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Alaska Region, Public Affairs Office
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Region 10 Edges Closer to Work Force Diversity

By the Alaska Region Work Force Diversity Steering Committee

In September 1988, the Regional Leadership Team began a series of strategic action plans to get the Region "out in front" on several important issues. The first issue the Team tackled was Work Force Diversity.

We finalized an action statement, situation statement, mission, strategy, and action plan early in 1989. As with the rest of the Forest Service, the Alaska Region's Work Force Diversity Mission

is:

"Caring for the Land and Serving People." The more our work force represents the richness and diversity of the nation's population as a whole, the better we will be able to serve the public.

A diverse organization will be more effective in managing the National Forests of Alaska to meet the needs of their citizen-owners, and will be better prepared to meet the challenges of the

future. Diversity is key to our destiny as an agency.

While strengthening the work force, we will also meet a fundamental social responsibility to make job opportunities in the Alaska Region available to all of the citizens of this country: women, men, minorities, the physically challenged and the disadvantaged. All should have an opportunity to join in carrying out our responsibilities.

Our mission to serve people also means caring for the individuals who make up our work force. We want people who come to work in the Alaska Region to be well informed and to feel that they have a stake in carrying out our mission. Each employee's job should be interesting, challenging, rewarding, and fun. Individuals will be provided an equal opportunity to get the work experience and training necessary to realize their full potential, to advance their careers, and to move up in the organization.

The Leadership Team decided to not distribute the action plan itself. The intent was to make our actions speak louder than our words. If you would like to review or have a copy of the entire package, contact your Forest Supervisor or Staff Director. We are also working on getting a copy filed in a DG public drawer(s) accessible to all employees.

Our strategy included five major goals with many objectives. These goals, objectives, and some of our accomplishments are described below.

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MESSAGE FROM MIKE

The year was 1975 and the Forest Service had the dubious distinction of having one of the worst affirmative action accomplishment records among ALL agencies. This was unacceptable! The Chief was quick to react.

Fourteen years later our accomplishment has improved considerably. But, we still have a way to go. In the Chief's words, "we must pick up the pace." Not only because these actions are mandated by law, or because it is the right thing to do, but also because it is the smart thing to do.

Today, working with the Work Force 1995 initiative, the challenge is greater than ever. We must forge a common purpose. To succeed, this effort must become a shared responsibility that includes everyone in the Forest Service. Futurists predict that by the year 2000, eighty-five percent of new entrants to the work force will be women, minorities and immigrants. This, coupled with the unprecedented number of Forest Service retirements expected in the next five years, means that we will see a work force that is increasingly diverse.

We must plan for that diversity to be able to carry out our mission. To

be able to continue to serve the people and care for the land, we must value that diversity. This means that we look at a multi-cultural work force from a positive perspective. We can reap benefits from the variety of perspectives that diversity brings.

The Regional Leadership Team has given this planning top priority. We have agreed upon an action plan to which we will hold ourselves accountable.

The goals, objectives, and some accomplishments of that action plan are featured in this issue of "Sourdough Notes."

It is not enough, however, that we of the Leadership Team proclaim our commitment. The cooperation and support of every Forest Service employee is needed to make this initiative succeed!

It is up to each and every one of us to create a workplace environment that is caring and respectful of all employees. Each of us needs to take the responsibility to welcome new employees and to help them succeed in whatever assignment they have.



Michael A. Barton
Regional Forester



Work Force Diversity

continued from page 1

Goal I - Gain understanding and support for Work Force Diversity (WFD).

Objective 1: Line and primary staff in the Alaska Region market WFD.

Accomplishments: WFD has been discussed at unit family meetings on all units. Many units have hosted Civil Rights programs at family meetings, provided funding for Civil Rights activities, and provided time for employees to attend WFD functions. Several members of the Leadership Team have attended Regional CRAG (Civil Rights Action Group) meetings to listen to Regional concerns. Several units are considering establishing half- or full-time Civil Rights positions in addition to Special Emphasis Program managers who normally function in collateral duties.

Objective 2: Develop and hold cultural diversity workshops and seminars on all Alaska Region units.

Accomplishments: Two Changing Roles of Men and Women workshops have been sponsored, one by the Ketchikan Area, one by the Stikine Area; both had participants from all over the Region. The Chugach held a Cultural Diversity Seminar in Anchorage with participation by several Regional Leadership Team members. The Regional Office is developing a values and norms workshop to be ready for presentation in spring 1990.

Objective 3: Provide a summary of WFD strategy to all Alaska employees.

Accomplishment: A brochure has been developed and distributed throughout the Region. If your Staff Director or Forest Supervisor has not discussed this brochure and given you a copy, expect him or her to do that soon.

Objective 4: Integrate WFD into new employee orientations.

Accomplishment: This has been done in the Regional Office and on the Ketchikan Area and Chugach NF. Materials are available from these units for use by others.

Objective 5: Provide monetary and other incentives for managers who excel in providing leadership in achieving WFD.

Accomplishments: Three incentives have been actively supported by the Leadership Team. The first was a cash award to Ken Holbrook, then of the Petersburg Ranger District, Stikine Area, with a presentation at a Regional Leadership Team meeting in March 1989. The second was a plaque to Bill Moulton, also of the Stikine Area, when he was presented the first Hector Gandara Award in October 1989.

The third incentive was a letter presented to Lynn Sprague by the Forest Supervisors, thanking Lynn for his support for Civil Rights activities.

In addition to the Regional actions, many of the Staff Directors and Forest Supervisors have recognized efforts on their units with cash awards and with plaques.

Goal II - Develop Regional and Forest work force plans for the future.

Objective 1: Develop, implement, and monitor work force plans for the Alaska Region.

Objective 2: Integrate work force planning with Regional and Forest affirmative action planning.

Accomplishments: Although the base materials needed for this project are not yet ready from the Washington Office, the Region has already made several decisions which were expected from the work plan. These decisions are primarily the broadening of series considered for

vacancies to open opportunities for as many people as possible.

Goal III - Emphasize recruitment of women and minorities.

Objective 1: Establish "help" groups of women and minorities to assist the Forest Service with recruitment and possibly contribute energy and resources in a partnership outreach and recruitment effort.

Accomplishments: Planning is underway for a Regional Cultural Diversity Conference in 1990, with objectives of training as well as establishment of employee networks. The Regional Office has a formal Women's Network and a network of mentoring of incoming clerical workers. Many unit leaders meet informally with women and minority employees to listen to concerns and to provide access to authority.

The Chatham Area hosted a summer resource camp, and will do so again this summer, to provide experience for high-school-age Alaska Natives. The Stikine Area hosted 3 students under the Resource Apprenticeship Program (RAP). The Ketchikan Area developed, with Ketchikan Indian Corporation, a program for disadvantaged Native youth.

Haskell Indian Junior College is finishing a recruitment video geared at hiring Alaska Natives and other targeted groups. Each Changing Roles workshop has produced a series of "support groups" to continue working on Civil Rights issues.

Objective 2: Recruit and hire women and minorities from outside the Forest Service for mid- and upper-level positions.

Goal IV - Improve retention of women and minorities.

Objective 1: Help employees make the best decisions about their futures.

Objective 2: Improve work environments by providing employee recognition, timely performance appraisals, adequate training and other developmental experiences, and strong internal communications.

Goal V - Accelerate career development for women and minorities.

Accomplishment: The Region is establishing a Management Development Program: to provide fast-tracked training and details for competitively selected candidates for line and staff officer positions. Although one of the purposes of this goal is to accelerate career development for women and minorities, the program will be open to all employees in the Region who have a desire to move into Ranger and Forest staff officer positions in the next few years.

Implementation of the action plan is guided by a Steering Committee. Members are Jim Cochrane (Regional representative to the National CRAG), Frank Arnold, Helen Baxter, Dale Kanen (Chair of the Regional CRAG), and Joy Berg. The Steering Committee's role is to review, analyze, monitor, and recommend changes to the Region's Work Force Diversity Strategy implementations and report the status to the Leadership Team; to inform the Leadership Team what actions have been taken through Team member reports; to champion Work Force Diversity; and to counsel Leadership Team members on implementation actions.

National Forest Lands Conveyed

Under the Alaska Native Claims Settlement Act, Native Corporations are entitled to select 1,378,000 acres of National Forest lands. To date, 1,206,000 acres have been selected and conveyed to the Corporations.

CHUGACH NEWS



The Million Dollar Bridge near Cordova was constructed in 1909 at a cost of, obviously, \$1,000,000. It was heavily damaged in the March 1964 Anchorage earthquake. The bridge spans the Copper River and connects Childs and Miles Glaciers. The damage has had minimal repairs and is used for vehicular travel today.

This viewing platform was constructed by the Cordova Ranger District in 1989. The platform serves as a shelter and affords a panoramic view of the Childs Glacier.



PERSONNEL PERSPECTIVES

Thrift Plan Current Limits Possibly Lifted

A bill currently before a House subcommittee could free up federal employees' investment accounts. This would allow employees enrolled in the Civil Service Retirement System to place their Thrift Savings Plan funds in all three plans.

Under current law, all federal matching funds contributed to FERS (Federal Employee Retirement System) employee accounts must go into the G fund which is invested in government securities.

Part of employee contributions may be invested in the plan's more lucrative and risky C fund, a stock fund, and F fund, which is invested in bonds.

As the law now stands, the restriction will gradually decrease over the next 7

years, so that those enrolled in FERS[®] will have full control over their accounts in 1997.

Annual returns for 1989 for C Fund were approximately 31%; F Fund, 14%; and G Fund 9%.

Region 5 May be Looking for YOU

Andrea Warner, Classification Officer, RO Personnel Management, asked us to make employees aware of Region 5's active outreach assistance program.

In response to the Consent Decree recruitment effort, Region 5 says they are seeking continuing support of their efforts. Still lacking are significant numbers of female and minority applicants for mid- and senior-level

positions, and fire positions at all grades. They are asking assistance of the Personnel Offices in the counseling of females and minorities to consider positions in Region 5.

Region 5 has developed an outreach data base to provide Region 5 managers with a centralized external source of individuals interested in employment in that Region. Contact your Personnel Office or ask to complete an Employment Interest Form and send it to: Forest Service, 630 Sansome Street, San Francisco, CA 94111, Attn: Recruitment Office.

If you have any questions concerning vacancies, call the Recruitment Office at (415) 705-1882.

Seasonals Affected by New Manual Supplement

By Bill Moulton, Stikine Area

A new Supplement expands and amends the Alaska Region Affirmative Action Plan to include temporary and seasonal employees. Its provisions will apply to the extent allowable under Agency policies and guidelines and/or personnel law.

The new provision should help line and staff officers ensure seasonal employees receive fair and equal consideration in the development, coordination, and implementation of human rights programs on the Area. Our temporary and seasonal work force provides us a rich resource for potential long-term employees and can be of value in our drive toward work force diversity.

Therefore, selecting officials should strive for a selection rate for women and minorities in our temporary and seasonal work force equaling the current hiring goals for permanent full-time employees.

REGIONAL NEWS



It'll cost an extra \$5.00 a day to stay at the Shelikof Beach Cabin on the Sitka Ranger District—one of the 190 Alaska Region cabins to see a rate hike to \$20.00 in July of this year.

Public Recreation Cabins Fees Increase this Summer

Beginning July 1, fees for an overnight stay in any of the recreation cabins on either the Tongass or Chugach National Forests will increase.

The \$5 increase, from \$15 to \$20, is the first fee boost in several years.

The increase is needed for maintenance of the 190 recreation cabins on the forests. Along with the rate increase, other ways will be explored to improve management and maintenance of the popular recreation cabins.

Maintenance of the cabins is done in partnership between the Forest Service and other groups and organizations.

Chief States Priorities

At an early fall meeting of Regional Foresters and Washington Office Staff Directors, Chief Dale Robertson discussed indepth issues currently challenging the Forest Service: Issues include the controversy over spotted owl habitat, cuts in the 1990 road budget, efforts to satisfy the California Consent Decree, enactment of the Tongass Reform Bill, and an array of public criticisms and lawsuits from environmental groups.

He outlined a six-point working agenda:

- Achieving work force diversity
- Developing partnerships with public and private organizations
- Building grass roots support for Forest Service decisions
- Finding ways to enhance customer satisfaction
- Rounding out Forest Service programs within the multiple use concept
- Building an innovative and creative work force

DG Software Revised

The end of December brought RO DG users the latest Data General CEO revision, number 3.11. Among the several enhancements, it brought us the latest in longer messages—up to 20 lines in length, spell check is now available in messages, Index function performs at the “TO:” field of messages. You can now mail an entire folder at one time.

To learn more of the new features, RO users contact your IS manager or Bill Moats in Management Services.

The CEO software revision installation will reach field offices soon.

Knecht Elected to Puget Sound Log Scaling and Grading Board

Larry Knecht, Regional Measurement Specialist, was recently elected to the Board of Directors for the Puget Sound Log Scaling and Grading Bureau. Knecht fills the unexpired term of John Raynor, recently retired from RO Timber Management.

The Bureau is a third-party scaling organization that scales, for payment, most of the Forest Service timber harvested in Alaska.

NOTICE

Fraud, Waste, abuse, misuse, or theft of Forest Service property or any other violation should be reported to:
(907) 586-8829 (24-hour recorder)
(907) 586-8820 or
(401) 556-6443 (USDA OIG Hotline)
Confidentiality Honored

CHATHAM NEWS



Career Camp '89 provided the opportunity for students to experience "hands on" work of a variety of natural resource professionals. Here, Ron Luke from Mountain Village, Alaska, learns log scaling techniques.

Career Camp '90 - An Opportunity to Make a Difference

*By Sandy Russell, Information Assistant,
Sitka Ranger District*

Planning is underway for Region 10's second annual Natural Resources Career Camp. Through an increased awareness of this camp, Forest Service employees may participate in recruiting students and become personally involved in workforce diversity.

This year's Career Camp will be held August 19-25 and again will be held at the Sitka Ranger District's Corner Bay Work Center located at Tenakee Inlet.

Camp Reaches Out to Minorities

Sponsored by the Sitka Ranger District, this camp was designed as an affirmative action program. It would direct and encourage ethnic minority high school students, especially Alaska

Natives, toward professional careers in natural resources.

By providing these students career information and support during their high school years, the camp would expose the youth to natural resource management careers and actively build toward the Forest Service's goal of workforce diversity.

Experience Real-Life Situations

Campers participate in actual "hands on" field work of natural resource professionals, such as fish and wildlife biologists, foresters, hydrologists, soil scientists, engineers, landscape architects, to list a few!

Additionally, students will have the opportunity for one-on-one career counseling from these professionals.

The Forest Service Benefits

Last year, camp students accomplished a number of projects. They constructed a short access trail with a boat outhaul; built a new woodshed at a recreation cabin; learned basic engineering skills using a map, compass and transit; conducted brief stand exams; scaled logs; conducted regeneration surveys; planted tree seedlings; surveyed several species of wildlife; assessed streamflow, water quality, and channel morphology; viewed and discussed forest/plant/soil relationships across a range of forest types; maintained a fishpass, and worked on a stream rehabilitation project.

Students Encouraged to Choose Careers in Natural Resources

A Career Night at the camp will again highlight the evening activities. Several natural resource professionals from other agencies, as well as the Forest Service, will be available to share their careers and provide a source of information on college, summer and permanent employment, cooperative education, and more.

Recruitment begins Mid-February

Active recruitment for campers will begin about mid-February. Camp brochures and applications will be mailed to all high schools and Forest Service district offices within Southeast Alaska as well as a variety of Native groups and organizations. Through the application process, approximately 12 to 15 students from throughout Alaska will be selected to attend the Career Camp.

Applicants must be enrolled in an approved Alaskan high school as either a freshman, sophomore, junior or senior during the 1989-90 school year.

A completed camp application, along with one written letter of recommendation, must be submitted on or before Friday, April 13, 1990 to: USDA Forest Service; Sitka Ranger District; ATTN: Sandy Russell; 204 Siginaka Way; Sitka, Alaska 99835.

Students selected to attend the camp will be notified in writing beginning May 1. Students are encouraged to apply who have a desire to learn about natural resource careers and/or other careers with the Forest Service. Also students will be selected to provide a balance of both sexes, ethnic groups, and academic abilities.

While students may apply from throughout the State, the focus for recruitment will be Southeast Alaska.

Campers will be participating as unpaid volunteers with transportation arranged and paid for by the Forest Service.

Safety equipment such as hardhats, eye goggles, life vests, and work gloves will be provided.

Students provide work clothing, sleeping bag, and other personal items. For further information, brochures, or applications, please contact Camp Coordinator Sandy Russell at the Sitka Ranger District (907) 747-6671.

KETCHIKAN NEWS



TONGASS NATIONAL FOREST
KETCHIKAN AREA

\$25

AWARD VOUCHER
GOOD FOR \$25.00 IN FY 1990

PAY TO: _____ DATE: _____

*This voucher belongs to:

who may award it to any other Ketchikan Area employee.

APPROVED BY: Michael Lunn
J. MICHAEL LUNN, Forest Supervisor

Ketchikan Area Presents Employees on-the-Spot Awards

Deserving employees receive on-the-spot cash awards worth \$25.00. Every employee on the Ketchikan Area was issued a voucher that looks somewhat like a business card. Employees can "spend" the award on a fellow employee for a special act or sustained performance.

The giver must write a brief description of what the person has done to be so deserving. The program encourages recognition by peers of contributions employees make to our organization—whether they've gone out of their way to assist another person, contributed to a special project or effort, or demonstrated an outstanding Good Host attitude.

The vouchers are completed and turned in to the Personnel Staff who forward to the National Finance Center for payment. Employees receive their check three to four weeks later.

Newly Printed Alaska Region Publications

Management Bulletins

Fish in the Forest (reprint)
Understanding the Past; Developing
the Future (TLMP Analysis of the
Management Situation)
Fish Habitat Management
APC Phase I Final EIS
APC Phase II Final EIS
Area 2
Area 3
Area 6
Area 12
APC SEIS Consolidated Appendix
Volume II
APC SEIS Consolidated Appendix
Volume III
APC SEIS Executive Summary
APC SEIS Record of Decision
21 Maps APC SEIS
ANILCA Hearing Record
AMS Technical Plan Revision
Sourdough Notes 434
Sourdough Notes 435
Frosty Bay DEIS

Technical Publications

Alaska Region Information Resource
Management Strategic Plan
Unit Plan and Layout Construction
Card--Ketchikan Area
Timber Supply and Demand
R10 Training/Meeting Calendar
Tongass Classification Maps

Plants of Muskegs, SE Alaska
(reprint)

Unnumbered Publications

Resource Apprenticeship Program
for Students
Tips and Hints for Employees/
Visitors to Juneau
Oil Spill Coded Comments
Oil Scoping Bulletins
Oil Spill Public Comment
Acknowledgements
Oil Spill Comment Period Extension
Notice
Oil Spill Assessment Plan Public
Review
Detailed Operational Plans for
Studies in State/Federal Natural
Resource Damage Assessment
Plan Volumes I-IV
Juneau Vicinity Personal Free Use
Firewood Maps
Project Learning Tree, Secondary
Project Learning Tree, Elementary
Retiree Identification Card
Retiree Certificates
Alaska Region Fax Cover
Design the Future through Communi-
cation

Recreation Publications

Alaska Region Recreation Strategy

Slots Still Available for Media Training

If you feel you can better represent the Forest Service in the mass media, sign up. You may even encourage some other person you think would benefit from the training.

The training is scheduled for February 21-23 in Juneau. Contact Jennifer Folwell in RO Personnel Management. Gary Lidholm of the RO Public Affairs Office may be contacted if you have questions or wonder if the session would be appropriate for you and would meet your needs.



It was the summer of '44, and L-R George Hanna, "Red" Wright, Foreman Curt Kerchoffer, unknown, and "Muscles" Daroff line up for the old "brownie" at Windfall cabin.

Rest break on Mt. Juneau. "We used brush hooks. Facing is "Muscles" Daroff who still resides in Juneau, George Hanna with the file and Curt Kerchoffer in the cloud of smoke. He always rolled his own cigaretts. I can't remember the name of the young man with the rifle. We carried the rifle for brown bear although we never had to use it."



The Year was 1944 and They were the Forest Service

Mr. Joseph Sadlier of Ketchikan remembers his early years spent brushing trails for the Forest Service in the Juneau area in 1943-44.

He and five other young men between the ages of 15 and 17 worked for the Forest Service--they *were* the Forest Service for the Juneau area with the exception of an "older" man of about 40 who got to drive the only pickup truck they had.

Mr. Sadlier said, "Most of the men had been called off to World War II, and only the very youngest of men, under the age of 18, remained to carry on the duties of running the forests."

"We could brush many miles of trail in one day. As an example, we brushed 11 miles to Montana Creek in one day. Another time we brushed the entire trail system to the top of Mt. Roberts, ran all the way down the mountain, and brushed all the way to the top of Mt. Juneau in one day.

We were paid \$160 a month and considered that very good pay in those days.

During the war, the CCC was disbanded and men over the age of 18 were drafted into service. The foremen were either physically disabled or older than the draft required. Ralph Milkee was our foreman and his wife cooked for us."

Mr. Sadlier, thank you for taking the time to give us a look at the early days of the Forest Service in Alaska.

The Computer Corner

RO MS Sponsors Computer Fair

RO Management Services sponsored a Computer Fair in the Juneau Federal Building January 31. The event featured computer, radio, telephone, and information resources management technology. A glimpse of days gone by, today's capabilities, and a view of what is coming in the future made the exhibit interesting to all.

ADP (Automated Data Processing) equipment exhibits included an abacus, early 1900 vintage typewriter, punch card reader, a 1970's Wang microcomputer, early interactive computer terminals and present day laptop computers. Early telephone equipment included a 1900 era telephone saddle packset, early radio handbooks and logs, wire and fiber-optics cable examples and present day microcomputer controlled telephone systems rounded out the telecom exhibit.

Demos were available on GIS (Geographic Information Systems) and micro computers with software such as Grammar Checking, AutoCad, MacIntosh Desktop Publishing, graphic packages, and ORACLE. An excellent exhibit was prepared by the Forestry Sciences Laboratory on their use of portable computers in the field. Other exhibits featured computer security, ADP training, and Forest Service career opportunities.

Approximately 150 visitors toured the fair, including students from Juneau Douglas High School and employees from the Forest Service and other federal and State agencies.

Servicewide Civil Rights Committee Advises Chief

Did you know there has been a national standing committee to advise the Chief on Servicewide implementation of the Forest Service's Civil Rights Program? The Servicewide Civil Rights Committee (SCRC) was formed in 1978 and is comprised of volunteer employees representing a cross section of interests, races, sexes, skills, and grades. SCRC reports directly to the Chief.

The Committee meets twice a year in various parts of the country to review proposed policies and programs related to or impacting Civil Rights. They provide recommendations to the Chief for increasing effectiveness of Servicewide Civil Rights and Affirmative Action Program. The Committee also monitors these programs.

Membership is composed of four standing and 14 rotating members. Eleven of the rotating members represent Forest Service field units. There is one Bargaining Unit (NFFE) representative. All except the Bargaining Unit representative are appointed by the Chief.

Rotating members serve alternating 2-year terms, but are eligible for reappointment for an additional year.

Your Region 10 representative is Jim Cochrane, Director of Recreation, Subsistence and Cultural Resources. His 2-year term will be expiring this July. Additional rotating members are two District Rangers, a Forest Supervisor, six representatives from various Research and State and Private Forestry units, a Forest Engineer, and Forest and District Staff employees. The Bargaining Unit representative is an Archaeologist.

The appointment is busy, exciting, and personally rewarding. Many of the Servicewide Civil Rights and Affirmative Action initiatives are a result of recommendations by the Committee and action by the Chief.

A formal request for nominations to replace Jim as the Region's SCRC Representative will be mailed out. The Chief's new appointee will attend the next SCRC meeting July 9-13. Region 10 is hosting the July meeting in Juneau. This will be the first time the SCRC has met in Alaska. Gerry Knasiak, RO PCR Civil Rights Group Leader is organizing this meeting.

The most recent SCRC meeting was held in January. Results of that meeting will be reported to the Region 10, Civil Rights Action Group (R10 CRAG) meeting February 7-9, 1990, in Sitka. Your Unit's CRAG representative will be reporting to you on that meeting.

Larry Brown, Communications Specialist and Mickie Marjerison, Systems Analyst of RO Management Services welcome the 150 plus visitors to the Regional Office's first computer fair.



AWARDS

Fish and Wildlife Project at Stikine Selected in National Competition

The Stikine Wildlife and Fisheries unit at Stikine submitted the Ohmer Creek Fish and Wildlife Interpretive and Fishing Trail to the Regional Recreation Challenge Cost Share Competition.

The Regional panel selected the project to compete at the National level where it was selected from 80 projects and received a \$30,000 award.

This unique project will provide barrier-free access to fishing opportunities, a chance for visitors and residents to experience a variety of ecological zones—old growth, muskeg, grass-marshes, riparian zones and second growth—and a chance to view the wildlife that inhabits these areas. This project is a cooperative effort between the local Trout Unlimited chapter, the Alaska Department of Fish and Game, Stikine Recreation, Landscape, Fish and Wildlife units, the Southeast Alaska Guidance Association, and a number of local Petersburg businesses.

Several other local clubs and businesses are interested in participating and are being recruited.

Regional Office

Maria Dudzak, PPB, \$300, assistance to the Tongass Plan Revision Team
Katherine Benning, FPS, \$500, consistent and substantial performance
Sharon Deja, FPS, \$600, sustained superior performance

Mike Llanto, FPS, \$500, sustained superior performance

Kimberly Bown, RS&CR, \$750, performance exceeding normal requirements of the position.

Barry Webb, MS, \$1,000, special effort in developing programmatic technical approvals for computer acquisitions

Bob Svec, PAO, \$500, exemplary service in development, coordination, and

implementation of major exhibits including Bellingham Ferry Terminal display

Robert Davidson, MS, \$2,000, sustained superior performance developing Region's Integrated Information Environment

Larry Lawson, MS, \$500, special achievement in leading and coordinating installation of ORACLE for TLMP Revision Database

Eva Nichols, TM, \$500, outstanding performance related to budget and ongoing litigation and far beyond the expected tasks of the position

Ketchikan Area

On-the-Spot Voucher Awards (\$25):

Charlie Murphy

Eleanor Oman

Diane Weisert

Cynthia Schelin

Toni McCormick

Ralph Spear

Gwen Williams

Ada Feak

Cynthia Llanos

Lana Holst

Barbara Johanson

Kate Martini

Erich Grebner

Chatham Area

Hans Von Rekowski, \$1,000, Dev. of the Electronic Units Status Table

Greg Overturf, \$500, Support to the Vol. Program for the '89 field season

Dave Woodling, \$500, Support of the CMA Helicopter Operations for '89

Ted Allio, \$350, SEIS Site Specificity

Gary Van Hine, \$150, SEIS Site Specificity

Ralph Craig, \$750, COR and Project Team Leader Work

Ron Lange, \$750, COR and Project Team Leader Work

Linda Torgerson, \$500, efficient Engineering Tech. and work with Wellness Committee, Safety Committee, and FWP

KEEPING IN TOUCH

Resignations

Lilly Hansen, Unit Clerk, RO PAO

Reassignments

Joyce Liverca, Budget Asst., RO EAM from RO MS

Joleen Wheeland, Purchasing Agent, RO MS, from R6

John Day, Operations Research Analyst, TLMP from WO Ft. Collins

Sheri Ison, Fiscal Clerk, FPS to NOAA

John White, Purchasing Agent, RO MS to Alaska Power Admin.

New Hires

Paula Smith, CNF, GIS Analyst, Planning Staff

Promotions

Peggy Turner, Budget Analyst, RO PPB from JRD

Marena Demmert, Clerk, RO PCR

Jan Albayalde, Printing Spec., RO PAO

Conversion to Career Conditional

Katherine White, Clerk Typist, RO EAM

Transfers of Station

Alison Rein, CNF Landscape Architect, from Inyo NF

Dave Schmid, CNF Fish. Bio., from Glacier RD to Cordova RD

Bruce Williams, CNF, Database Admin., Minerals to Planning

LENGTH OF SERVICE AWARDS

35 Years

Charles E. McConnell

10 Years

Wilma Bennett

Teresa Hall



*U.S. Coast and Geodetic Survey House
Dedication was held in Sitka this past fall*

U.S. Coast and Geodetic Survey House Dedicated

*By Juli Philibert, Cultural Resources,
Chatham Area*

The Cultural Resource Management (CRM) staff of the Chatham Area held a dedication and open house this past fall for the U.S. Coast and Geodetic Survey House, locally known as the Forest Service House or White House. The house, which now houses the archaeology and soils/watershed labs, was placed on the National Register of Historic Places in 1986.

Karen Swanson-Iwamoto, Assistant Forest Archaeologist, introduced the guest speakers Judy Bittner, State Historic Preservation Officer, Gary Morrison, Chatham Area Forest Supervisor, and Helen Clough, then Sitka District Ranger.

They spoke of the importance of the National Register properties and the potential recreational value of these resources to the Forest Service. During the 2-hour open house, tours were given and questions were answered by CRM staff archaeologists Karen Swanson-Iwamoto, Ralph Lively, and Juli Philibert.

A computer demonstration was given by Richard Henzler to show how mapping and 3-D programs are used by archaeologists as analysis tools.

The site upon which the house now stands was the site of a Russian tea garden prior to the purchase of Alaska by the U.S. from the Russian Empire in 1867.

The U.S. Coast and Geodetic Survey house was built in 1916 to provide housing and office space for the first permanent geomagnetic observatory in Alaska. From 1929-1940, a single component Wood-Anderson seismometer was housed there to take readings to locate and measure any earth movement in the North Pacific. In 1961, title of the house was transferred to the USDA for office space and living quarters for employees of the Tongass National Forest.

Chief Dale Robertson has directed that National Register properties such as the U.S. Coast and Geodetic Survey house be actively used for offices, museums, or any other use to encourage their upkeep and maintenance.

The House is included in the walking tour of historic places in Sitka, and next spring, an interpretive sign will be erected in front.

New Champion Aspen Tree Located

The largest quaking aspen tree ever recorded in Alaska has been located on Point MacKenzie Road near Wasilla. The tree measures 100 feet tall, has a circumference of 72 inches at 4.5 feet above the ground, and a crown spread of 30 feet.

The tree received a total of 190 points on the American Forestry Association rating system. The champion quaking aspen tree of the United States is located in Fort Klamath, Oregon and has a recorded total of 235 points.

You can receive an updated list of all champion trees of Alaska by writing to the editor of *Alaska Branching Out*, Tony Gasbarro, Cooperative Extension Service, University of Alaska Fairbanks 99775-5200.

Tips to Keep you Within Per Diem Rates

Although federal government travel and per diem rates increased for most cities within the past few weeks, following are some guidelines to help you stay within those rates.

Always ask if the hotel or motel offers a discounted government rate. Make airlines reservations as far in advance as possible to take advantage of discounts. Early reservations also are important at hotels, since many reserve only a limited number of rooms at the government rate.

Verify the government rate when you check in, not when you check out. Use the restaurant coupons that appear in local publications provided in your hotel room.

Many hotels and motels, particularly those near resorts raise their rates on weekends. If you must remain for business over the weekend, be sure to ask about this. You may want to move to a less expensive place for the weekend and check back in on Monday.

Some hotels honor tax exemption for federal government employees. Get the form from your office manager before departing on your travel.

DG Etiquette

Miss Manners says stop before you send a note in haste. Take some time to think about your message and the effect it might have on the recipient. Once we hit the execute key, we can't take back those words, so choose them carefully.

Senate Hearings on Tongass Scheduled then Delayed

*By Steve Ambrose, Assistant Director,
RO Public Affairs Office*

Tongass hearings were scheduled in the U. S. Senate for February 7 in the Committee for Energy and Natural Resources, Subcommittee on Public Lands, National Parks and Forests. They have since been rescheduled for February 26.

On the topic for discussion are buffer strips and proposed wilderness areas. HR 987, the bill that passed the House last July, contains these issues. They are not addressed in either Senator Wirth's Bill, S 346, or Senator Murkowski's Bill, S 237, and will be the topic for discussion during the hearings. Note the buffer strips were added to HR 987 late in the session before it passed, and Wirth's bill has proposed moratorium areas, not proposed wilderness areas.

That's not to say other issues may not be addressed, though. At these hearings, anything and everything concerning the proposed legislation is open for discussion. Our testimony is being prepared here in the Regional Office, then will go to the Forest Service Washington Office for their review and clearance, and, finally, to the Office of Management and Budget. Clearing of testimony takes time because the administration must take one position, especially when testimony between Departments in the Administration are not exactly consistent. OMB will take the final position. After we have given our testimony at the hearing, we will send it to the Public Affairs Officers on the Forests for distribution. You should have access through your Public Affairs Officer.

On another front, State legislators have introduced a resolution concerning the spruce bark beetle infestation on the Kenai Peninsula (HCR 45). This resolution describes

the severity of the beetle infestation and supports the efforts of the interagency task force of federal, State, and Kenai Borough natural resource managers. The resolution has been referred to the House Resources Committee for consideration. The Chugach National Forest has been involved from the start, and is an integral part of the task force.

Part of the Public Affairs Office's job is to help you understand the legislative process (both State and federal) and what role we play in the development of laws that affect the way we do business. If you have a question on any bill or issue, let your Public Affairs Officer on your Forest know.

If they cannot answer your questions, they will contact us here in the RO. We have access to computer systems that track relative bills to help us serve you. Let us know how we can help you!

Van Zee Named Forest Supervisor of the Chugach National Forest

Bruce Van Zee will report as the new Forest Supervisor of the Chugach sometime in March. At that time, CNF Public Affairs Officer Joette Storm will introduce Van Zee to us via a personal profile and photo in "Sourdough Notes." We look forward to meeting our new Forest Supervisor.

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