



Sourdough Notes

A newsletter for employees of the U.S. Department of Agriculture's Forest Service in the Alaska Region

Office of Information

USDA Forest Service

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New faces are seen . . .

Forestry Sciences Laboratory Expands Staff

Several new comers have been sighted within the confines of Juneau's Federal Building in recent months--a rare occurrence since the Federal hiring freeze was imposed.

These new people belong to the Forestry Sciences Laboratory, which has increased its staff from 10 scientists to 16, a result of the Alaska Lands Act's mandate that forestry research be intensified.

Calvin Bey

Leading this larger staff is Calvin Bey, who was named project leader last September. Calvin, a forest geneticist, came to



Calvin Bey

Juneau from Mississippi where he had been project leader for the Genetics of Southern Pine Research Unit in Gulfport since 1977.

Prior to that, most of Calvin's career had been spent in Illinois where his work centered on genetics and silviculture of hardwoods. Last summer he spent a month in China with a Forest Service team reviewing and consulting on forest genetics programs of that country.

Four areas of emphasis for the research staff are timber, wildlife, slope stability, and pathology. Site productivity, thinning, and the effects of logging on Sitka black-tailed deer will receive particular scrutiny.

"My job is to be sure that we aren't going in different directions; that we are focused," says Cal. "I'm here as an administrator to make the scientist's job easier."

Among the newly arrived scientists are Bernard Borman, plant physiologist; Pam Porter, fisheries technician; Don DeMars, mensurationist; Barry Long, hydrological

technician, and Ed Dealy, plant ecologist.

Bernard Borman

Bernard arrived in Juneau last April from the Pacific Northwest Laboratory in Olympia, Washington. Before that he attended Oregon State University where he received a doctorate degree in forest physiology.

He is particularly concerned with second growth problems associated with logging and with nutrient cycling. Questions he will try to answer are whether the shallow growing spruce and
(See *Forestry Lab*, p.3)



Bernard Borman

In Memorium

Edward Boone

A memorial service was held at St. Paul's Catholic Church in Juneau on December 29 for Edward Boone, who is missing after a hunting expedition to Tenakee Springs and is presumed dead.

Ed, offset photographer in the Regional Office's Division of Engineering and Aviation Management, and two hunting companions were last seen in the Tenakee Springs area of Chichagof Island on December 12. The men's overturned boat, as well as personal effects and hunting equipment, were discovered scattered along the shoreline.

A 12-1/2 year Forest Service employee, Ed had received recognition for his work on several occasions. In 1971, 1975, and 1977 he shared in group cash awards given for outstanding effort in support of special mapping projects. A Certificate of Merit was presented to him in 1978 for his work in producing maps for the Tongass Land Management Plan.

Ed was an outdoorsman and spent most of his leisure time hunting and fishing. He was a Coast Guard veteran and served with that organization from November 1962 through October 1969.

He is survived by his wife, Jean, and two sons, Eric, 19, and Edward, Jr., 16.

Bill Bradley

Bill Bradley, former regional director of Administrative Services in the Alaska Region, died of an apparent heart attack at his home in Petaluma, California on December 27.

Bill had transferred to California from Alaska in March 1980. He was regional procurement management officer for Region 5 at the time of his death.

His career with the Forest Service began on July 25, 1960 as an administrative trainee on the Plumas National Forest in California. In 1961 he transferred to Alaska to serve as administrative assistant on what was then called the South Tongass National Forest. In 1963 he went to work on the Black Hills National Forest in Region 2.

From 1970 until 1972 Bill served as a contract specialist in the Washington Office. His next assignment took him to Region 6 where he worked before returning to Alaska's Regional Office in May 1974.

Survivors include his wife, Linda, 1623 O'Neal Street, Petaluma; and a son, Scott.

Year's Federal Employee Nominated

Robert Dewey, fisheries biologist for Wildlife & Fisheries, will know on January 19 whether he is Juneau's Outstanding Employee of the Year.

The announcement will be made at the awards luncheon to be held in the Gold Room of the Baranof Hotel. Bob will be competing with nominees from all Federal agencies for the honor.

Robert Phillips, director of W&F, nominated Bob for providing superior leadership which has resulted in strengthening

the regional and Service-wide Anadromous Fisheries Habitat Enhancement Program.

Phillips says that Bob's accomplishments in less than 3 years as a Forest Service employee are directly related to the respect he commands from peers and associates within the fisheries profession. In 1975 Bob received a Unit Citation from the Department of Commerce for his contribution with the National Oceanic and Atmosphere Administration.

FS, State Develop Co-op Program

An interagency group from the Forest Service, Alaska Department of Fish and Game, and the Alaska State Parks is working to develop a cooperative program for interpreting features, facilities, and resource management activities on Mitkof Island.

The group toured the island's road system last summer to gather information on interpretive opportunities that could be jointly developed. One project under the co-op program will be to revise and expand the Forest Service's Three Lakes Loop Road brochure and to place interpretive signs at major attractions.

The brochure, which is limited to features in the immediate Three Lakes Road vicinity, will be expanded to include points of interest elsewhere on Mitkof Island, pointing out developed recreation sites and emphasizing messages such as no trace camping.

The Stikine Area will take the lead in putting together the brochure, with the Regional Office coordinating input from the three participating agencies. Plans are to complete the project this winter so that brochures will be available in early spring for distribution aboard State ferries and at Chamber of Commerce and Forest Service offices. (Norm Covington-Stikine)

**You can't
eat fish
from
foul water.**



GIVE A HOOT! DON'T POLLUTE!

 **FOREST SERVICE - USDA - PUBLIC SERVICE COUNCIL, INC.**

... Forestry Lab

hemlock would be improved by deeper rooting, and does the erosion and leeching that results from logging lead to nutrient loss.

Pam Porter

Pam came to Juneau last July from Asheville, North Carolina where she was involved in performing research on trout. Her studies of the interaction between forest management and fish habitat are continuing as she researches the effects of logging on trout and salmon.

She says that the big difference between her work here and in North Carolina is that in North Carolina she could drive to work and count on getting back home the same day.

Pam received a master's degree in fisheries from Virginia Polytechnic Institute.

Don DeMars

Don had established deep roots in Portland when he was reassigned to Juneau last August. He had worked in the Pacific Northwest's Portland office since 1968, which was the year he obtained a doctorate degree from Washington University.

His primary concern in southeast Alaska will be the measurement of forest stands to determine how much timber can be obtained from an acre of land, and whether the forests do better under natural conditions or by artificial stimulation.

Don's studies will be centered on western red cedar and Alaska yellow cedar, species which have

not experienced much logging in southeast Alaska.

Barry Long

Barry is not new to Alaska, but is new to the Forestry Sciences Laboratory, having transferred to Juneau last June from the Stikine Area where he was district hydrologist.

As a hydrological technician he gives research support to Doug Swanston, geologist, and Roy Sidle, research soil scientist. Timber related projects that he is working on concern nutrient cycling, stream bedload sediment, suspended sediment transport in relation to rainfall and land management activities, ground water response to rainfall, and slope stability.

Barry came to Alaska from Colorado where he received his bachelor's degree from Colorado State University.

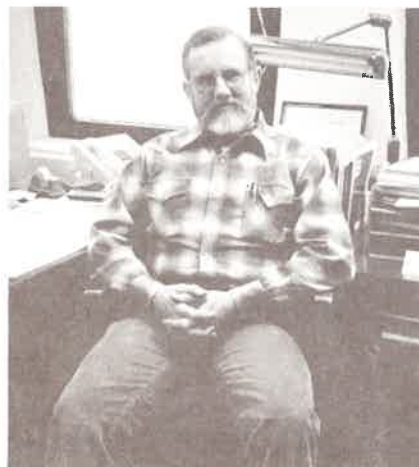
"My job on the Santa Fe was just about 180 degrees opposite of here," says Barry. A notable difference is that work in arid Colorado did not require webbed feet, a real (See *Forestry Lab*, p.4)



Pam Porter



Don DeMars



Ed Dealy



Barry Long

Juneau Ranger District to Sponsor Mendenhall Art Show

An art show open to any medium, including photography, featuring the Mendenhall Glacier and its environs will be held at the glacier observatory from April 22 to May 1.

Deadline for submitting entries is the close of business on February 10. Works submitted will be selected by prominent Juneau artists, Rie Munoz and Bryan Grove.

Portfolios presented for selection must contain slides (a maximum of 15)

... Forestry Lab

asset here since the best time for running stream bed tests is during a heavy downpour.

Ed Dealy

Ed Dealy left his family behind in LaGrande, Oregon when he transferred to the Juneau lab as a plant ecologist last July.

Actually, his wife, June; daughter, Kim, and son Joe will be joining him this spring, at the end of the school year.

Ed is a specialist in forest ecology, having received a PhD in that field from Oregon State in 1975. His career with the Forest Service began with the Pacific Northwest's silviculture lab at Bend, Oregon in 1957. He transferred to the Range and Wildlife Habitat lab in LaGrande in 1965.

His research on wildlife habitat and land management policies will concentrate on second growth forests, which means that Ed will be spending considerable time in the Ketchikan Area and on Prince of Wales Island.

of the original work. Original pieces will not be accepted. All slides must be labeled with the entrant's name, title and size of entry, the medium, and date of completion. Works do not have to be current.

Entrants also are asked to submit a resume giving previous exhibits entered, entrant's education and training, length of time spent in the medium, and entrant's telephone number and address.

Because it will be a noncommercial show, price tags, sales, bartering, and trading will not be permitted. The Forest Service will provide security during the show, but will not assume responsibility for loss due to

damage, theft, or vandalism.

Entries should be mailed to Mendenhall Glacier Art Show, Juneau Ranger District, P.O. Box 2097, Juneau, Alaska 99803, or delivered to the Juneau Ranger Station at 8465 Old Dairy Road between 8 a.m. and 5 p.m. Monday through Friday.

Questions about the show may be directed to Pat Thrasher at the Juneau Ranger District (789-9311).

**Pollution costs us
\$500 million
a year.**



WOODSY OWL



Mary Bethea, Chugach National Forest supply clerk, uses the correct technique to extinguish a demonstration fire with a dry chemical extinguisher. Anchorage municipal firemen conducted the drill at the Chugach headquarters.

Keeping in Touch . . .

Stikine Area public information officer, NORM COVINGTON, brings us up to date on Stikine personnel who were awarded for their contributions to the Forest Service during the year. Among those in the Supervisor's Office receiving recognition were RICHARD AHO, DAVID COTTRELL, RICHARD ESTELLE, LAWRENCE ETHELBAH, CHARLOTTE GREENFIELD, JASON HANKS, DAVID HELMICK, MERRILY JONES, FRANK MCCORRISON, JAMES MILLER, and KENNETH RADEK, who received Certificates of Merit and shared equally in a group cash award of \$1000.

Certificates of Appreciation also went to ROBERT BURKE, ROBERT GERDES, LOIS JONES, SUSAN OHMER, LARRY ROBERTS, and TERESA STOLPE, all of Petersburg Ranger District.

On the Wrangell Ranger District Certificates of Merit were presented to ROSELYNN RESSA, LANI FITZSIMONS, DAN SWEITZER, and JIM ACHER, all temporary employees. In the SO, Certificates of Appreciation went to JAN BENNETT and to volunteer employee CHRISTINE ROBERTS, who has contributed more than 1000 hours of work to the Service.

Cash awards for Sustained Superior Performance were given to DIANE MARKS and CARLENE Willis (SO) and to MARY KETEL, KAREN OERTURF, COLLEEN RUSSELL, JUDY BAKER, and STEVE WILLIAMS, all of the Wrangell Ranger District. KENT RUSSELL (WRD) received a cash award for a special act.



Among Stikine Area employees recently receiving awards were Ken and Gayle Herrick, pictured here with Forest Supervisor John Hughes, right. Ken is radio communications technician and Gayle is dispatcher.

Quality Step Increases went to NED PENCE, ANNE LEWIS, EVA NICHOLS, MORRIS LIVELY, and MORRIS HUFFMAN (all of PRD); MIKE SCHANTA (WRD), and KEN HERRICK, GAYLE HERRICK, and MARY BERNARD (SO).

SANDY VICTOR and MARK COOPER, both SO employees, received 10 year Length of Service awards.

Alaska Region employees were saddened to read of the death of ESTHER OLSON on January 3 at Juneau's Bartlett Memorial Hospital. Esther was the wife of SIG OLSON, retired director of Fisheries and Wildlife. She had been undergoing treatment for several months for cancer.

Friends are asked to make donations in Esther's memory to the American Cancer Society or to the Douglas Community United

Methodist Church music fund.

Regional HOST coordinator NEIL HAGADORN reminds area and regional employees that he is constantly looking for ideas to include in the Sourdough Notes' HOST column. He asks that anyone with either good or bad examples of how the Forest Service treats the public give him a call in the RO at 586-7529 or send a note.

After more than a year without permanent leadership, the Sitka District now has a new ranger. CRAIG COURTRIGHT was named to that position at the end of September, according to an article appearing in the December issue of Chatham Tides. (See *In Touch*, p.6)

... In Touch

Craig comes to Sitka from the Kootenai NF in Eureka, Montana. His wife, ELAINE, is working as receptionist in the Chatham Area Supervisor's Office.

Combined Federal Campaign Successful

Regional Forester John Sandor announces that contributions made by Federal employees to the Combined Federal Campaign exceeded this year's expectations by several thousand dollars. Final statistics have not been accumulated for the overall total collected from all participating agencies.

Even with fewer persons contributing (352 compared to 378 last year), the Forest Service's Southeast Alaska campaign increased contributions over last year by \$2,954, for a total of \$21,423. FS employees in southcentral Alaska also exceeded their goal by contributing a total of \$3,243.

**An
old flame
can
break your
heart.**



Most rules for winter driving haven't changed. Here are eight tips to remember before you take your car out on winter roads.

- *Make sure your car is winter-worthy. Have your brakes and battery checked and get them replaced if need be.*
- *Know your winter driving techniques. Learn the right way to handle a skid and brake your car on slippery roads.*
- *Be prepared for trouble. Keep an emergency kit containing a flashlight, scraper with brush, tow chain, jumper cables, shovel and bag of salt, sand or kitty litter in your car.*
- *See and be seen. Get your windshield wipers, defroster and lights in good working order. Before you take off, always completely clear your car of snow and ice. Snow left on the hood or roof can blow back onto windows.*
- *Use the right kind of tires. Good tread is always important, but even more so in winter. If you will be driving through deep snow, you may want to put on snow tires.*
- *Clear your path. If there is snow in front of your tires, turn them from side to side, then take off slowly. If you don't move, don't gun the engine; you'll only spin the tires and dig in deeper.*
- *Keep your cool. If your car stalls, don't panic and try to walk unless you know help is within walking distance. If you stay in your car, you have some protection from the cold until help arrives.*
- *Take it easy. Do everything — accelerating, braking and steering — more slowly. ■*

(Taken from Family Safety magazine)

R.O. Expands Working Hours

Effective January 10, the Regional Office expanded its business hours from 8 a.m. to 5:30 p.m. in response to Governor Bill Sheffield's announcement that the State offices in Juneau will be open to 5:30 p.m. to facilitate communication with other areas of the State.

The expanded hours will be made through adjustments of work schedules, according to Regional Forester John Sandor. Schedule changes will be made to attempt to minimize impacts on employees

who use car pools, day care centers, or have other family commitments.

To accommodate Federal Building personnel working the extended schedule, elevators will be in operation and the rear parking lot door will remain open until 6 p.m.

**Noise is
pollution,
too.**



WOODSY OWL

PSC
POLYMER



He Had a Dream

Martin Luther King, Jr.

THE NON-VIOLENT CRUSADER

(Editor's Note: Martin Luther King, Jr. was born January 15, 1929. The following excerpts from speeches made by him during his crusade for civil rights are printed in commemoration of this outstanding American.)

*We've broken loose from the Egypt of slavery and we have moved through the wilderness of legal segregation. Now we stand on the border of the promised land of integration.

*When evil men plot, good men must plan. When evil men burn and bomb, good men must build and bind. When evil men shout ugly words of hatred, good men must commit themselves to the glories of love. When evil men would seek to perpetuate an unjust status quo, good men must seek to bring into being a real order of justice.

*It is a cruel jest to say to a bootless man that he should lift himself by his own bootstraps. It is even worse to tell a man to lift himself by his own bootstraps when somebody is standing on the boot.

*We are tied together. The Negro needs the white man to free him of his fear; the white man needs the Negro to free him of his guilt.

*A doctrine of black supremacy is as evil as a doctrine of white supremacy.

*Before the victory's won maybe some more will have to get scarred up, lose jobs, face the problem of being called bad names. Before the victory's won, maybe some more will have to face the tragedy of physical death.

*Three simple words can describe the nature of the social revolution that is taking place and what Negroes really want. They are the words "all," "now," and "here."

*It is interesting to notice that the extreme pessimist and the extreme optimist agree on at least one point. They both feel that we must sit down and do nothing in the area of race relations. The extreme optimist says do nothing because integration is inevitable. The extreme pessimist says do nothing because integration is impossible.

*Freedom is not some lavish dish that the Federal government or the white man will pass on a silver platter while the Negro merely furnishes the appetite. If integration is to be a reality, the Negro must suffer for it.

*We have come to the point where we are able to say to those who will even use violence to block us, we will match your capacity to inflict suffering with our capacity to endure the suffering.

*Green power--that's the kind of power we need.

*Freedom is never voluntarily given by the oppressor; it must be demanded by the oppressed.

(Submitted by Citizens for a United Black Community in Juneau)

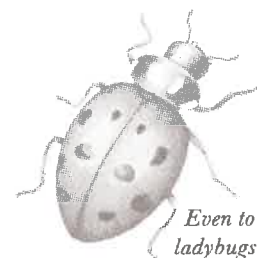
RF Responds to Suggestions

Regional Forester John Sandor has responded to recent recommendations submitted to him by Civil Rights Group representatives Earl Ford and Matty Quintana de Garcia, and he has agreed that the Regional Office (RO) CRAG representatives enhance their leadership roles by sponsoring and participating in civil rights and Equal Employment Opportunity events of national and local significance.

The Regional Forester also agreed to support establishment of a RO CRAG if employees want such a group. He instructed the two CRAG representatives to poll RO employees for their opinions.

Other recommendations accepted by the Regional Forester include conducting sit down discussions between Personnel Management and employees in unfunded positions, and allowing CRAG involvement in exit interviews and on promotion panels. (Earl Ford-LM&W)

The forest
belongs
to every
living
creature.



Even to
ladybugs.

FS Saves Money . . .

Recreational Cabin Airlifted to New Site

The operation went so smoothly last November when 6,800 pounds of cabin, lift harness, and support stringers were airlifted from Spurt Lake to Spurt Cove in the Stikine Area that the Forest Service may do it again.

For years Stikine Area personnel had been trying to figure out what to do with the Spurt Lake cabin that was built in the mid 1960's. It had once been a popular fishing area, but when fishing deteriorated, and restocking attempts failed, public use dropped to near zero.

Forest Service policy requires that at least 70 percent of maintenance costs be recouped through user fees for a cabin to be retained within the recreation system. This meant that unless the cabin could be moved, it would have to be abandoned and allowed to deteriorate.

While use of the Spurt Lake cabin decreased, public use of the cabin at Cascade Creek in Thomas Bay had increased to the point that a second cabin was needed to meet the demand. The logical location was Spurt Cove, 1/2 mile from the Spurt Lake cabin.

Columbia Helicopter had contracted to yard timber and set towers for the Tye Power Project in the area, using their Boeing Vertol helicopter, which routinely works with loads up to 10,000 pounds. Taking advantage



Cabin rests on temporary supports at its new location at Cascade Creek in Thomas Bay. It only took 5 minutes to helicopter the cabin from its Spurt Lake site.

of the situation, two FS crews were stationed on the ground, and in less than 5 minutes the cabin was lifted from its foundation and flown to its new location at Spurt Cove.

In order to be ready for use this spring, the relocated cabin must be set on pier blocks, leveled, and a porch and new stove added. These costs, along with relocation expenses, amount to only 20 to 25 percent of the cost of building a new cabin.

Because of the operation's success, the Forest Service is considering relocating at least one more cabin to better serve public recreation needs. Among several possibilities is the relocation of the Twin Lakes cabin on the Stikine River, accessible by boat only at high river levels.



Columbia Helicopter used its Boeing Vertol helicopter to carry the 6,800 pound payload to its new location.

Retired Forester Reminisces during Visit to R.O.

(Editor's Note: The following story is the last of a series commemorating the 75th anniversary of the Chugach and Tongass National Forests.)

John Brillhart, retired forester, visited the Regional Office in September and shared some of his memories of working in the Alaska Region from 1939 to 1950, when times may have been less complicated, but no less chaotic.

As a former director of the Lands Division in RO, one of the people he made a point to look up was RO's present Lands, Minerals, and Watershed director, Jim Calvin. Jim was a small boy living in Sitka when John was stationed there as district ranger in 1941.

John had been in Sitka only a month when Pearl Harbor was bombed on December 7, and he says that a book could be written about living in Sitka during those war years.

"You know," he explains, "people just didn't know what was going on, especially those first few days after Pearl Harbor.

"Rumors were rampant. To give you an example, the day after Pearl Harbor my wife let our twin daughters, who were about 1-1/2 years old, out to play, and the neighbor called to tell her to get them back inside because the Japanese were just on

the other side of Mt. Edgecumbe."

A Naval base was located in Sitka then, and after Pearl Harbor was bombed a contingent of Marines was sent into town to gather up any Japanese living in the community, of which there were none, according to John.

"But we did have one Chinaman, and I can remember seeing that group of Marines marching that Chinaman down the street toward the base. I guess they figured that if they couldn't find a Japanese, then they'd do with the next best thing."

Japanese Deterred

A similar experience involved John personally, and it is one of his least pleasant memories of that time. There were two Japanese fishermen who had married Native women and were living in Angoon with their wives and children. As the district ranger, John was ordered to accompany the military personnel to Angoon and notify the men that they were to accompany the group for relocation at one of the detention camps in the lower 48.

"The Japanese men were given no advance notice, nor any time to prepare for being away from their families," says John. "As far as I know they were sent to one of the camps down south, but I never knew which one. Naturally, I



John Brillhart, retired Alaska Region forester, is greeted by Minerals and Watershed Director Jim Calvin. John remembers Jim as a young boy when they both lived in Sitka.

felt pretty bad about being a part of it."

John also remembers some moments that seemed much more serious then than they do today. One such moment involved the owner of the town's only house of ill repute.

"Of course, when you've got a town with sailors and marines, it's only to be expected that you will have some form of R&R," says John. "So, Sitka had its madam, and the townspeople were pretty tolerant of this fact.

Special Use Cabin?

"At that time there were some summer cottages built about 4 miles outside of Sitka, which were owned by what you might have called the upper crust of Sitka (See Brillhart, p.10)

... Brillhart

society. These cottages were special use permit residences located on national forest land. One of the cottage's was owned by the town's chiropractor, who retired and decided to leave Sitka. Before he moved, he sold his cottage to the madam, who intended to let her girls use it for R&R when they needed to get away from their work.

"Well, the first I knew about any of this was the morning I arrived at work and was met by a crowd of indignant, outraged citizens who wanted to know what I was going to do about the situation.

"I calmed them down as best as I could by assuring them that I'd take care of things. I really didn't know what I was going to do, but I did know that the madam had never applied for a special use permit when she bought the cottage. So the first thing I did

was give her a phone call and explain that she needed to come into the office and fill out an application.

"Well, she told me that she was in a wheelchair and that it was difficult for her to get around, especially since my office was on the second floor. I arranged to meet her downstairs; so on the day of the appointment she showed up, accompanied by her husband, a big, burly fellow.

"I got out the application and made a point to read the section that described the kinds of activities allowed under special use permits. It said something to the effect that no activity would be allowed that didn't comply with Forest Service regulations. Anyway, I read this section twice, very slowly."

Madam Saves Face

When I finished reading the entire application, the woman said, "Well, Mr. Brillhart, I can't sign that application."

"I feigned surprise and asked her why not. She pointed to the application and replied, 'Well, because of that section you just read. The one saying that the cabin owner must be able to fight forest fires. Mr. Brillhart, I'm handicapped. Obviously I can't fight forest fires.' This was a pretty wise woman. She saved face, and let me out of a sticky situation at the same time."

John and his family left Sitka in 1942 and returned to Juneau where he later was promoted to forest supervisor of the Admiralty Division. In 1948 he took a leave of absence to teach at Syracuse University and complete work on his master's degree in forestry. He returned to Juneau in 1948 as RO's director of lands and recreation, a position he held until transferring to Oregon in 1950. (Carol Mogensen-OI)



Dennis Waterhouse (left)

Deafness No Handicap for Volunteer

Deafness as a handicap has not kept Dennis Waterhouse from building work experience in the field. Dennis, a college student at Humboldt State University, worked last summer as a volunteer for the Ketchikan Supervisor's Office conducting stream sediment sampling.

Previously, Dennis worked as a summer employee for the Forest Service at Wrangell. Employees Michele Griffith and Annie Buzzy learned sign language and acted as interpreters for Dennis.

People

New Appointments

Regional Office:
CHERLY NIENHUIS, clk.
typist (F&AM).

Promotions

Regional Office: DARIO D'ANGELO, director (MS); MATTY QUINTANA de GARCIA, comp. prog. analyst, GS-9 to GS-11 (PP&B); NEIL HAGADORN, pub. affairs spec., GS-7 to GS-9 (RN).

Personnel Perspective

The Incentive Awards Program offers something to supervisors and employees, alike. It provides supervisors with a means to motivate employees toward becoming a strong and cooperative work group, and increases productivity. It gives employees an opportunity to be recognized and rewarded for their skills, ideas, and achievements that go beyond the normal requirements of their position.

WHO MAY RECEIVE AWARDS?

Agencies are required to allocate funds in their budgets for the Awards Program, and awards may be made to any paid Federal employee on an individual or group basis. Awards also can be presented to former employees, or the estate of a deceased employee, as long as the award is for a contribution made at the time of Federal employment.

WHAT TYPES OF AWARDS ARE THERE?

The incentive awards are divided into two categories: monetary and nonmonetary. Monetary awards include the Quality Step Increase (QSI), Sustained Superior Performance (SSP), and Special Act of Service awards.

Although the QSI actually is a pay function, most agencies administer this recognition as part of the Incentive Awards Program. The purpose of the QSI is to recognize sustained high quality performance at a level that substantially exceeds an acceptable level of competence by authorizing faster than normal step increases. Only one QSI can be received within a 52-week period, and it is usually recommended during the annual performance appraisal process.

To receive a QSI, the employee must receive a composite performance rating of 4.0 or above, which must have been sustained for a period of at least 6 months. The supervisor must certify that the employee's performance is expected to continue, the employee is expected to remain in the same or a similar position and at the same grade level for 60 days.

A Sustained Performance Award usually is awarded when an achievement is not continuing, the employee is under the Wage Pay System, the employee is in the 10th step of a GS grade, or the contribution is so great that a lump sum is more fitting than a smaller continuing benefit.

To obtain an SSP the employee must have a composite performance rating of 4.0 or higher, and no performance element is less than 3.0. The performance must substantially exceed normal requirements over a period of time (proposed changes would require a 6 month minimum). Employers may recommend from 1 to 10% of an employee's base salary for SSP cash awards.

(Contributed by Dorothy Stennis-PM)

Life Insurance Enrollment Open

Enrollment is now open for Federal Employees' Group Life Insurance (FEGLI) to Federal employees who opted to waive the coverage at least a year ago.

For those employees, participation in the FEGLI program or increasing existing coverage for Basic, Option A-Standard, or Option B-Additional is possible if you are under age 50 and can furnish proof of medical insurability.

Persons who have married or had a child within the last 60 days may increase or add to FEGLI coverage if they already have Basic coverage and are under 36 years-old. A medical exam is not required.

Persons who are over 36, but under 50, can increase Option B if they presently have some Option B coverage. Again, a medical exam is not required.

Employees may enroll in Option C-Family coverage regardless of age. Answers to questions on any type of coverage can be obtained from your Personnel Office.



**Yes, thanks a lot.
But I still need your help.**

Mary Bernard Named Administrative Officer

Mary Bernard has been named administrative officer for the Stikine Area. She is the first woman on the Stikine to be appointed to a staff officer position and is the only female administrative officer within the Alaska Region.

"I am really looking forward to having Mary on my staff," says Forest Supervisor John Hughes. "Her professional commitment and enthusiasm are exceptional, and I'm sure she'll be a valuable addition to the management team."

Mary replaces Bill Hales, who retired last summer. Since her arrival in Petersburg 4 years ago, Mary has been the Area's personnel officer, and was instrumental in totally rebuilding the Stikine Area personnel program.

Before moving to Alaska, Mary's 19-year Federal service career included personnel positions on the Ouster and Gallatin National Forests and in the Regional Office at Missoula, Montana. (Norm Covington-Stikine)



Forest Supervisor John Hughes congratulates Mary Bernard on being promoted to Administrative Officer for the Stikine.

USDA Forest Service
Alaska Region
P.O. Box 1628
Juneau, Alaska 99802

**Noise is
pollution,
too.**

