixty-four million people travel through O'Hare each year, and

they probably don't know all the things that are done to ensure safe arrivals and departures. I do, and I can tell you part of my confidence in the safety of this airport is knowing the hard work ADC has done.

William Lonergan
Safety Director
Chicago Department of Aviation

Beagle Brigade Teams Gather on Mall For 10th Anniversary



APHIS PHOTO BY LAURIE SMITH

Teams, standing from left: Jackpot and Frank Tully from Washington, DC; Sam and Kevin Daily from Boston, MA; Sparky and Tom Miller from Chicago, IL; Deputy Secretary Pat Jensen; Ranger and Luz Rosario from Orlando, FL; Cannon and Berk Brown from San Francisco, CA; Gypsy and Bob Catcher from Dallas, TX; Texanna and Wendy Beltz from Houston, TX. Kneeling, from left: Clueso and Dana Russo from Seattle, WA; Abbott and Willie Harris from Miami, FL; Khapra and Joanne Johnson from Philadelphia, PA; and Taffy and Fred Chang from Los Angeles, CA.

For 10 years beagles in their green coats have trotted by the sides of their partner PPQ officers, sniffing out prohibited agricultural items in passenger baggage, mail and cargo, and receiving in exchange pats on the head, words of encouragement, treats, and the admiration of most travelers. In Washington, DC, on March 8, the beagles demonstrated that they are more than efficient workers; they are performers with star-appeal as well.

To celebrate the 10th anniversary of the Beagle Brigade, the LPA Agricultural Quarantine Inspection (AQI) campaign team staged a media event at the USDA patio in the Administration Building in Washington, DC. Speaking at the event were Acting Administrator

Lonnie King, Deputy Administrator Glen Lee, Acting Assistant Secretary Pat Jensen, and Acting Secretary Richard Rominger. Eleven handlers from 11 different airports and their dogs participated, and the media found the photo opportunity irresistible. So did visitors and officials, delighted with a chance to pet, kiss, and pose with the dogs and chat with their handlers.

Reporters and their camera crews moved around the patio's central fountain, interviewing and filming their favorite dogs. One enterprising reporter, caught up in the spirit of the celebration, held the microphone to Cannon's mouth while handler Berk Brown answered interview questions. The reporter's camera man filmed it all.

The dogs were quiet for the most part, and all were well-behaved and tolerant of the high-level public attention.

At the program's inception, both PPQ and LPA realized that the Beagle Brigade could be an effective public relations symbol. PPQ officers who are trained as handlers also spend part of their time showing off their dog's sniffing skills at schools and special events where they can talk about the importance to U.S. agriculture of not "packing a pest."

"Many times," said now retired PPQ Deputy Administrator Glen Lee in his remarks at the 10th anniversary ceremony, "people remember our mission because they have seen the teams working and have asked about the dogs.

Beagle Brigade Facts

- PPQ launched its first dog team at the Los Angeles International Airport in 1985.
- Today, about 40 teams at 19 international airports make up the Beagle Brigade.
- Last year, the Beagle Brigade was responsible for about 60,000 seizures of prohibited agricultural products.
- PPQ trains its beagles at Miami, FL. A National Training Center will open in 2 years in Orlando, FL.
- Beagles sniff out prohibited material correctly 80 percent of the time after 1 year of experience and 90 percent of the time after 2 years.
- Most beagles work about 6 years before retiring.
- All candidates for the Beagle Brigade come from donations by private owners and breeders or from animal shelters. PPQ finds homes for animals that do not complete the training.

Because the beagles are not threatening, passengers respond positively to the program."

As part of the ceremony, Lee and Jensen, who confessed that the Beagle Brigade program "has always been a favorite of mine," unveiled a new postcard collection. They presented the handler of each dog featured on a postcard with his or her own set. The cards feature dogs in 10 major airports with a landmark of each city in the background.

"We wanted to give the officers a handy and professional promotional tool for them to use at airports or wherever they distribute information about the program," says Anna Cherry, AQI campaign member in LPA who helped organize the event. "Our campaign provides the tools, such as the Beagle Brigade video, that PPQ officers can use to educate the public about our activities. This is the second series of postcards on the beagles, and we have a third set featuring other beagles planned for the fall."



PHOTO BY BOB NICHOLS

Secretary of Agriculture Dan Glickman, dropping by the USDA Patio to meet the beagle teams before his confirmation, chats with PPQ's Willie Harris and beagle Abbot.

The ceremony also included recognition and retirement of one of the oldest members of the Beagle Brigade—Sam. Sam and partner Kevin Dailey have worked at Logan International Airport in Boston for 10 years and have been featured in all the major news outlets. When the program first began, dogs were trained by the Army at Lackland Air Force Base in Texas. Sam, who is 11 years

old, was in the first group of graduates. The dog's last officer-partner has the option to keep the dog as a pet, and Dailey has chosen that option. Sam and Dailey received a certificate of merit and a life-size dog cut-out for the human and canine colleagues at Logan to remember him by. ♦

Programs Meet Aquaculture Industry at Roundtable Event

By Kendra Pratt, Public Affairs, LPA

A recent Roundtable on Trade and Aquatic Animal Health showed there's nothing "fishy" about the commercial aquaculture industry's growth prospects and its willingness to use APHIS's health and trade services.

From 1980 to 1990, private aquaculture operations in the United States experienced a 400 percent market growth rate, making this industry the fastest growing segment of U.S. agriculture. In fact, the current total value of aquaculture products has surpassed the profit yields for most domestic fruit, nut, and vegetable crops.

To consider developing a voluntary national aquatic animal health program, representatives from all APHIS programs met with more than a dozen aquaculture representatives at an Aquaculture Industry Roundtable at the University of Maryland's Adult Education Center in College Park, MD. The roundtable was designed to learn what services the aquaculture industry needs from APHIS.

Acting Administrator Lonnie King addressed the roundtable by explaining how APHIS services could assist the industry in meeting future market challenges. The industry anticipates a future demand that would require current production levels to increase seven-fold.

"I believe that APHIS is strategically positioned to support your industry's expansion into the next century with a full range of health protection services," said King to attending industry representatives. "Today is your opportunity to identify areas where you believe a cooperative relationship with APHIS would be beneficial in providing services that improve the overall health and production characteristics of fish."

King further explained the various agency programs that have provided services to the aquaculture industry for many years. These services include assisting with wildlife depredation problems, participating in cooperative programs to control noxious aquatic weeds, regulating veterinary biologics produced for aquatic animals, and endorsing health certificates for the export of live



APHIS PHOTO BY LAURIE SMITH

Andrea Morgan of VS' National Center for Import and Export gives an overview of international trade requirements for aquacultural products to industry participants at the Roundtable.

aquatic animals and their products intended for aquaculture.

"I believe that APHIS has the infrastructure to develop a cross-functional and multidisciplinary team that can help U.S. aquaculture producers face the production and marketing challenges of the future," King said.

The industry expressed concern about needing to meet certification requirements for domestic and foreign markets, but responded positively to King's offer to support the aquaculture industry with our programs and to coordinate a national aquatic animal health strategy with participants from other agencies. The representatives attending the conference thought that a national health

program for aquaculture modeled on the National Poultry Improvement Plan would facilitate international and interstate trade, protect the U.S. industry from importation of pests, and improve the overall production characteristics of fish.

Industry participants included representatives from the Pacific Coast Oyster Growers, the Washington Fish Growers Association, the U.S. Trout Association, the National Aquaculture Council, the National Ornamental Goldfish Growers Association, the Florida Tropical Fish Farms Association, the Catfish Farmers of America, the National Aquaculture Association, the American Farm Bureau Federation, and the Striped Bass Growers Association. ♦



For the first time, employees participated in Aquaculture '95, a triennial aquaculture trade show and conference in San Diego, CA, last February. Here, VS' Otis Miller, national aquatic animal health coordinator, staffs the APHIS aquaculture exhibit. Photo by Rob Mitchel.

Family Friendly Leave Act Gives Employees New Options

Mary Lizotte and Mindy Nyberg, Human Resources Operations, M&B

The Federal Employees Family Friendly Leave Act, which became effective last December, has greatly expanded the areas in which employees may use sick leave.

New regulations under the Act entitle employees to use sick leave in two expanded areas: (1) When the employee provides care for a family member who has a physical or mental illness, injury, pregnancy, childbirth, or who is undergoing medical, dental, or optical examination or treatment; and (2) when an employee makes arrangements necessitated by the death of a family member or attends the funeral of a family member.

Amount of Sick Leave

With some exceptions, the total amount of sick leave that employees may use in the above cases is limited to the number of hours of sick leave the employee would normally accrue during a leave year. An employee may be granted up to the average number of hours in his or her weekly scheduled tour of duty (including advanced sick leave) without maintaining a minimum sick leave balance. However, to be granted more hours, the employee must retain a sick leave balance equal to twice the average number of hours in the weekly tour.

Entitlement to use sick leave to care for a family member is considered as available paid leave when determining eligibility to become a leave recipient under the leave transfer program.

Recordkeeping

Employees are responsible for filing a leave application, SF-71, to use accrued and/or advanced sick leave and for providing supporting evidence consistent with existing sick leave regulations.

Employees should report sick leave used for the expanded reasons on their time and attendance reports using transaction code 62. In the future, a prefix for the current sick leave transaction

Uses of Sick Leave

1. To receive medical, dental, or optical examination or treatment.
2. When incapacitated by physical or mental illness, injury, pregnancy, or childbirth.
3. To provide care for a family member as a result of physical or mental illness, injury, pregnancy, childbirth, or who is undergoing medical, dental, or optical examination or treatment.
4. To make arrangements necessitated by the death of a family member or attend the funeral of a family member.
5. To avoid jeopardizing the health of other employees after exposure to a communicable disease as determined by health authorities or by a health care provider.
6. To make arrangements relating to the adoption of a child.

code may be developed to readily identify sick leave used for the expanded purposes, but until automated tracking systems are in place, offices will be required to manually collect the data required for reporting purposes.

The Act requires that agencies maintain information on each employee using expanded sick leave beginning with leave year 1995. Records must include the grade or pay level and gender of each employee and the total number of hours of expanded sick leave used by each employee as well as the total number of hours of sick leave for all other purposes.

Other New Sick Leave

Another new provision for using sick leave became effective on September 30, 1994. Employees are entitled to use sick leave if they must be absent from duty for purposes relating to the adoption of

a child. These purposes include appointments with adoption agencies, social workers, and attorneys; court proceedings; required travel; and any other activities necessary to allow the adoption to proceed.

Retroactive Substitution

Employees may substitute sick leave for annual leave that they used for adoption between September 30, 1991, and September 30, 1994. To request substitution retroactively, they should submit a written request through normal channels by September 30, 1996, and include copies of documentation specifying the period(s) and amount(s) of annual leave used for adoption. If the request is approved, a leave audit reflecting the adjustments should be submitted to the Human Resources Operations' (HRO) Leave and Compensation unit. This unit will update the payroll and personnel records.

The law does not permit the substitution of sick leave for leave without pay, nor does it permit advanced sick leave to be used for this purpose.

We caution employees that retroactive substitution of sick leave for annual leave could result in forfeiture of annual leave if this action causes the employee's leave balance to exceed his or her annual leave ceiling (normally 240 hours) at the end of the leave year.

Pay and Leave Bulletin Board

A new E-MAIL bulletin board that has information relating to pay and leave is now available. Employees subscribing to this bulletin board can get information on PCTARE, time and attendance, the Leave Transfer Program, and other pay and leave administrative information. Once in E-MAIL, subscribe to:

!A3MNYBERG:PAYANDLEAVE

For answers to questions on the Family Friendly Leave Act or the Pay and Leave Bulletin Board, contact HRO at area code (612) 370-2250 or 2327. ♦

Miami Work Units Prepare to Adopt a Team-based Structure

By Michael Hornyak, OIC, Miami Inspection Station,

The self-directed work team pilot project at PPQ's Port of Miami, FL, baggage operations has demonstrated that team-based structure is the most effective way to accomplish PPQ's mission. Now, the Port is preparing to diffuse a team structure into all Miami work units.

The Miami Team Coordinating Committee is leading the effort. This group, comprised of management and employees from all affected work units, is receiving assistance from Bill Zyback of M&B's Organizational Development staff, Scott Golden, the Southeastern Region's new Organizational Development specialist, and a team-based organization work group lead by the human resources community.

To avoid the assumption that a team structure means self-directed work teams, the pilot project has changed its name and is now the Miami Team-Based Organization Initiative. Self-directed work teams may be an eventual goal of a team-based organization, but reaching that goal is a slow, evolutionary process. Self-directed work teams are not formed by the stroke of a pen, as the pilot project was. Instead, they are a product

of a structured team maturation process. As time goes on and the Miami teams mature in their performance and acceptance of new responsibilities, we will move toward self-direction and eventually settle into a team structure that is right for our organization.

PPQ employees throughout the Port know that the original pilot had its downside, and there has been some doubt about the team-based initiative because of problem areas in the original pilot. The upside is that employees have been determined to learn from our experience. The Miami Team Coordinating Committee is addressing several areas identified as barriers to the success of our pilot project, and by addressing these areas early in the port-wide team-based diffusion effort, we hope to help ensure its success.

One of the areas necessary to define carefully to ensure success of any team-based initiative is that of roles and responsibilities of team members. Another area is training. Our pilot clearly demonstrated that while employees may be anxious to accept new responsibilities, it is critical that they receive training in advance to support the knowledge, skills, and

abilities required to effectively perform their new duties and fulfill new and expanded responsibilities.

In addition to clearly defining the various roles and responsibilities of all team members, including supervisors and managers, we will be revitalizing training. Zenger-Miller, the leading management training vendor in the country, has designed the training that we are using for team members. PPQ trainers certified in the Zenger-Miller method will deliver the training.

In response to a local review of the Miami pilot project, the human resources' team-based organization work group has reviewed our Miami Initiative. Under the direction of Kit Hoyle of M&B's Human Resources Division, the group has developed a series of recommendations in the following areas: performance management, awards and recognitions, training and development, role clarification, and organizational change. We are hopeful that the efforts of Hoyle's group, together with the work of the Miami Team Coordinating Committee, will prove to be a powerful combination and help ensure the success of Miami's Team-Based Organization Initiative. ♦

Livestock Genetics Get Go Ahead for Export to Kazakhstan



PHOTO BY KEN HAMMOND

The chief veterinary officers of Kazakhstan and the Baltics were in the United States recently on a

2-week study trip sponsored by the Foreign Agricultural Service. While here, they agreed to four

protocols that will allow U.S. livestock genetics to be exported to Kazakhstan. Signing the documents were Donald Luchsinger, acting deputy administrator for VS (seated, left); and Shahaidar Tursunkulov, chief veterinary officer for Kazakhstan (seated, center). Seated at right is the Russian interpreter. Attending the signing ceremony were (standing, left to right) Najam Faizi, chief negotiator and senior staff veterinarian with the National Center for Import and Export; a specialist with the Foreign Agricultural Service; the chief veterinary officer for Lithuania; George Winegar, assistant deputy administrator for VS; the chief veterinary officer for Estonia; and the chief veterinary officer for Latvia. ♦

Two VS Employees Learn How Close Is Too Close to Goats

By Tom Cramer, National Center for Import and Export, VS

Sounds glamorous, doesn't it—trips across the ocean in support of the international trading community? Two VS veterinarians can tell you that such trips consist more of blood, sweat, and tears than glamor, fun, and adventure. Jack Amen, a veterinarian with the National Center for Import and Export, and Marianne Shea, port veterinarian at Eastport, ID, recently returned from a 2 1/2-month mission in Cape Town, South Africa, where they monitored the quarantine of about 500 goats and sheep destined for importation into the United States.

"We started out with 680 Boer goats, Angora goats, and Dorper sheep," says Amen. "Of these, 460 successfully completed the quarantine. We culled (removed) a number of animals from the quarantine simply because they didn't meet USDA's health requirements or the importer's standards. We also had a number of deaths, especially among the neonates or newborns, which were highly susceptible to pneumonia and other respiratory illnesses."

Under confinement, the incidence of respiratory illness increases. Older, stronger animals can fend off these illnesses, but the neonates can't because their immune systems aren't developed enough, explains Amen.

Saving the Kids

"We spent a great deal of time trying to save the young ones," Amen continues. "Maboat, one of the Africans working with us in the quarantine facility, would hold them while we tried to feed and treat them. We'd give them antibiotics to try and knock out their infections, and we'd try to get plenty of fluids into them so they wouldn't dehydrate."

"Some of the babies needed help because they didn't have mothers," Shea says. "Two of the mothers had died. Others had simply abandoned their babies. Some had been culled from the quarantine and somehow their babies



PHOTO COURTESY OF LANCE GILES

Marianne Shea bottle feeds a young goat that has lost its mother during quarantine in South Africa. Shea spent 2 1/2 months in Cape Town where she helped monitor the quarantine of about 500 goats and sheep that have since been imported into the United States.

were left behind. I'd bottle feed the kids myself, or I'd find a nursing mother and hold her so the baby could nurse.

"One baby, whom I called 936 (his eartag number), would start crying every morning as soon as he saw me. He'd see me, he knew it was mealtime, and he'd start crying 'Ma!' It really did sound like he was saying 'Ma!'"

Although the quarantine was completed in mid November, Shea and Amen had to wait until the end of December to find a plane ride out of the country. "There was just nothing available," says Amen, "so we had to wait around." When a DC-8 cargo plane was finally procured, Amen and Shea had the honor of riding in the very back of the plane with 27 crates of sheep and goats.

A Ride to Forget

"We and the animals kept each other company for 26 hours," says Amen. "We slept together and ate together, too. Unfortunately, it got pretty cold for us. They kept the air conditioning running full blast

because they didn't want the animals to experience breathing problems.

"There were so many animals in the plane, their breath started condensing on the sides and the ceiling and eventually started dripping down onto us like rain," Amen recalls.

Shea says the cold, the cramped conditions and the incessant rain didn't faze her in the least. "The whole thing went pretty quickly for me. Someone had given me a sleeping bag, and I made good use of it!"

One thing Shea couldn't escape from, however, was the distinct aroma that develops when 460 goats are thrown together in tight quarters for 26 hours.

"The male goats, especially, have a distinct smell," she says. "A very strong, musky smell. I guess not many people can say they flew on a DC-8 with 460 goats," she concludes. "But then again, how many people would want to be able to say that?" ♦

Employees Grapple With Change at Strengthening Conference

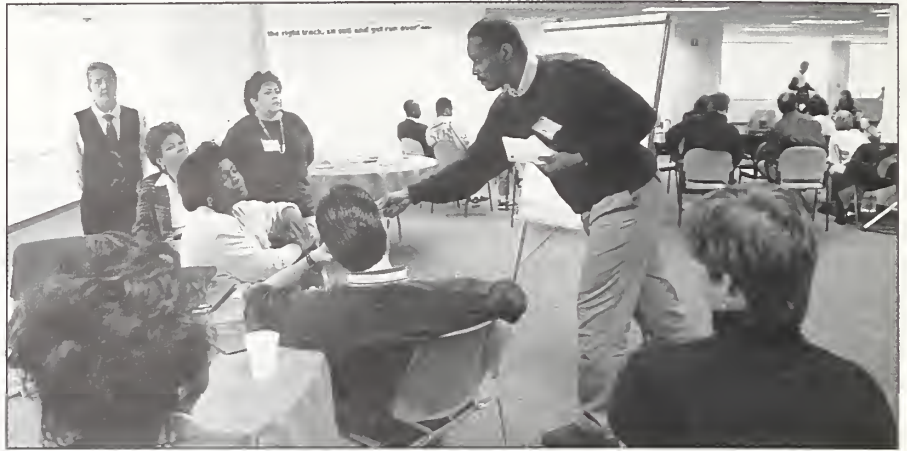
M&B employees came together for 3 days last month to create the framework for a new environment that will ensure customer satisfaction and foster teamwork. M&B Director Phyllis York thought strengthening was a good word to describe the conference. "It connotes we are already strong and we're going to be stronger," she comments.

The challenges facing the group were many—fewer people than a year ago, disappearance of old systems and rules, changing roles and identities, and pressures to reinvent government processes and envision the future.

In his welcome address to conference participants, Acting Administrator Lonnie King praised the goals of the conference, mentioning that "we are all customers of M&B," and urging that each employee connect to the APHIS vision. "We have to deliver actions," he continued. "Customers are not just listening; they're watching."

M&B's participants rose to the challenge. They invited customers within the agency as well as representatives from their counterpart divisions in the other agencies in Marketing and Regulatory Programs (M&RP). Agricultural Marketing Service (AMS) and Grain Inspection, Packers, and Stockyards Administration (GIPSA) employees attended, some as full participants, some as observers. One-third of the 90 participants were from customers both inside and outside APHIS, including field locations.

The format of the conference was similar to recent major visioning conferences in APHIS. Jane Berkow and Winanne Kreger of M&B's Human Resources Division (HRD) were the main facilitators. On the first day, each M&B division gave presentations defining who they were. Then, in discussion groups, participants probed the customer's perspectives, needs, and expectations based on data gained from focus groups held before the conference took place. The Field Servicing Office's (FSO) Louise Strand, who interrupted her cross-country honeymoon to join the conference, published a daily newsletter, as she has in other conferences, this time with Lance Cope of the Resource Management Systems



APHIS PHOTO BY LAURIE SMITH

M&B employees develop strategies for the action team on understanding and managing diversity. Standing, left to right: Eva Ring, PPD; Stephanie Ehnstrom; Raymond Jones. Seated, left to right: JoAnn Munno, Cindy Edmond, Antony Gabaldon. With backs to the camera: Mary Freeman (left) and Chris Zakarka, R&D.

and Evaluation staff and FSO's Rosann Hill. The newsletter captured events from the conference and included issues such as competitive contracting, National Performance Review perspectives, and quotations by reinvention experts.

On day 2, Bill Zybach (HRD) led an open-space session for participants to identify the critical elements of M&B 5 years from now. One by one, participants proclaimed their passionate concerns, at the same time building an agenda as they identified topics. Cope, R&D's Ruth Lewis, and Pam Lyons (FSO) also shared facilitating as their resources were needed for multiple break-out sessions. On day 3, work groups

reported out to the conference, and work began on identifying the four most important issues of the conference. These were teaming and partnership; customer focus; understanding and managing diversity; and restructuring, reorganization, integration, consolidation, and creation. Each of the M&B managers became sponsors for one of these issues. The groups drafted action plans and commitments with timetables for each of the four issues and invited volunteers to serve on the action teams tasked with implementation.

"The conference gave me an opportunity to help with the steering process for the future of M&B," says Cindy Mowatt, HRD conference participant. "The face-to-face discussion with customers gave me a better understanding of their needs and viewpoints. It was a positive step with strong management support, and I think it will strengthen M&B processes."

"I really appreciated the chance to interact with the units in M&B," says Paul Eggert, PPD's Assistant to the Deputy Administrator. "I now have a much clearer understanding of the roles and responsibilities within M&B. It was surprising to see the complexity of split authorities between divisions and units."

Immediate changes implemented at the conference, along with several other recent changes in M&B, are listed in the side bar. Mid- and long-term commitments

Customer Service Approach

- Identify your customers.
- Find out what they want and need.
- Make a customer service plan; carry it out.
- Display a positive, caring attitude to your customers.
- Measure your progress and follow up.
- Take responsibility for making things right whether or not it was your fault.
- Foster mutual respect—be a good customer by letting your provider know your feelings.

for each of the four issues include convening information resource management groups to resolve the current barrier of different electronic communication means within M&RP; implementing a 360-degree performance rating system; surveying up front the costs of proposed new programs and policies; use of franchising to provide administrative support; researching and reviewing new and improved human resource tools, such as pay banding; facilitating civil rights goals; and expanding a skill/interest data bank in HRD to all M&B employees for developing skills through details

and identifying people for details. "I really appreciated that M&B designed the process to have the customers' needs considered," says Eva Ring, another customer attending the conference. "As a representative from PPD, I was

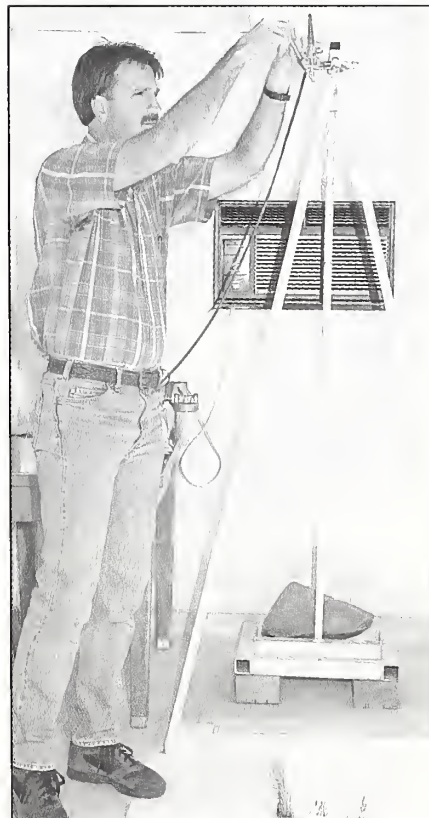
charged with asking M&B to involve customers up front—before making changes. But, I didn't have to ask; during the course of the conference, M&B committed to respecting the customer's needs and involving customers in the change process." ♦

Changes in M&B

- M&B's human resource functions have joined with the other M&RP agencies to serve customers in all three M&RP agencies.
- Civil rights services in M&B are now being provided to all M&RP customers.
- Within 6 months, M&B will change its name to reflect the partnership of APHIS, AMS, and GIPSA.
- The former Information Systems and Communications Division (ISCD) has reorganized and expanded to become the Information and Technology Services (ITS). No longer a part of M&B, this group reports directly to the administrator.
- A subject-matter hot line connected to M&B's grapevine now has information on M&B issues for utilization by employees.
- A consolidated directory of services, completed last month, is now available for all customers.
- A customer-service element with accountability for all its employees and based on customer feedback is almost ready and will go into effect for all employees in July.
- M&B's Organizational Development branch has merged with R&D.



Michelle Weddle (middle) and Debbie Meyers interview Brenda Kendrax (left).
APHIS PHOTO BY LAURIE SMITH



APHIS PHOTO BY MIKE SAMPSON

Method and Art to Their Madness

By Mike Sampson, Grasshopper IPM Project

Laboratory simulation of pesticide sprayed from airplanes is a research technique that has eluded PPG's Methods Development staff for years. After trying a variety of equipment and techniques, Phoenix, AZ, Methods Development staffer Chris Reuter (pictured) and colleague Nelson Foster discovered that an inexpensive artist's airbrush provides accurate simulations. The researchers control droplet size, pressure, and spray pattern by mounting the airbrush on a 6-foot stand. They use the airbrush to simulate aerial spraying of potential control agents for grasshoppers and other insects. The technique works so well that Reuter and Foster have passed their operating procedure on to others. So far, several commercial firms and South Dakota State University have adopted the technique. ♦

VS Teams Up With Others on Black History Month Activities



APHIS PHOTO BY LAURIE SMITH

"I was nervous about modeling for the first time in a fashion show," says VS' Linda Weaver, "but I usually participate in Black history month events. I was pleased to see the excitement and enthusiasm of the audience. They were really enjoying themselves." Other events during the day of activities included a book exhibit and lectures on preparing children to succeed in the classroom and the psychology of African mythology.

Los Indios Inspection Station Opens New Home to Public

By Annie Sutton, Public Affairs, LPA

PPQ employees in the Brownsville, TX, work unit held an open house on March 31 to show off PPQ's newest plant inspection station located at the Free Trade Bridge at Los Indios, TX. Invited were importers, media, and the public to meet the work unit staff and tour the brand-new facility.

"We are proud to join the 14 other plant inspection stations located throughout the United States," says Gene Stang, the officer in charge of the new station.

In addition to providing guided tours, the staff offered demonstrations on inspecting commodities and identifying pests. On display were many prohibited plants, fruits and vegetables along with microscopes and other equipment that the officers use to identify plant products. The Los Indios team distributed informational literature to the public and answered questions from importers.

Many from the local communities of Harlingen and San Benito came to the event to join their mayors in welcoming the plant inspection station to their area. Several media representatives



APHIS PHOTO BY LISA DAVIS

Senior Officer Rodney Stevens chats with visitors Mr. and Mrs. George Tamblyn during the open house at PPQ's new plant inspection station at Los Indios, TX.

covered the event, and two television stations featured the open house on their evening newscasts.

"It's not often that we get the opportunity to open our doors to the general public and show people how we are looking out for America's best agricultural interests," Stang adds.

The station at Los Indios replaces the plant inspection station previously located at Brownsville, which has literally gone to the dogs since PPQ vacated and the U.S. Customs Service's canine program moved in. ♦

New Service Helps Employees Care for People Outside Work

By Sue Wilkinson, Public Affairs, LPA

In March, the APHIS Work*Family*Life (WFL) Council implemented a program that will help APHIS take a huge step toward achieving the family-friendly environment envisioned at the APHIS Visioning Conference. "Caring for People in the Workplace" is 1 of the 12 elements that comprise the basis for the APHIS vision statement. Thanks to the Council, APHIS employees can now receive help in caring for people outside the workplace.

The Family Resource Service, a caregiver's consultation and referral service, is now available to APHIS employees. This service will help employees solve problems pertaining to child care, elder care, and other areas of family life.

Free Service

The service is free to APHIS employees, and employees may call the service as many times as they need. By calling 1-800-847-5437, employees can get access to a variety of information, including referrals to servicing agencies in a particular area. For example, if an employee is expecting a baby and calls the Family Resource Service with concerns about child care, a counselor works with a local referral service in the employee's area. The local referral service will provide the employee with a minimum of three child care providers that are licensed, registered, and have current vacancies. The Family Resource Service will also follow up with the employee at a later time to ensure the employee's needs have been met.

The Family Resource Service also maintains an up-to-date library of information on many issues of concern to employees with family responsibilities. For example, that same caller who is anticipating a baby could receive educational materials on such topics as getting prepared for life with a newborn, tax implications, or the changing roles of grandparents.

In addition, the Family Resource Service regularly prepares quarterly promotions and monthly VIP-TIP's (Very Important People—Time

Savers, Insights, Problem Solvers) that Ray Nosbaum, the APHIS WFL specialist, posts on the FTS 2000 Family Information Bulletin Board. Nosbaum is working with WFL coordinators on additional methods of distributing these helpful fact-sheets, which cover such subjects as "Positive Aspects of Aging" and "Is Your Child Care a Good Fit?"

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The educational materials provided by the Family Resource Service are organized and easy to read, according to Nosbaum, who also maintains a collection of Family Resource Service videotapes on caregiving issues. Employees interested in any of these videotapes can call Nosbaum on (301) 734-4989.

"The Family Resource Service is not affiliated with the Employee Assistance Program (EAP)," Nosbaum emphasized. "For long-term counseling and therapy needs in areas such as drug or alcohol abuse, depression, or domestic violence, employees should continue to seek help with EAP counselors."

The WFL Council administered a pilot test of two caregiver's consultation and referral services in the Southern and Western United States from June 1993 until February 1995. The number of APHIS employees who used these services during the pilot was relatively high compared to that of other organizations that provide such a service. The degree of usage by APHIS employees

prompted the Council to pursue hiring a company that would offer services to the entire Agency. In a 1994 report, the WFL Council reported to the management team that the cost benefit of the service had been and was projected to be 15-30 percent in saved leave, less absenteeism, and higher productivity.

International Availability

"The service can be used by all domestic APHIS employees as well as employees in Central America and the Caribbean," says Nosbaum. "There are very few APHIS employees who cannot access the service."

The Family Resource Service is being provided by The Partnership Group, Inc., a company based near Philadelphia, PA. All Partnership Group counselors have bachelor's degrees, and more than half have higher degrees in family service disciplines, such as gerontology.

Confidentiality

All calls to the Family Resource Service are strictly confidential. The Partnership Group performs quality assurance checks of the service by surveying users and monitoring the quality of the local referral services. The company reports to Nosbaum usage numbers by area of the country, organization, and type of help sought as well as customer satisfaction levels. Names of callers are never revealed to Nosbaum, the WFL Council, or any APHIS official.

The WFL Council hopes employees will take advantage of the resources offered by the Family Resource Service. Securing the service is helping the agency provide "a nurturing environment for balancing professional and personal responsibilities," a laudable goal of the APHIS vision. ♦

East Meets West for ADC Managers Finding Common Goals

By Robin Porter, Public Affairs, LPA



PHOTO BY LARRY RANA

Kathleen Fagerstone (left), chief of DWRC's Product Development Section in Denver, CO, networks with Rick Owens, assistant Eastern regional director, at the ADC managers' meeting in Denver.

ADC leaders met recently in Denver, CO, to prove that "In Unity There is Strength." The week-long National ADC Managers' Conference brought together ADC employees from the Denver Wildlife Research Center, the Eastern Region, the Western Region, the Pocatello Supply Depot, and headquarters for the first time since 1978.

"ADC employees came together to talk about common problems and common goals," says Les Terry, Maryland State Director. "While I learned there are differences across the country, I learned also about our similarities."

Panel Discussions

During the conference, attendees received an overview of the regions' and research's activities. The group also participated in panel discussions on everything from resource allocation to compliance with the National Environmental Policy Act (NEPA).

"I walked away with a lot of benefits, and I'm still pretty high,"

says Tom Hoffman, Oregon State Director. "I had a chance to meet old friends from the East and to make new friends from across the country. It's nice to know I'm not alone."

Hoffman said he is impressed with the Eastern region's record on complying with NEPA regulations. He plans to seek advice from colleagues on environmental issues.

Popular Session

One of the highlights of the conference was a Wednesday afternoon poster session that featured 37 ADC exhibits. The posters showcased a variety of ADC's activities, including wildlife damage in maple sugar bushes, basics of immunocontraception, brown tree snake control in Guam, natural repellents, wildlife management at O'Hare International Airport, endangered species work, research on non-lethal methods, and reinvention. The program hopes to bring the posters to headquarters next year.

"The poster session illustrated the diverse work of the ADC

program," says Dwight LeBlanc, Louisiana State Director. "I'm very proud to be part of ADC."

The conference was especially memorable for LeBlanc because his peers honored him with the Dick Winters' Award. Dick Winters was a well-respected ADC biologist. Each year, ADC managers nominate someone in ADC to receive the award for outstanding work and professional excellence in the field of wildlife biology. Another honor went to Phil Mastrangelo, Mississippi State director, for his work in energizing his staff to integrate ADC's new vision and strategic plan with program activities.

On Thursday, Patricia Jensen, acting assistant secretary for Marketing and Regulatory Programs, addressed the group via teleconference. "I am very, very supportive of the work that you are doing," Jensen said. "ADC fits in nicely with the other service organizations within APHIS." She encouraged attendees to continue to develop effective methods for controlling wildlife damage.

Jensen also complimented the group for its role in slowing the spread of canine rabies in South Texas, (see the story on page 4) preventing bird and aircraft collisions at airports, and providing environmentally responsible assistance to producers who lose livestock to predators.

The week ended with a tour of ADC's new National Wildlife Research Center in Fort Collins, CO.

According to an evaluation of the conference by Rob Werge of PPD, participants said presentations about the regions and research best supported the goals of the conference and contained the most useful information.

The next most favored session was a panel of stakeholders from John F. Kennedy International Airport, the Centers for Disease Control, and the American Sheep Industry. One ADC manager said, "Stakeholder remarks were valuable--it's always beneficial to hear from the real world." All participants asked to repeat the event in the future, says Werge. ♦

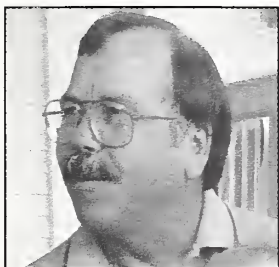


Victims, from page 3

Dick Cummins

Dick Cummins was born in Douglas, AZ, on January 3, 1940. He first worked in USDA with ARS on the screwworm eradication program in Douglas. In 1980, he moved to Henryetta, OK, by then an APHIS

animal health technician. In 1987, Cummins was promoted to investigator and reassigned to Oklahoma City to work with REAC. In this position, he was responsible for ensuring that animal breeders, dealers, and exhibitors comply with the standards of humane care and treatment prescribed in the Animal Welfare Act. Cummins moved again to Mustang, OK, in 1987 where he continued to work as an investigator out of his home. He was a senior investigator at the time of his death.



Cummins received well deserved recognition in 1990 for his work on the Midwest Stolen Dog Task Force. His diligence helped curb the theft of pets for sale to research institutions. He was a devoted family man and animal lover and advocated humane treatment of all living things.

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Adele Higginbottom

Adele Higginbottom was born in Pecos, TX, on December 15, 1950. She began her APHIS career as a clerk/typist in Oklahoma City in 1978. A few years later, she transferred to the Federal Aviation Administration. In 1980, she rejoined APHIS

in the VS office in Oklahoma City as a program clerk. Her most recent position was as a purchasing agent, in which she mastered the often complicated purchasing regulations.



Higginbottom was popular in the Oklahoma City office, as much for

her positive outlook as her animated personality. She served as manager of the Federal Women's Program and was an ardent supporter of equality and women's rights. She met her husband David through his work with the State Department of Agriculture. Higginbottom was heard to say she was happy to be married to someone with whom she could share so much of her professional life and who cared about the same people and issues she did.

Carole Khalil

Carole Khalil was born in Shattuck, OK, on September 1, 1944. Her career with USDA began with the ARS' Animal Health Division in 1967, where she provided clerical support to a variety of animal disease eradication programs. Coming to APHIS with the Animal Health Division in 1972, Khalil was a supervisory clerk-typist from 1977 to 1985. She was promoted to export document examiner in 1992. In this position, she provided critical review of documents used to certify the health of all animals exported from Oklahoma to other countries. Her eye for detail and ability to catch even minute errors were among the reasons she was a valuable contributor to the staff.



Khalil also took care of many routine personnel functions, such as time and attendance reports, training nominations, personnel reports and benefit actions. She was an able and dedicated employee whose contributions were appreciated by everyone with whom she worked.

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Rheta Long

Rheta Long was born in Guymon, OK, on May 10, 1934. She began her 20-year Federal career in 1974 as a military personnel clerk with the U.S. Army. Long came to APHIS in Oklahoma City in October 1982 where she served as program clerk. She handled workers' compensation

claims and was the final authority on payment eligibility for indemnity claims. She was very active in the Federal employees women's group and equal employment opportunities committees. Long had a vision disability, and she served as the Persons with Disabilities special emphasis program manager as a means of helping educate people about the challenges of working with a physical handicap.

A devoted grandmother, Long was proud of her grandchildren and kept snapshots of them at her desk. Her dedication, cheerful attitude, and many contributions to the effectiveness of the office helped many of her coworkers in their time of need. ♦



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Where Were They April 19?

Among the 16 APHIS Oklahomans who had permanent offices in the Murrah Federal Building, six were not there on April 19. Other employees routinely stop by, but they were fortunate not to be there that morning. The six are

- Ronnie Long, REAC investigator, was working out of his home office.
- Ada Maloney, VS secretary, was at a dental appointment.
- Mike Platt, VS animal identification coordinator, was on his way to a sale barn.
- Blaine Powell, PPQ officer, was on official travel in South Texas.
- Mike Ray, REAC investigator, was on official travel in Fargo, ND.
- Nancy Roberts, VS epidemiology officer for Oklahoma, was attending a course in Ames, IA.

This list includes the names of APHIS employees who retired between December 16, 1995, and April 1, 1995.

Animal Damage Control

Mary Cameron, Lakewood, CO
J. Christensen, Gooding, ID
Barbara Dillard, Grand Junction, CO
Anna Grove, Lakewood, CO
Junior King, Olympia, WA
Lowell Lindh, Corvallis, OR
Maryann Osburn, Springfield, IL

Biotechnology, Biologics, and Environmental Protection

Linda Gordon, Hyattsville, MD
Muriel Mooney, Hyattsville, MD

International Services

Jack Alexander, Fort Lauderdale, FL
Consuelo Barrientos, Tuxtla Gutierrez, MX
David Campbell, Hyattsville, MD
Herbert Murphy, Santiago, CI
Edith Rollins, Hyattsville, MD

Legislative and Public Affairs

Diana Brockway, Hyattsville, MD
Mamie Washington, Washington, DC
Martha Yoho, Hyattsville, MD

Management and Budget

Mary Burkett, Minneapolis, MN
Helen Clark, Minneapolis, MN
Willie Epps, Hyattsville, MD
Vivian Foley, Hyattsville, MD
Barbara Ford, Hyattsville, MD
Bruce Fornell, Minneapolis, MN
Loretta Germann, Hyattsville, MD
Anne Johnson, Minneapolis, MN
Edna Nicholson, Hyattsville, MD
Betty Porter, Minneapolis, MN
Christine Ross, Washington, DC
Bonnie Smith, Minneapolis, MN

Program Planning and Development

Rosalie Spindler, Hyattsville, MD

Plant Protection and Quarantine

Kenneth Balinovic, Hyattsville, MD
Alice Bever, Hyattsville, MD
Charles Bowers, Clinton, NC
Carol Brock, Whiteville, NC
Lauder Calhoun, Jr., Fayetteville, NC
Ruben Garcia, Brownsville, TX
Izel Garcia, Mission, TX
Jerry Hoffman, Mission, TX
Kenneth Hutzler, Alexandria, LA
Johnnie McDaniel, New Orleans, LA
George McFaden, Jr., Washington, DC
Otis Mullins, Harlingen, TX
Joseph Nemazi, New York, NY
Edward Paszek, Otis Air Force Base, MA
Dorothy Paterson, Sacramento, CA
Judith Rhodes, Hyattsville, MD
Troy Robinson, Gulfport, MS
Samuel Rodriguez-Vidal, San Juan, PR
Marion Saucier, Gulfport, MS
Royall Sharp, New Orleans, LA
Robert Shiner, Meadville, PA
Betty Skipper, Whiteville, NC
Lonell Smith, Beltsville, MD
Michael South, Raleigh, NC
Rosemary Stanko, Hyattsville, MD
Sandra Todd, Hyattsville, MD
Victor Wright, Boston, MA

Regulatory Enforcement and Animal Care

Douglas Brown, Lubbock, TX
Kenneth Carter, Cedar Rapids, IA
Richard Crawford, Hyattsville, MD
Charles Deitz, Apopka, FL
Richard Gunderson, Osceola, IA
Worth Hash, Rural Retreat, VA
Lester Housinger, Georgetown, TX
Lonnie Leavell, Beebe, AR
Martin Lemoine, Baton Rouge, LA
Doyle Owens, Lake City, FL
Quinea Minton, Bryant, AR
Anne Panella, Hyattsville, MD
Bob Wells, Grand Island, NE

Veterinary Services

Shirley Akers, Englewood, CO
Jacqueline Anderson, Ames, IA
Kathleen Autry, Tampa, FL
Helen Benesh, Hyattsville, MD
Charles Dents, Arecibo, PR
Roberto Figueroa, Bayamon, PR
Delores Irvin, Ames, IA
Lowell Jergens, Columbus, GA
Gail King, Tampa, FL
Stanley Lahm, Ames, IA
John Newton, Pierre, SD
Dorothy Perisho, Ames, IA
Mary Pinch, Raleigh, NC
Jane Prentice, Ames, IA
Dean Price, Englewood, CO
Merle Sandrock, Ames, IA
Sara Sardina, San Juan, PR
Darrell Schumaker, Tampa, FL
Harry Siers, Stumptown, WV
Edward Slater, Alva, OK
Merrill Swanson, Ames, IA
Barney Traylor, Port Barre, LA
Carroll Turner, Hartshorne, OK
John Vogel, Oklahoma City, OK

Deaths

This list includes the names of APHIS employees who died between December 16, 1994, and April 1, 1995.

Management and Budget

Daniel Scates, Hyattsville, MD

Plant Protection and Quarantine

Archie Wood, Laredo, TX
Gary Lewis, Honolulu, HI
Ricardo Nieves Rivera, San Juan, PR

Veterinary Services

Patricia Owens, Riverdale, MD

1995 Calendar of Events

MAY

- 7-11 International Symposium on Bovine Tuberculosis (NVSL)
- 8-9 Work and Family Life Council Meeting (NVSL)
- 8-9 "The Well-Being of Animals in Zoo & Aquarium Sponsored Research," Scientists Center for Animal Welfare (REAC)
- 8-12 Society for Tropical Veterinary Medicine (NVSL)
- 9 Core Veterinary Accreditation Seminar, Southeastern Region (VS)
- 9 Combined Area/State Meetings, Northern Region (VS)
- 9-11 Work and Family Life Council Meeting (HRD)
- 9-11 APHIS Science Fellows Symposium & Committee Meeting (NVSL)
- 10-12 Exotic Disease Seminar for Juniors, Northern Region (VS)
- 11 Area/State Meeting on Accreditation, Northern Region (VS)
- 11 Indiana Veterinary Medical Association District XIII Regulatory Section Meeting, Northern Region (VS)
- 13-19 Office International des Epizooties Internat'l Committee Meeting (NVSL)
- 15-19 National APHIS Safety and Health Symposium (NVSL)
- 16 Diversity Training for Northern Region Office Employees (VS)
- 16-17 Regional-Area Epidemiology Meeting, Southeastern Region (VS)
- 16-19 Foreign Animal Diseases Awareness Course (NVSL)
- 17-18 Seminar for CSRS Employees: Understanding Your Benefits (HRD)
- 20-26 American Society of Microbiology Meeting (NVSL)
- 23 All Employee meeting for the Michigan Area Office, Northern Region (VS)
- 23-25 MIS Advisory Committee Meeting (ADC)
- 23-25 Training in Action Course (CEAH)
- 23-27 Seventh Annual Wild Turkey Symposium (ADC)
- 24 Memorial Service for Oklahoma Victims
- 24 Windows Training for Michigan Area Employees Northern Region (VS)
- 24-25 Western States and Provinces Joint Deer and Elk Workshop (ADC)
- 24-25 Seminar for FERS Employees: Understanding Your Benefits (HRD)
- 29 Memorial Day*
- 30 APHIS Epidemiology Symposium begins, Central Region (VS)
- 31 Veterinary Epidemiology and Economics Symposium begins (CEAH)

JUNE

- 4-6 Forum: "The Brave New World of Animal Biotechnology," The Hastings Center, National Humanities Center, and the North Carolina Biotechnology Center (REAC)
- 4-7 Joint Fur Resources Workshop (Furbearer Damage Management, International Trap Standard) (ADC)
- 5-16 National Contract Negotiations, PPO and NAAE (HRD)
- 6-9 Animal Health Institute/Veterinary Biologicals Section (NVSL)
- 7-11 Society for Conservation Biology 1995 Annual Meeting (ADC)
- 13-14 VMO's and Inspectors Compliance Training, Northern Region (VS)
- 20-23 Work and Family Life Coordinators Meeting (NVSL)
- 25-27 Aquaculture Expo (ADC)
- 27 Veterinary Accreditation Seminar, Southeastern Region (VS)

JULY

- 4 Independence Day*
- 5-7 Midwest Veterinary Diagnosticians Meeting (NVSL)
- 8-12 American Veterinary Medical Association (NVSL)
- 8-12 American Association of Veterinary Pathologists (NVSL)
- 16-21 10th International Congress on Bear Research & Management (ADC)
- 16-21 International Veterinary Immunology Symposium (NVSL)
- 22-27 Seminar on Animal Welfare, sponsored by the Scientists Center for Animal Welfare (REAC)
- 23-28 Fifth International Rangeland Congress (ADC)
- 25-27 Evaluation Training for Northern Region AVIC's (VS)
- 30 Annual Employee Relations/Labor Relations Conference (NVSL)

*Government holiday

UNITED STATES DEPARTMENT OF AGRICULTURE
ANIMAL AND PLANT HEALTH INSPECTION SERVICE
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